

**GENDER ASSESSMENT AND ACTION PLAN
(GAAP)**

Saint Lucia FISH-ADAPT GCF PROPOSAL
Simplified Approval Process

REVISED DRAFT
April 8, 2025 (V5)

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List of Acronyms

<i>BARNUFO</i>	Barbados National Union of Fisherfolk Organizations
<i>BRDN</i>	Balkan Rural Development Network
<i>CANARI</i>	Caribbean Natural Resources Institute
<i>CANROP</i>	Caribbean Network of Rural Women Producers
<i>CCRIF</i>	Caribbean Catastrophe Risk Insurance Facility
<i>CDEMA</i>	Caribbean Disaster Emergency Management Agency
<i>CEDAW</i>	Convention on the Elimination of All Forms of Discrimination against Women
<i>CERMES</i>	Centre for Resource Management and Environmental Studies (UWI)
<i>CNFO</i>	Caribbean Network of Fisherfolk Organizations
<i>COAST</i>	Caribbean Oceans and Aquaculture Sustainability Facility
<i>CRFM</i>	Caribbean Regional Fisheries Mechanism
<i>CRRF</i>	Caribbean Resilient Recovery Facility
<i>CRB</i>	Climate Responsive Budgeting
<i>CiWiL</i>	Caribbean Women in Leadership
<i>CNFO</i>	Caribbean Network of Fisheries Organizations
<i>CSO</i>	Civil Society Organization
<i>CYEN</i>	Caribbean Youth Environment Network
<i>DGR</i>	Department of Gender Relations
<i>EnGenDER</i>	Enabling, Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean
<i>FAD</i>	Fish aggregating devices
<i>FAO</i>	Food and Agriculture Organization
<i>FGD</i>	Focus Group Discussion
<i>GAAP</i>	Gender Assessment and Action Plan
<i>GBV</i>	Gender-Based Violence
<i>GCF</i>	Green Climate Fund
<i>GI</i>	Group Interview
<i>GRB</i>	Gender Responsive Budgeting
<i>GRM</i>	Grievance Redress Mechanism
<i>JICA</i>	Japanese International Cooperation Agency
<i>KII</i>	Key Informant Interview
<i>M&E</i>	Monitoring and Evaluation
<i>NAP</i>	National Adaptation Plan
<i>NCPD</i>	National Council for Persons with Disabilities
<i>NDC</i>	Nationally Determined Contributions
<i>NEMO</i>	National Emergency Management Organization
<i>NELU</i>	National Enrichment and Learning Unit
<i>NOGC</i>	National Ocean Governance Committee
<i>NSDC</i>	National Sustainable Development Unit
<i>OCB</i>	Office of Climate Change, Biodiversity and Environment

<i>PWDs</i>	Persons with Disabilities
<i>SAP</i>	Strategic Action Plan
<i>SASAP</i>	Structural Adaptation Strategy and Action Plan
<i>SEAH</i>	Sexual Exploitation, Abuse and Harassment
<i>SLDB</i>	St. Lucia Development Bank
<i>SMMA</i>	Soufrière Marine Management Association
<i>SRDF</i>	Soufriere Development Foundation
<i>UN ECLAC</i>	The United Nations Economic Commission for Latin America

Introduction

This sectoral gender assessment consists of a legal and policy framework assessment informed primarily by a desk review, a contextual analysis of gender and the enabling environment informed by desk review and stakeholder consultations including technical guidance from fisherfolk of Saint Lucia, and a mapping of stakeholders relevant to gender and social considerations in the sector. The assessment brings together a summary of risks and opportunities and concludes with key recommendations for the development and implementation of the gender action plan in the St Lucia Fisheries Sector.

St. Lucia continues to make strides towards sustainability through its National Adaptation Plan (NAP) 2018-2028. The NAP is a significant and progressive government effort to facilitate the integration of climate change adaptation considerations into all relevant policies and programmes and into development planning. Saint Lucia's NAP is a 10-year process consisting of key cross-sectoral and sectoral adaptation activities outlined in the NAP document and complemented with Sectoral Adaptation Strategies and Action Plans (SASAPs).

The Fisheries SASAP is the third of the NAP's SASAPs, and has been designed using a similar 10-year framework (2018-2028) for action and strengthening of the sustainability of Saint Lucia's fisheries and fishery-dependent businesses, and the security of fisheries-dependent livelihoods under a changing climate.¹ Forming part of Saint Lucia's wider policy response to climate change, the Fisheries SASAP builds on previous efforts and projects, and is the product of a highly consultative process which started in 2017.² This includes, among others, decisions on investments and activities for the protection of fisheries, fisheries-related activities and livelihoods; the promotion, replication and scaling up of climate resilient aquaculture; improving access to financial products and services and business development opportunities for fisherfolks; and the construction of climate resilient fisheries facilities infrastructure.³

Fish is increasingly imported, and the country has a net import food bill. Contributing to the need for import over local sourcing is the degradation of coral reefs and breeding habitats, changes in the migratory behaviour of species with warmer and more acidic waters, and reduction in the number of fishing days with more frequent extreme weather events. As fish stocks reduce and the catchability of fish becomes more difficult, fisherfolk, which in most cases are men, must travel further in search of the fish, increasing fuel and personal costs. The decline in national food crop production and the increasing difficulty that the fisheries sector experiences with climate variability make food security under a changing climate a major concern; it is projected that through direct and indirect impacts, global warming will exacerbate current environmental and economic challenges and further affect fisheries and land agriculture in the country.

¹ Government of Saint Lucia. (2018a). Saint Lucia's Sectoral Adaptation Strategy and action plan ... <https://www4.unfccc.int/sites/NAPC/Documents/Parties/SLU-Fisheries-SASAP-May-2018.pdf>

² Ibid.

³ Ibid.

Notably, fishery-dependent livelihoods and economies are challenged by extreme weather events, such as intense tropical storms and hurricanes and associated storm surges and flooding. These events sometimes cause irreparable personal injury, including loss of life. These events often lead to reduced fishing days, loss of vessels and fishing gear and impairment of fish landing sites, fish markets, and other onshore facilities.⁴ Thereby affecting men and women in the sector in differentiated and intersecting ways such as access and control over resources, ownership of assets and the impact on ecosystems and livelihoods in general.

In St. Lucia, women face gender-specific challenges including teenage pregnancy; responsibility for children (often as single parents); low levels of child support payments; very high levels of youth unemployment; shortage of childcare and lack of 24-hour day-care to accommodate work in the tourism sector; labour market segregation; domestic and gender-based violence; and inadequate pensions and income in their senior years.⁵ Men also face specific challenges including elevated secondary school drop-out rates; inadequate training for employment; very high levels of youth unemployment; negative perceptions of young men; and inadequate pensions and incomes for the elderly. These challenges are often attributed to cultural beliefs and socialization that perpetuate traditional gender roles, stereotypes, and potentially self-excluding behaviour from non-traditional opportunities. As such, these contribute to the persistence of gender-biased legislation, gendered occupation-based segregation, gender-based violence and other factors that undermine economic and social development in the society.⁶

Gendered impacts of climate and disaster risks impact women, particularly those from female-headed households, and other vulnerable groups disproportionately due to their limited access to resources and insurance for hazard-proofing. Women and girls are impacted the most by climate risks, facing poor recovery and asset safeguarding due to a lack of insurance for women's small businesses and assets.⁷ There is an overall lack of resources in the form of recovery grants available to support women and men in attaining and sustaining post-disaster recovery; this specifically impacts women who's informal and small businesses are more susceptible to economic shifts.⁸

Methodology

This section provides an overview of the methodologies used for the sectoral gender assessment and action plan.

Data Collection

The first phase of data collection involved desk-based reviews of key literature, inclusive of the gender assessment conducted under the GCF readiness project, along with targeted stakeholder

⁴ Ibid.

⁵ Ranjitsingh, A. N. (2016). St. Lucia - Caribbean Development Bank.

https://www.caribank.org/sites/default/files/publication-resources/CountryGenderAssessment_StLucia.pdf

⁶ Ibid.

⁷ Ibid

⁸ Ibid.

consultations have informed this gender analysis that examines the different roles, rights, needs, and opportunities of women and men, boys and girls in the fisheries, aquaculture, and mariculture sectors in Saint Lucia. The gender assessment also draws on information from community consultations, including fisherfolk, fish vendors, fisheries cooperative managers and fisheries extension officers.

Data collected prioritized the following key areas:

- Gender-responsive legislative framework and policy assessment;
- Contextual Analysis of gender, fisheries, and interconnected issues;
- Challenges, barriers, and solutions to decision-making power for women and vulnerable groups in fisheries;
- Challenges, barriers and solutions to access and participation for women and vulnerable groups in fisheries; and
- Best practices for enhancing women’s participation in, and economic empowerment through the fisheries sector and potentially by extension, the blue economy.

The second phase of data collection involved stakeholder consultations for primary data collection. This collection responded to gaps in data available from the literature review, primarily as it pertains to the enabling environment that supports meaningful participation of, and equal benefits to groups identified as vulnerable.

Stakeholder engagement took the form of key informant interviews (KIIs) using structured interview guides tailored to state, civil society and community organizations, and individuals who have participated in relevant projects and research. The engagement was carried out between February 5th and 16th, 2024. A summary of engaged stakeholders is included in Table 1 with a full listing provided in Table 2 following.

Table 1: Consultation Summary

Sector	Target Number	Number Consulted	Male/Female
State	3-5	4	2/2
Organization (International, Regional, civil society, community, private)	5-10	11	6/5
Individual	2-5	2	1/1
Food and Agriculture Organization (FAO)	1	1	0/1
Total		18	

A full consultation listing, [including focal point names](#), is provided in Annex 1.

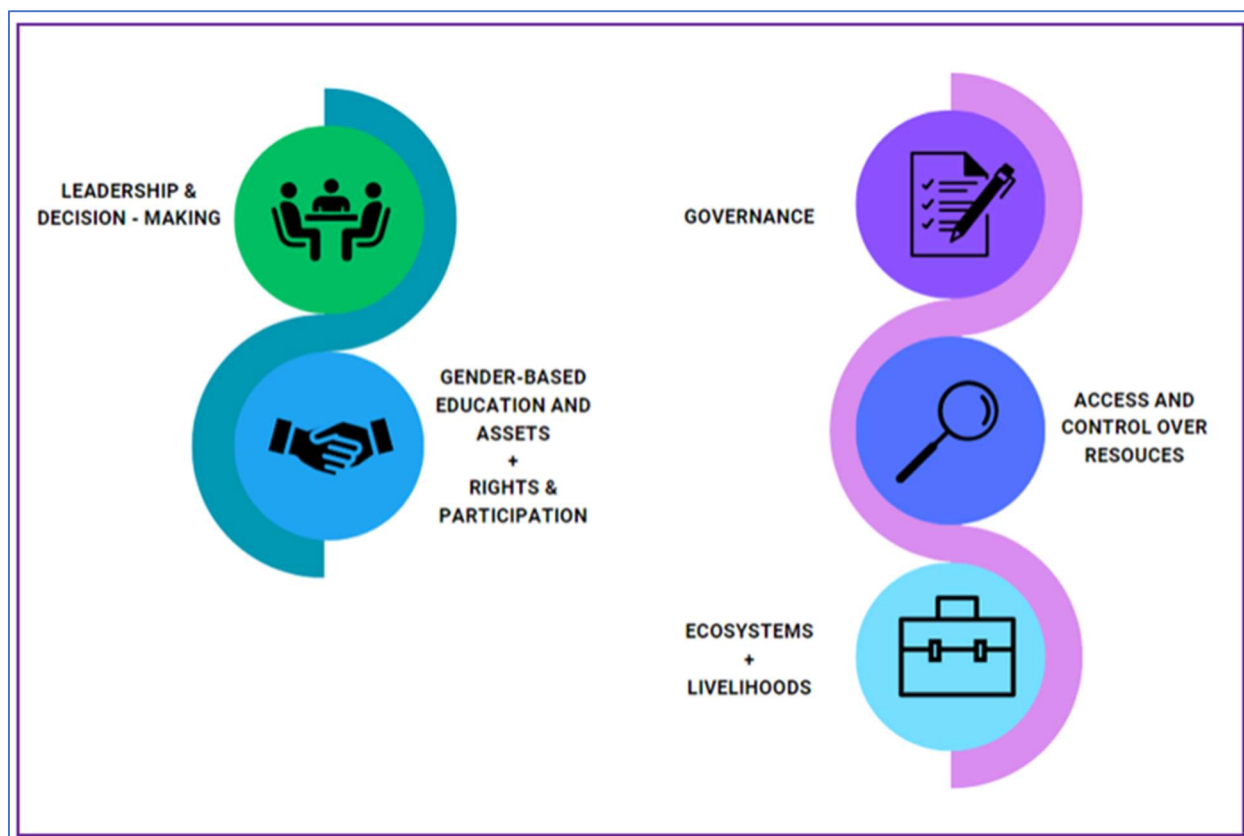
The data collection plan including interview instruments used for primary research is included in Annex 2. While primary data collection did not aim to pre-identify vulnerable groups so as not to

bias data collection, questions asked were specified to fisherfolk in general, women, persons with disabilities, and LGBTQ+ persons.

Gender Assessment

An in-house developed gender needs framework, shown in Figure 1, is used to inform the sectoral gender assessment relevant to the fisheries sector. The combination of considerations around gender rights, governance, resources, ecosystems and livelihoods serves to reveal cross-cutting issues that can inform project activities that fulfil project outcomes while also ensuring positive gender benefits.

Figure 1: Gender Assessment Framework



Source: SAEDI Consulting (Barbados) Inc.

Gender Action Plan

The gender action plan (GAP) is developed in alignment with key guiding documents including:

- The Green Climate Fund Gender Policy (2019)
- The Green Climate Fund manual on Gender Mainstreaming (2017)
- The Food and Agriculture Organization Policy on Gender Equality (2020-2030)
- The Food and Agriculture Organization Regional Gender Strategy for Latin America and the Caribbean (2019-2023)

Part 1: Sectoral Gender Assessment: Gender & Fisheries in Saint Lucia

The gender assessment takes a specific focus on the enabling environment for the fisheries sector, and includes the following sections:

- A socio-economic summary relevant to gender in Saint Lucia
- Summary insights on gender roles in Saint Lucia
- A gendered review of access to decision-making power
- A gendered review of access to financial resources
- A gendered review of access to ownership and status
- A in depth review of access to livelihoods and participation among male and female fisherfolk, fish workers inclusive of value-chain supporting workers
- An in-depth review of access to information, services, and programs among male and female fisherfolk and fish workers inclusive of value-chain supporting workers

The assessment also includes an assessment of the legislative and policy environment, a mapping of stakeholders relevant to gender and social inclusion, and key recommendations and conclusions based on identified risks and entry-points for project activities.

Gender & Enabling Environment Contextual Analysis

Socio-Economic Summary

Saint Lucia has achieved progress toward gender equality in recent years, seeing decreases in adolescent birth rates and an increase in the number of women who have sexual and reproductive health needs met at a national level. However, as of 2020, only 29% of data indicators that monitor gender-specific sustainable development goals were available, with key statistics on gender-based violence, unpaid domestic and care work, gender pay gaps, poverty, access to assets and gender and the environment unavailable. As of 2021, only 16.7% of seats in parliament were held by women.⁹

Table 2 provides a socio-economic summary for Saint Lucia.

Table 2: Population Statistics of St. Lucia

Indicator	Overall population	Male	Female
Adult Literacy rate	90.1%	Not available	Not available
Labour ¹⁰ force participation rate	Not available	74%	65.1%
Employment rate ¹¹	57.42%	Not available	Not available

⁹ UN Women Count. (2024). Saint Lucia. <https://data.unwomen.org/country/saint-lucia>

¹⁰ Ibid.

¹¹ Knoema. (2022). The employment rate in Saint Lucia. <https://knoema.com/data/saint-lucia+employment-rate#:~:text=Saint%20Lucia%20employment%20rate%20was,up%20from%2055.15%20%25%20previous%20year.>

Indicator	Overall population	Male		Female	
Unemployment rate ¹²		18.47		24.96	
Proportion of seats held by women in national parliaments (% of total number of seats) ¹³	Not applicable	Not applicable		16.7%	
Proportion of women in managerial positions ¹⁴	Not applicable	Not applicable		57.3%	
Life Expectancy ¹⁵	71	Not available		Not available	
Maternal Mortality Rate ¹⁶ (Per 100k live births)	Not applicable	Not applicable		73.00	
Infant Mortality Rate ¹⁷	22	N/A		N/A	
Poverty Rate ¹⁸	25%	Not available		Not available	
Educational Status of boys and girls ¹⁹	Not applicable	Primary 104%	Secondary 96%	Primary 96%	Secondary 88%

Most employed persons in Saint Lucia are employed in the services sector; agriculture, industry, mining and quarrying, construction; transportation sewerage, waste management and remediation activities employ majority men. This aligns with general trends showing a tendency for men to participate in manual labour,²⁰ whereas, occupations in which women predominate are mostly in services and processing sectors. For example, there are more than twice as many

¹²CSO Saint Lucia. (2020). Unemployment Rates by District and Sex (Annual) 2010 to 2020.

<https://stats.gov.lc/subjects/society/labour-force/unemployment-rates-by-district-and-sex-annual-2010-to-2020/>

¹³ UN Women Count. (2024). Saint Lucia. <https://data.unwomen.org/country/saint-lucia>

¹⁴ Ibid.

¹⁵World Bank. (2022). Life expectancy at birth.

https://data.worldbank.org/indicator/SP.DYN.LE00.IN?end=2021&locations=LC&most_recent_value_desc=false&start=1960&view=chart

¹⁶Macro Trends. (2024). St. Lucia Maternal Mortality Rate 2000-2024

<https://www.macrotrends.net/countries/LCA/st-lucia/maternal-mortality-rate>

¹⁷World Bank. (2022). Life expectancy at birth.

https://data.worldbank.org/indicator/SP.DYN.IMRT.IN?end=2021&locations=LC&most_recent_value_desc=false&start=1960&view=chart

¹⁸ UN Women Count. (2024). Saint Lucia. <https://data.unwomen.org/country/saint-lucia>

¹⁹ UNICEF. (2021). Generation Unlimited: the Well-being of Young People in Saint Lucia FACT SHEET.

<https://www.unicef.org/easterncaribbean/media/2931/file/Gen-U%20St.%20Lucia%20Fact%20Sheet.pdf>

²⁰ ILO. (2018). Gender At Work in the Caribbean: St. Lucia. [wcms_651949.pdf \(ilo.org\)](https://www.ilo.org/publications/0/0/651949.pdf)

women as men in “activities of households as employers” (domestic workers); real estate; education, health, and social work; and finance, retail, and insurance. Women play a dominant role in agri-processing in Saint Lucia, specifically in the fisheries sector.²¹ Furthermore, about 90 percent of vendors of agricultural produce in the largest market (Castries) are women, many of whom control both the production and distribution value chain nodes.²²

In a situation unique to Caribbean nations, recent statistics show that women more often constitute highly skilled employees and most managers in several sectors including agriculture, forestry, and fisheries. They also constitute most business owners in the country; many of the female-owned businesses are however sole enterprises, allowing for better management of household tasks and childcare around the business. Overall, approximately 40 percent of households in the country are headed by women.²³

There are clear data gaps in strategic information and sex-disaggregated data in general, especially within the agriculture and fisheries sectors. For instance, there is little to no sex-disaggregated data on informal employment and part-time work.²⁴ Informal and part-time work are often critical ways for both men and women to sustain households and balance their family and income-generating activities. Therefore, the absence of this information hinders critical analysis of the gender division of labour in the country.²⁵

Further, lack of time-use data prevents appreciation of the gendered division of unpaid labour including domestic tasks and does not facilitate the development of policies to increase women’s labour force participation. The United Nations Economic Commission for Latin America (UN ECLAC) has promoted the conduct of time-use surveys to compare the allocation of time to employment, domestic chores, childcare and other matters, between men and women; in doing so, in 2014, ECLAC conducted a seminar to provide training in time-use surveys, with Saint Lucia being one of the participating countries.²⁶ However, there was no evidence found that any time-use survey have been carried out in Saint Lucia so we are unable to estimate this currently for the country, sector and or sub-sectors.

Gender Roles

In Saint Lucia, a traditional gendered division of labour persists, wherein men primarily participate in formal and informal employment in physically demanding labour sectors, while women take up less labour-intensive positions. Women in Saint Lucia engage actively in productive work, although they are culturally responsible for (and spend more time than men

²¹ FAO. (2022). Gender, agrifood value chains and climate-resilient agriculture
<https://www.fao.org/3/cb9989en/cb9989en.pdf>

²² Ibid

²³ Ibid.

²⁴ Gender At Work in the Caribbean: St. Lucia. (2018). [wcms_651949.pdf \(ilo.org\)](https://www.ilo.org/public/ncdwcms/651949.pdf)

²⁵ Ibid.

²⁶ Ibid.

on) reproductive tasks.²⁷ According to a country gender assessment carried out by the Caribbean Development Bank in 2015, despite females' educational and academic outperformance of males, the agriculture, forestry, and fishing, sectors remain largely male- dominated. Men face specific challenges including high secondary school drop-out rates; inadequate training for employment; high youth unemployment; negative perceptions; and inadequate pensions. Overall, cultural beliefs continue to uphold traditional gender roles and stereotypes.²⁸

Caribbean Women in Leadership (CiWiL) Saint Lucia describes awareness of gender issues in the fisheries sector as limited, explaining that most of the awareness on gender in the nation overall is limited to domestic violence, with a lack of awareness around equality in employment and public spheres. It is noted that while awareness is rising due to the ongoing work of various NGOs, awareness, especially in the agriculture and fisheries sectors, is inadequate.²⁹

Founder of United and Strong and 758 Pride, Jessica St Rose, notes that persons from the LGBTQ+ community often face employment discrimination in male-dominated sectors; while the organization is not aware of any such reports, it is surmised that persons from this community may feel the need to conceal their identity to participate in the fishing sector.³⁰

Decision-Making and Access to Decision-making spaces

In terms of decision-making at the national level, men predominate. As of 2016, of the 18 members of the Lower House of Parliament or House of Assembly, currently only 3 or 16.7% are women³¹; this number holds still in 2024 according to reporting from CiWiL Saint Lucia.³² Only one in nine members of parliament in Saint Lucia is a woman. While females are out-performing males in education, this has not translated to decision-making positions at the national level. The education curriculum requires a rigorous overhaul to promote women's leadership roles.³³ While women have advanced professionally, there appear to be glass ceilings relating to the control of economic and political power. Still, Saint Lucia has been making strides towards supporting women in politics and decision-making and leadership positions, including the creation of the Women's Leadership Caucus in 2012, and the consistent work of the Department of Gender Relations (DGR) and CiWiL St. Lucia, which provides programmes and training for transformational leadership to women. Ultimately, there remain barriers to women's access to the highest levels of decision-making. Socio-economic, cultural, and political obstacles such as

²⁷ FAO. (2022). Gender, agrifood value chains and climate-resilient agriculture.

<https://www.fao.org/3/cb9989en/cb9989en.pdf>

²⁸ CDB. (2016). Country Gender Assessment (CGA) St. Lucia.

https://www.caribank.org/sites/default/files/publication-resources/CountryGenderAssessment_StLucia.pdf

²⁹ D. Rose. CiWiL. Interview, 16 February 2024. Virtual.

³⁰ J. St. Rose. United and Strong. Interview. February 8th, 2024. Virtual.

³¹ Ranjitsingh, A. N. (2016). St. Lucia - Caribbean Development Bank.

https://www.caribank.org/sites/default/files/publication-resources/CountryGenderAssessment_StLucia.pdf

³² D. Rose. CiWiL. Interview, 16 February 2024. Virtual.

³³ Ranjitsingh, A. N. (2016). St. Lucia - Caribbean Development Bank.

https://www.caribank.org/sites/default/files/publication-resources/CountryGenderAssessment_StLucia.pdf

traditional views on gender roles and the perceptions of politics as a male space, the lack of economic and party support, and their unavailability to run for elections given the disproportionate share of care work hinder women's access.³⁴

Conversely, at the business level, most managers, professionals and business owners in Saint Lucia are women, however, on further inspection, it emerges that most female-owned businesses are one-person operations, and that there are barriers to expansion.³⁵ Although it is reported that 57.3% of women are in management positions in Saint Lucia³⁶, the position of women in senior and middle management positions is still unknown; according to reporting from the Caribbean Women in Leadership (CiWiL) organization in Saint Lucia, most women occupy lower management positions, with little access to decision-making power.³⁷

Within the Department of Fisheries itself, women make up most of the leadership overall, with 4 women and 2 men holding headship positions. The department itself also developed an internal gender policy and action plan as of 2020, to continue to guide gender mainstreaming within the department. Still, it is noted by the Chief Fisheries Officer, Sarita Peter, that more awareness within the department and training of public servants is needed regarding equal participation and access.³⁸

Access to and Control over Financial Resources

Women have always played an integral role in agriculture throughout Saint Lucia; however, they have traditionally worked alongside husbands and male family members who hold ownership rights and access to financial resources; this often renders women invisible in commercial financial markets.

In 2015, more men were employed in agriculture than women.³⁹ However, due to the structural barriers preventing women from being represented in ownership of agricultural land and assets, they have made room for themselves in other areas of agricultural industry, including processing, market activity and as micro and small-scale business owners, with two-thirds of women in Saint Lucia owning their own business.⁴⁰ Women entrepreneurs typically operate microenterprises because of challenges in accessing finance and in the knowledge of systems for registering and running businesses. The criteria for loan applications are, however, extensive and stringent and are inclusive of documents such as land registers, title deeds, financial statements and building

³⁴ UN Women . (2021). *Gender Inequality of Climate Change and Disaster Risk in Saint Lucia*. EnGenDER. https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_Saint%20LuciaF_20220203.pdf

³⁵ Gender At Work in the Caribbean: St. Lucia. (2018). [wcms 651949.pdf \(ilo.org\)](https://wcms.651949.pdf)

³⁶ UN Women Count. 2024. "Saint Lucia. <https://data.unwomen.org/country/saint-lucia>

³⁷ D. Rose. CiWiL. Interview. 16 February 2024. Virtual.

³⁸ S. Peter. Department of Fisheries. Interview. 16 February 2024. Virtual.

³⁹ Ibid.

⁴⁰ UN Women . (2021). *Gender Inequality of Climate Change and Disaster Risk in Saint Lucia*. EnGenDER. https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_Saint%20LuciaF_20220203.pdf

plans; this brings into question the matter of equitable access to credit for women.⁴¹ Vice Chair of CiWiL Saint Lucia, Daisy St. Rose, reports that it is still culturally frowned upon for women to seek loans and financial assistance from banking institutions, with a lack of financial literacy posing an additional barrier to access.⁴²

Women have mitigated this challenge by turning to family or friends for loans, with many preferring informal financing mechanisms including ‘sou sou’ (an informal rotating savings club used heavily in Saint Lucia).⁴³ While some have accessed microfinance opportunities, there is a need for gender-responsive policy and financing options across financial institutions.⁴⁴

Trends from consultations reveal that access to finance is also challenging for other vulnerable populations including PWDs and youth, who often have little available assets and start-up capital available due to compounding inequalities and discrimination.

Despite challenges in accessing finance through formal channels, Catherine Sealys, Founder of Raise Your Voice Saint Lucia⁴⁵ reports that women often fund the costs of expeditions and fishing equipment for men fisherfolk; while cultural norms and other infrastructural barriers prevent most women from going out to sea themselves, they invest on behalf of partners or spouses, and continue to manage financial resources and money earned through fish sales⁴⁶. This pattern tends to obscure the financial and decision-making role they play in the sector and possibly limits the access to finance they do have.

In general, consultative findings concluded that training in financial management and business management would be largely beneficial for all fisherfolk, particularly for women who are already doing the majority of financial resource management (funding expeditions, fish sales and distribution of funds). While Raise Your Voice does provide training for women on banking and account record keeping in the agriculture sector, they have not yet garnered interest in participation from women in fisheries and cite the need for more engagement with the sector.

The fisheries sector is a major source of livelihoods and contributes significantly to food security. However, this sector is also highly vulnerable to climate hazards that pose a serious threat to the country’s economic state. In response to the challenges faced by climate change, the fishing industry can now count on a parametric insurance product developed specifically for the fisherfolk in the Caribbean by the “Caribbean Oceans and Aquaculture Sustainability Facility (COAST). COAST has been launched in Grenada and St. Lucia, with the financial support from the

⁴¹ Ranjitsingh, A. N. (2016). St. Lucia - Caribbean Development Bank.

https://www.caribank.org/sites/default/files/publication-resources/CountryGenderAssessment_StLucia.pdf

⁴² D. Rose. CiWiL. Interview. 16 February 2024. Virtual.

⁴³ Jenkins, O., & Brown, G. (2023). *Women’s economic empowerment in the Blue Economy in ...* Women’s economic empowerment in the blue economy in Small Island Developing States. <http://tinyurl.com/7z7cjn59>

⁴⁴ Gender At Work in the Caribbean: St. Lucia. (2018). [wcms 651949.pdf](https://wcms.651949.pdf) (ilo.org)

⁴⁵ <https://ryvslu.org/>

⁴⁶ C. Sealys. Raise Your Voice. Interview. February 13th, 2024. Virtual.

US Department of State, the World Bank, the Caribbean Catastrophe Risk Insurance Facility (CCRIF SPC), and the Caribbean Regional Fisheries Mechanism (CRFM) as an innovative climate risk insurance mechanism to promote sustainable fisheries, food security, livelihoods of fisherfolks and disaster risk reduction in the Caribbean. The overall development objective of COAST is to strengthen the financial resilience of Caribbean countries by insuring against climate-related events that impact the fisheries sector, providing government disbursed rapid pay-outs to fisherfolk after a “bad weather” event.⁴⁷ A parametric insurance product for the fisheries sector is an essential tool to help address the impacts of natural hazards on food security and livelihoods of those working in the fisheries sector.⁴⁸

Ownership & Status

Much of family land in Saint Lucia is titled as communal holdings with an undefined number of owners. While this type of tenure system is intended to provide a buffer for lower income family members, it does not provide documented evidence of land rights, nor secure tenure. Additionally, this lack of evidence of formal land tenure limits the ability of both men and women to access finance, insurance, extension services and subsidies, as well as constrains participation in community leadership, as this too is conditioned on land ownership.⁴⁹ Historically, men were given titles and ownership over agricultural lands and resources (e.g. tools, licenses) and access to financial markets through loans and grants.⁵⁰

This is also corroborated by the Ministry’s 2007 Agricultural census, which stated that there were more male than female holders of land, and that the majority of both female and male holders were over the age of 35, with a significant proportion over the age of 65. In addition, it was reported in 2016 that female holders experience more restricted access to land than male holders, and male holders had more access to and use of agricultural machinery than their female counterparts.⁵¹ With regards to matters of accessing credit and finance, women lack the necessary documentation (land deed/title) that is needed by many lending institutions to facilitate needed loans and registration as farmers/fishers. In this regard, more men own more agriculture equipment, inclusive of trucks/vans, water tanks, fishing boats etc., than their female counterparts.⁵²

⁴⁷ World Bank Group. (2019, September 20). *Innovative Fisheries Insurance Benefits Caribbean fisherfolk*. World Bank. <https://www.worldbank.org/en/news/feature/2019/09/20/innovative-fisheries-insurance-benefits-caribbean-fisherfolk>

⁴⁸ *Stakeholder Engagement Plan and Stakeholder Engagement Framework for Caribbean Oceans and Aquaculture Sustainability Facility (COAST)*. World Bank. (2020).

⁴⁹ FAO. (2022). Gender, agrifood value chains and climate-resilient agriculture. <https://www.fao.org/3/cb9989en/cb9989en.pdf>

⁵⁰ UN Women. (2021). *Gender Inequality of Climate Change and Disaster Risk in Saint Lucia*. EnGenDER. https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_Saint%20LuciaF_20220203.pdf

⁵¹ Ranjitsingh, A. N. (2016). St. Lucia - Caribbean Development Bank. https://www.caribank.org/sites/default/files/publication-resources/CountryGenderAssessment_StLucia.pdf

⁵² Ibid.

The Department of Gender Affairs explains that a major barrier to ownership for female fisherfolk lies in infrastructural requirements; in order to register a boat as a fishing vessel, the vessel itself cannot include bathroom facilities; therefore, while women may themselves own a vessel, they are not permitted to include facilities on the vessel to enable their use of it for fishing expeditions. As such, it is recommended that requirements for registration be amended to facilitate the needs of both men and women.⁵³

Livelihoods and Participation

The fisheries sector in Saint Lucia is a critical pathway to livelihood for many residents, providing income earning opportunities for fisherfolk across the value chain from fishing (deep sea and shoreline), processing and vending. It has been estimated that fisheries, (together with agriculture and forestry) amount to 4% of Saint Lucia's GDP – employing around 2,300 people in the primary sector.⁵⁴ Saint Lucia's fisheries sector can be divided into two subsectors: marine fisheries and aquaculture. Generally, social norms and discriminatory behaviours rooted in traditional gender norms prevent women and other vulnerable groups including members of the LGBTQ+ community and persons with disabilities from accessing employment. These gender roles and norms determine the level of access to productive resources and opportunities that shapes all employment sectors.

In Saint Lucia, although women are critical players in pre- and post-catch activities of the fisheries sector, as of 2019 only 6% of formally registered fishers were women.⁵⁵ Recent surveys of fisherfolk conducted by the Department of Fisheries indicate that 54% of fisherfolk (including men and women) indicate that women do not go to sea because of lack of interest, with only 8% indicating that the reason for women's low participation is due to lack of opportunity; the breakdown of these opinions by sex is not available. From consultations held with women fisherfolk specifically, women noted that their participation would be increased if infrastructure on vessels was increased.⁵⁶

Men hold most registered jobs; they hold 96% of marine fishing jobs compared to 4% for women.⁵⁷ Women typically occupy roles in processing, selling and financial management and other value chain supporting activities such as net mending, however, since there is no formal registration of fish processors and vendors, women, who predominantly occupy these roles are excluded from data-capture in the Ministry of Agriculture, Fisheries, Physical Planning, Natural

⁵³ J. Joseph. Department of Gender Affairs. Interview. 15th February 2024. Virtual.

⁵⁴ Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change.

⁵⁵ Jenkins, O., & Brown, G. (2023). *Women's economic empowerment in the Blue Economy in ...* Women's economic empowerment in the blue economy in Small Island Developing States. <http://tinyurl.com/7z7cjn59>

⁵⁶ Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change.

⁵⁷ UN Women. (2021). *Gender Inequality of Climate Change and Disaster Risk in Saint Lucia*. EnGenDER. https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_Saint%20LuciaF_20220203.pdf

Resources and Co-operatives' database. Consultations revealed that women take a leading role in managing finances in marine fisheries, using funds from the sale of fish to distribute to fishers, fund upcoming fishing expeditions, and purchase necessary equipment. It was also reported that women often personally fund fishers, often taking formal, and more often, informal loans to do so. Given this fact, the project will consider the fisheries sector in the context of a broader value-chain view, not limited to registered fishers. It will be taking into account the value chain supporting activities, which will also ensure the inclusion of women throughout the project.

Given the importance to the social and cultural fabric of rural communities and the role that fisheries play in local food security stabilization, climate change implications are a significant risk to the fisheries sector. Livelihoods and economies are challenged by extreme weather events, such as intense tropical storms and hurricanes and associated storm surges and flooding. These events damage equipment, and often lead to the reduced fishing days, loss of vessels, fishing gear – including fish pots and fish aggregating devices (FADs) - and impair fish landing sites, fish markets, fishermen's locker rooms, and other onshore facilities.⁵⁸

Impacts of climate change and disaster risks can also lead to exacerbated gender inequality in the fishing sector. Reliance on fisheries for both individuals and the country increases income and livelihood vulnerability when profits are lost due to damaged fishing vessels and equipment, or reduced catch. There is poor recovery and a lack of asset safeguarding due to a lack of insurance for artisanal fishers and women's businesses; this risk is higher for women-owned versus men-owned businesses, since women's businesses are more often informally funded, lacking formal registrations and subsequent protections.⁵⁹ Additionally, infrastructural damage to fishing ports and harbours may result in adverse effects on labour and working conditions for fishers and fish and produce vendors. Therefore, this loss of income and declining quality of services can have cascading consequences at household and community levels, particularly when women in households are involved in fisheries.⁶⁰ This can negatively affect local food security stabilization for the country as well as households that are female-dominated and depend on the fisheries sector for their livelihood.

Value chains & Vulnerable Groups

Capture Fisheries

Value Chain refers to the full range of activities which are required to bring a product or service from conception, through the different phases of production, and delivery to final consumers. The concept of Value Chain when applied to fisheries and aquaculture simply refers to all the

⁵⁸ Government of Saint Lucia. (2018). *Saint Lucia's sectoral adaptation strategy and action plan for the Agriculture Sector (Agriculture SASAP) 2018-2028*. Saint Lucia's Sectoral Adaptation Strategy and Action Plan for the Agriculture Sector (Agriculture SASAP) 2018-2028. | UNEP Law and Environment Assistance Platform. <http://tinyurl.com/396ks4t2>

⁵⁹ Gender Inequality of Climate Change and Disaster Risk in the Fisheries Sector. (2022). [Gender Climate Change 08 Fisheries F.pdf \(unwomen.org\)](#)

⁶⁰ Ibid.

activities and services from input supply to production (capture fisheries and aquaculture farming), processing, wholesale and finally, retail.⁶¹ It should be highlighted that women's roles are not always visible in the fisheries value chain because data collection in the sector fails to capture their contributions.⁶²

Registered fishers in capture fisheries comprise 94% male fishers (totalling over 1600 persons), however, assessment of the composition of persons reveals that women make up 100% of fishery cooperative managers (9 women in total), and the majority of managers, presidents and service providers for the sector in general. Critical to note is that data collectors for the industry are solely female, which may account for the availability of sex-disaggregated data on employment.⁶³

As indicated by Harold Dalson, Chairman of the Soufrière Marine Management Association (SMMA), the fishing sector in Saint Lucia is declining in general due to a mix of environmental factors (warming waters and invasive fish species) and industrial (increasing tourist activities on shores and coral reef destruction) factors – ecosystem and livelihood drivers. This has led to the depletion of fish stock, making shoreline fishing less prevalent, and forcing fishers to take up deep-sea fishing - a more dangerous and more expensive expedition. However, fishermen who were already elderly have not been able to transition to new modes of fishing or earning income; they are often left homeless or to be taken care of by others. Younger fisherfolk are taking up work in the tourism industry in place, however, this work is seasonal and does not provide an adequate livelihood.⁶⁴

In response to these challenges, the Japan International Cooperation Agency (JICA) in Saint Lucia reportedly conducts training with fisherfolk in the Soufriere region of the country, teaching methods for rebuilding fish stock including coral regrowth/farming, which has shown success thus far.⁶⁵

Aquaculture & Aquaponics

Marine and freshwater aquaculture is a growing industry still in the early stages of development in the country, including the production of sea moss. In general, women's participation as aquaculture farmers (fish and shrimp) is low. A noted barrier to women's participation in aquaculture is due to barriers to land ownership.⁶⁶ As summarized by John Calixte, National Project Coordinator of the Department of Sustainable Development under the Ministry of

⁶¹ CRFM . (2014). Value Chain Approaches in Fisheries Planning.

https://www.cftdi.edu.tt/pdf/Value_chain_approaches_in_fisheries_planning_CRFM_2014.pdf

⁶² UN Women . (2021). *Gender Inequality of Climate Change and Disaster Risk in Saint Lucia*. EnGenDER.

[https://caribbean.unwomen.org/sites/default/files/2022-](https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_Saint%20LuciaF_20220203.pdf)

[02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_Saint%20LuciaF_20220203.pdf](https://caribbean.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_Saint%20LuciaF_20220203.pdf)

⁶³ Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change.

⁶⁴ H. Dalson. Soufrière Marine Management Association. Interview. 15th February, 2024. Virtual.

⁶⁵ Ibid.

⁶⁶ Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change.

Education, structural barriers in the sector include men's capacity to purchase land more easily than women; the inability of women to own land makes it more difficult for them to qualify for funding programs related to aquaculture.⁶⁷ Women in St. Lucia are also involved in the sector in value-chain supporting activities, including through roles as processors and vendors, but as mentioned previously, without formal registration their contribution to the sector remains undocumented. The project will make an effort in the baseline to ensure that these contributions are considered and that the female beneficiaries are also reached with interventions.

Targeting youth in Saint Lucia, the Ministry of Agriculture hosts the Youth Entrepreneurship Project, which targets youth from 18-35, offering farming training and leased land. Similarly, the Seven Fruits Project encourages youth to grow and supply products to hotels and the tourism industry. In general, the Ministry of Agriculture is encouraging youth to participate in aquaponics and sea moss farming, with funding for youth and persons with disabilities made a priority.⁶⁸

Supported by the Department of Gender and launched through a training workshop held in 2023 by the Department of Fisheries, there is a running community-based program to facilitate and encourage the participation of persons with disabilities (PWDs), in aquaponics, which includes the use and farming of fresh-water fish and vegetable crops. Still, as set-ups are located in rural areas which cannot be reached by accessible modes of transportation, they are largely inaccessible to persons with disabilities.⁶⁹

Sea moss farming

In recent years, there has been an increase in the cultivation and harvest of sea moss in Saint Lucia due to its popularity in the health and wellness industry. This has encouraged many local farmers and entrepreneurs to adopt this trend, contributing to the increase in sea moss production on the island.⁷⁰

Women's participation in sea moss farming is the largest participation rate across all value chains, at 33%. Overall, it is found that there is more gender equity in the sea moss industry as compared to other value chains in the fisheries sector due to accessibility of harvesting grounds, as well as the capacity for farmers to remain close to home, making time for care work at the household level. Still, there are cited challenges in the industry mostly attributed to climate change, including increasingly rough seas, sargassum seaweed prevalence, warming waters and coral bleaching, all of which can negatively impact women's capacity to maintain livelihoods and autonomy. The need for better processing facilities was also cited among sea moss farmers, to maintain and enhance capacity for income generation.⁷¹

⁶⁷ J. Calixte. Department of Sustainable Development. Interview. 14th February, 2024. Virtual.

⁶⁸ Ibid.

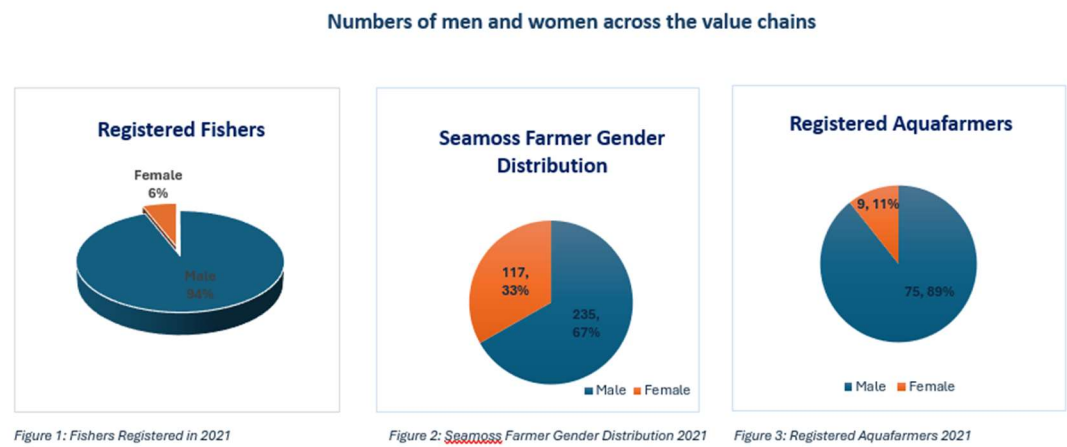
⁶⁹ M. James. National Council for Persons with Disabilities. Interview. 14th February, 2024. Virtual.

⁷⁰ Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change.

⁷¹ Ibid.

Figure 2 provides a breakdown of men and women’s participation as registered fishers, sea moss farmers and aquafarmers, while Figure 3 provides a summary of women’s roles across value chains in the fisheries sector.

Figure 2: Distribution of Men and Women as Registered Fisherfolk/Fishery Farmers



Source: Adapted from Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change.

Figure 3: Women’s Roles in Fishery Value Chains (to be updated during baseline gathering)

Women's roles within the value chains of the fisheries sector		
AQUACULTURE	SEAMOSS FARMING	FISHERIES
<p>Women’s participation as aquaculture farmers (fish and shrimp) is low.</p> <p>A barrier to women’s participation in aquaculture is due to barriers to land ownership.</p>	<p>Women’s participation in sea moss farming is the largest participation rate across all value chains, at 33%.</p> <p>Females are more involved in the production of sea moss than in other forms of fishing (with 60% to 75% of females).</p> <p>Females have more patience in taking care of the ropes and seamoss at sea, cleaning the seamoss once harvested, drying it, processing, packaging, etc.</p>	<p>Women make up 100% of fishery cooperative managers, and the majority of managers, presidents and service providers.</p> <p>The contribution of women in fisheries along the whole value chain is often under-valued and overlooked.</p> <p>Women's roles are not always visible in the fisheries value chain because data collection in the sector fails to capture their contributions.</p>

Access to Information, Services and Programs

Overall, there is poor access to and understanding of information in Saint Lucia, particularly by men and women in rural areas, and there is a high dependence on word of mouth. Consultations

from stakeholders including CiWIL report that while women are often more present and represented in offered trainings and workshops, women, and men alike struggle to access available resources due to literacy gaps.

The Department of Fisheries cites several programs specific to the fisheries sector that are funded primarily by donors and development partners including the Green Climate Fund and UNDP which fund programs for vulnerable populations' access to agriculture and technology, and the Japan International Cooperation Agency which currently funds programming for low-income women to support marketing and selling of fish.

The National Skills Development Centre (NSDC) reports that they offer programs relevant to climate-smart production and employment, however, recipients of their programs depend largely on the objectives of funding agencies. The centre, which is currently developing its internal gender policy, currently oversees programs that target single mothers, and focus on women's empowerment and employment in non-traditional areas.⁷² A survey of fisherfolk carried out under a sectoral gender assessment led by the Department of Fisheries revealed that 74% of men agree that more can be done to improve opportunities for women in the fisheries sector, citing lack of training as a major barrier.⁷³ The NSDC reported lessons learned from experience in encouraging participation from vulnerable groups and cites using inclusive imagery and language in programmatic advertising and recruitment as a functional tool for encouraging women to participate in training for typically male-dominated sectors.⁷⁴

Trends across consultative findings from various organizations offering skills training and basic literacy training show that women are the majority participants of offered training programs and workshops. Nearly all organizations consulted cited difficulties in engaging men, with low enrolment rates in programs including numeracy and literacy, which are needed to bolster employability and sustainability of livelihoods.

Additionally, as reported by the National Council for Persons with Disabilities (NCPD), access to information for affected groups is further impeded by a lack of accessible information formats. Infrastructure is a main barrier to accessing training, as training is often facilitated at sites that are physically inaccessible to persons with various disabilities.⁷⁵

Consultations under the Department of Fisheries assessment revealed the following training requests from fisherfolk:

- Basic fishing training and vessel handling,
- A fishery skills training school / designated training space,
- Fish processing and handling,

⁷² B. Paul. National Skills Development Centre. February 13th, 2024. Virtual.

⁷³ Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change.

⁷⁴ Ibid.

⁷⁵ M. James. National Council for Persons with Disabilities. 15 February 2024. Interview.

- Climate change resilient fishing,
- Safety and survival,
- Coral gardening, and
- Gender sensitization (requested by female fisherfolk).

However, the NSDC notes that for offered programs to be truly effective, schooling in literacy and numeracy for adults is necessary to bridge education and learning capacity gaps. As is quoted by Mr. Bary Paul (Deputy Manager) regarding programs offered by the NSDC, “for many of our participants, this is their first vocational achievement”.⁷⁶ This gap is cited also by the Saint Lucia National Trust, which offers certifications in safety and conch fishing, but notes that literacy gaps pose limitations for efficacy in training.⁷⁷

In response to these needs, the National Enrichment and Learning Unit (NELU) of the Ministry of Education offers literacy and numeracy programs that target fisherfolk in order to bridge gaps in access to information, and also offer programs in health and safety, marketing, employability, and customer service; the Head of Department at NELU, Mercreann Charles-Modeste, explains that offering gender sensitization programs for men and women, while necessary, will be difficult due to lack of interest; in response to this challenge, advertising that highlights the benefits of gender-sensitive programming, and involves participants as stakeholders in solutions to issues of equality, are recommended.⁷⁸

Summary

In general, in Saint Lucia, traditional gender norms that dictate women participate less in formalized labour markets and more so in informal and domestic spheres, prevail. In the fishing sector, it is expected that women participate in the less physically demanding side of the sector, and thus women primarily dominate the processing and selling of fish, while men dominate fishing and expeditions. What is unique to Saint Lucia, is that despite structural barriers to access in ownership, formal registration and finance from banking institutions, women also primarily manage financial resources in the sector, collecting and allocating finances accordingly.

Despite playing this pivotal role that upholds the sustainability of livelihoods and the sector for both men and women, women’s participation continues to be undervalued, under-represented and less recognized. Civil society representatives in general report that women are ambitious, often participating in additional training and skill-building exercises to increase their capacity and opportunities to meet their own financial needs and those of their dependents.

Women are also at disproportionately higher risk of experiencing gender-based violence and harassment at fish processing sites where exchanges of money are involved; researchers

⁷⁶ B. Paul. National Skills Development Centre. Interview. February 13th, 2024. Virtual.

⁷⁷ C. George. Saint Lucia National Trust. Interview. February 16th, 2024. Virtual.

⁷⁸ M. Charles-Modeste. National Enrichment & Learning Centre. Interview. February 16th, 2024. Virtual.

hypothesized this violence may extend to the household level, however, there is a lack of supporting research to confirm this link.⁷⁹

Inequalities extend across genders. Men experience disproportionate impacts in loss of earnings and livelihoods in marine fisheries, leaving many to find work in new sectors, or without a mode of income earning. Due to men's lower educational achievements, they are less likely to participate in training and skill-building opportunities due to gaps in fundamental literacy and numeracy understanding. As such, the livelihoods of fishermen are often fragile and continue to be threatened by climate change and depleting fish stocks. Elderly fishermen are particularly vulnerable, as they are often left without work, and without insurance or pension assistance and may fall into chronic poverty and indigence.

Based on consultative findings, other populations affected by the current volatility within the fishing sector include youth, who are increasingly seeking alternate means of income in growing tourism sectors. Persons with disabilities, on the other hand, continue to face infrastructural barriers that prevent them from accessing information, learning opportunities and aquaculture sites in rural areas, and persons from the LGBTQ+ community face ongoing discrimination that prevents them from safely accessing male-dominated sectors, including fisheries.

In general, consultative and literature review findings revealed little knowledge on the linkages of experiences between LGBTQ+ persons and the fishing sector, as representative civil society groups had not had any experience with persons attempting to access the sector. Additionally, organizations representing persons with disabilities had limited points of reference for involvement in the sector, which is largely limited to a single aquaponics project. While it was acknowledged by stakeholders that youth could be more engaged in the sector, the level of their involvement and barriers to such was not conveyed.

Missing from available documentation review including from stakeholders is the ecosystem and ecosystem aspect of resource management burden including some of the tensions between social and environmental uses of ecosystem particularly rural Saint Lucia where charcoal and firewood are still used by some. While some of focus on this in the marine context exists, there is insufficient consideration of this from a coastal perspective and the interlinkages between coastal and marine environments. This too is important because these too may be gendered where in some cases men as harvesters will have greater impact on marine ecosystems while women working more on-shore and also in balancing their productive and reproductive responsibilities may have a greater impact on coastal and inland ecosystems.

Legal / Policy Assessment

This policy and legislative framework analysis is provided to assess the responsiveness of the enabling policy environment toward gender and specific vulnerable groups (i.e. women, youth, persons with disabilities, and indigenous populations and thus elicit key gaps that would be relevant for implementing the Fisheries SASAP. A gender rating tool has also been used to identify

⁷⁹ M. Pena. Interview. February 14th, 2024. Virtual.

the level of responsiveness to gender across policy, planning, and legislative documents relevant to the project. The gender rating tool defines gender responsiveness levels from least responsive to most responsive and labels them accordingly from a spectrum of being neutral (least responsive), sensitive, responsive, or transformative (most responsive). The Gender Rating is explained further in Table 3.

Table 3: Gender Rating Tool Explained.

Gender Rating	Description
Gender Neutral (no mention)	The policy makes no mention or does not reference gender or women.
Gender Aware	Gender specific norms, roles and issues are acknowledged within the policy.
Gender Sensitive	Measures are outlined within the policy to ensure gender inequalities are not exacerbated as a by-product of the policy's actions.
Gender Responsive	The policy acknowledges and identifies differences and inequalities between men and women and sets out actions which seek to rectify these issues.
Gender Transformative	The policy seeks to resolve fundamental structural inequalities and challenges social and cultural norms.

The implied gap analysis in the policy and legislative environment considers current and draft legislation that is available for public review and how those documents, if at all, have considered gender needs and stated commitments/intent to respond to issues of (i) engagement, (ii) equity and justice, (iii) inclusion, (iv) protection/mitigation of risks/impacts. This is an important perspective in addressing issues of a just transition and in meeting GCF requirements for mitigation investments including those with adaptation co-benefits.

A critical gap in conducting the policy and legislative review is the number of policies that are currently in draft or are recently completed, and not available for public review. In particular, and relevant to this assessment, these include the National Ocean Policy 2020-2035, the National Policy for the Fisheries Sector 2020-2030, and the National Gender Policy for St. Lucia. Additional older policies and legislation not available for public revision and that were not able to be assessed for this report include the National Water Policy (2004), Coastal Zone Management Policy and Guidelines (2004), the National Fisheries Plan 2013-2021, and the Agricultural Policy Framework and Strategy 2016-2021. On the other hand, the analysis does include a review of regional agreements relevant to the fisheries sector and related SASAP, and regional maritime zones and boundaries. The list of policies, legislation and plans reviewed cover areas of:

- Climate change
- Fisheries
- Sustainable development
- Gender.

Gender-specific policies reviewed for the project include:

- GCF Gender Policy (2019)
- FAO Policy on Gender Equality 2020-2030
- FAO Gender Regional Strategy for Latin America and the Caribbean 2019-2023

A summary of policy, legislation, action plans and other relevant guiding documents is provided in Table 4.

Table 4: Policy, Legislation and Plans Reviewed by Type of Document

Legislation
<ul style="list-style-type: none"> • The Fisheries (Amendment) Act 2023 • The Agriculture and Fisheries Incentives (Amendment) Act 2022 • Agriculture and Fisheries Incentives Act of 2014 • Notice of the Ministry of Agriculture, Forestry and Fisheries on Closure of Sea Turtle Fishery 2011 • Notice of the Ministry of Agriculture, Forestry and Fisheries on Harvesting of Sea Urchins 2002 • Fisheries Act (Revised 2001) • Fisheries Regulations 1994 • Land Conservation and Improvement Act, 1992 • Fisheries Act 1984 • Maritime Areas Act, 1984 • Beach Protection (Amendment) Act, 1967, 1984 • Parks and Beaches Commission Act, 1983 • Pigeon Island National Park By-law 1982 • Wildlife Protection Act, 1980 • Fishing Industry (Assistance) Regulations 1973
Policies
<ul style="list-style-type: none"> • Saint Lucia's Updated Nationally Determined Contributions 2021 • Saint Lucia's National Adaptation Plan 2018-2028 • Agricultural Policy Framework and Strategy 2016-2021 • Climate Change Adaptation Policy 2015 • National Environment Policy and National Environmental Management Strategy for Saint Lucia 2005 (Revised in 2014)
Planning Documents

- Medium Term Development Strategy 2020-2023
- Saint Lucia's Resilient Ecosystems Adaptation Strategy and Action Plan 2020-2028
- Saint Lucia's Sectoral Adaptation Strategy and Action Plan for the Fisheries Sector (Fisheries SASAP 2018-2028)
- Saint Lucia's Sectoral Adaptation Strategy and Action Plan for the Water Sector (Water SASAP) 2018-2028
- Revised Second National Biodiversity Strategy and Action Plan 2018-2025
- National Invasive Species Strategy of Saint Lucia 2011
- National Vision Plan, 2008

Regional Agreements

- Agreement between the Government of Saint Lucia and the Government of Saint Vincent and the Grenadines on the Delimitation of the Maritime Boundary Between Saint Lucia and Saint Vince and the Grenadines, 2017
- Agreement Establishing the Caribbean Community Common Fisheries Policy, 2014
- Agreement Establishing the Caribbean Regional Fisheries Mechanism, 2002
- Agreement Establishing Common Fisheries Surveillance Zone of Participating Member States of the Organization of Eastern Caribbean States, 1991

Project Guidance Documents

- GCF Gender Policy, 2019
- FAO Policy on Gender Equality 2020-2030
- FAO Gender Regional Strategy for Latin America and the Caribbean 2019-2023

A full gender assessment of documents by sector is included in Table 15, in Annex 3.

Assessment findings highlight an overall lack of gender considerations present across the policy landscape and for both policy and legislation. 100% (12/12) of legislation documents relevant to fisheries are gender neutral meaning that they make no mention of and do not reference issues of gender and/or women in any part of the policy or legislation nor make a linkage between gender and the issue or theme in focus. 90% (9/10) of policies and legislation relating to the environment are also gender neutral, except the Revised Second National Biodiversity Strategy and Action Plan 2018-2025, which speaks to women's unique roles in biodiversity and natural resource management. The latter integrates a people-centered focus in compliance with Aichi Targets 1 and 2.

This understanding would be critical for Component 3 of the project to ensure that community-based and focussed interventions are deliberately gender equitable as well as socially inclusive.

Policies and legislation reviewed do not include specific directives for engagement with women and other vulnerable groups, and most did not include directives related to equity and justice (ii), inclusion (iii), or protection/mitigation of risks/impacts (iv).

Positively, and of relevance to this project, are the policies that do contain considerations for gender and women, many of these considerations were found within policies directed at responding to climate change and climate change adaptation. 100% (6/6) of policy relevant to climate change is either gender-responsive, gender-aware or gender-sensitive, with Saint Lucia’s Nationally Determined Contributions (2021) making a direct effort to mainstream gender across climate change policy. Most of these policies were found to be gender-sensitive, meaning that they aim to avoid exacerbating gender inequalities through the policy’s priorities and commitments. Specifically, this analysis applies to Saint Lucia’s adaptation plans that call for the inclusion of adaptation measures that do not impose additional burdens on women. Where gender is more strongly considered, including those policies and acts deemed to be gender-responsive, the primary reason was the inclusion of priorities to mainstream gender across the policy and relevant sector, specifically for climate change and some national development plans.

Gender responsiveness, as it pertains to the reviewed policies and legislation, responds most strongly to (ii) equity and justice and (iii) inclusion by way of provisions for gender mainstreaming. Relevant policies, of which there are three (3), respond to the protection and mitigation of risks and impacts (iv) applied most notably in the adaptation plans, including SASAP’s for Saint Lucia.

The implementation of the project will also be supported by international policy and measures that are primarily gender-responsive, with additional actions and considerations toward being gender transformative included in FAO’s Policy on Gender Equality 2020-2030. To support the project’s gender action plan, GCF Gender Policy (2019), FAO Policy on Gender Equality 2020-2030 and FAO Gender Regional Strategy for Latin America and the Caribbean 2019-2023 (see more in Table 6). They support a deeper dive into engendering climate adaptation action in the fisheries sector that are also gender responsive and socially inclusive and by providing specific guidance to the SASAP GCF project on ways and measures for doing so. Each of these gender policies supporting the project include components of (i) engagement, (ii) equity and justice, (iii) inclusion, (iv) protection/mitigation of risks/impacts for women within their provisions.

Table 5: Gender-Specific Project Guidance Documents

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
GCF Gender Policy 2019	The GCF Gender Policy outlines the updated gender policy and gender action plan guidelines across the criteria for investment and social dividends.	Gender Responsive (the Policy outlines a commitment to mainstream gender across projects and notes how climate initiatives are more sustainable, equitable, and likely to achieve objectives when GEWE issues are considered)	Women, PWDs, Indigenous
FAO Policy on Gender Equality 2020-2030	The Policy is centred around FAO's mandate to achieve food security for all through increased levels of nutrition, improved agricultural productivity and natural resource management, and improved rural livelihoods. The Policy notes how these goals can only be met if work towards gender equality support for women's diverse roles in agriculture and rural development are simultaneously addressed.	Gender Transformative (The Policy outlines the importance of a gender-responsive organizational environment and sets standards for mainstreaming gender in all organizational functions. It also seeks to address the root of inequalities through social norms, attitudes and beliefs that discriminate against women)	Women, Youth, PWDs, Indigenous
FAO Regional Gender Strategy for Latin America and the Caribbean 2019-2023	The Strategy offers initiatives aimed toward structural transformations of unequal relations, in relation to SDG monitoring and indicators under FAO's mandate. The Strategy also responds to current challenges and include slowdowns in economic growth, poverty and hunger, family composition changes and the inefficiencies of current	Gender Responsive (the Strategy outlines actions geared towards overcoming gender inequality in the Region and sets targets for gender mainstreaming across programs and plans)	Women, Youth, PWDs, Indigenous

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
	development models from increased inequalities and environmental crises.		

Recommendations for entry points for gender mainstreaming in the gender action plan coming out of these policies are provided in Table 8, at the end of the gender assessment. Critically, the FAO Gender Marker represents an important tool for project implementation as well as Monitoring and Evaluation to ensure that the project meets at least the requirements for gender sensitive and more ambitiously, for responsive programming in a progressive fashion, throughout the five years of the project's life.

Gender and Social Stakeholder Mapping and Analysis

The mapping framework for assessing the relevance of stakeholders to this project examines the nexus between gender, fisheries, and sustainable development in Saint Lucia. The framework assesses the capacity of the stakeholder to influence project outcomes. Table 6 provides a mapping of relevant stakeholders identified through desk-based research and consultations, including summary descriptions of relevant gender/social activities, and alignment to project components.

Table 6: Stakeholder Mapping

Organization / Representative	Description of Gender/Social Relevance	Alignment to Project Components
Regional		
Caribbean Natural Resources Institute (CANARI)	<ul style="list-style-type: none"> • Leader in regional sustainable development. • Promotes stakeholder participation and collaboration. • Capacity building for equity and justice. 	1, 2, 3, 4
Caribbean Network of Fisherfolk Organizations (CNFO)	<ul style="list-style-type: none"> • Focus on improving the livelihoods of fishers and fishing communities. • Promoting sustainable use of marine resources and food security. • Capacity building and policy focus. 	1, 2, 3, 4
Caribbean Disaster Emergency Management Agency (CDEMA)	<ul style="list-style-type: none"> • Focus on reducing risk and loss associated with climate change impacts and enhancing sustainable development. 	1, 2, 3, 4

Organization / Representative	Description of Gender/Social Relevance	Alignment to Project Components
Caribbean Regional Fisheries Mechanism (CRFM)	<ul style="list-style-type: none"> • CRFM is the technical/fisheries arm for implementing the Caribbean Community Common Fisheries Policy (CCCFP), and executing agency of a significant complementary project, the BECLME+ project, also being implemented in Saint Lucia 	1, 2, 3, 4
State		
Department of Fisheries: Sarita Peter (Chief Fisheries Officer)	<ul style="list-style-type: none"> • Endorses and facilitates gender mainstreaming. • Community-based programs to the participation of vulnerable groups. • Oversight of regulatory bodies and cooperatives. 	1, 2, 3, 4
Division of Gender Affairs: Janey Joseph (Director)	<ul style="list-style-type: none"> • Engages in work regarding ownership for female fisherfolk and the barriers they face. • Developed a gender policy that is tied to climate resilience, and specifically aligns with the NAP and the SASAPs under it. Agriculture and fisheries are a priority within the policy. 	1, 2, 3, 4
Department of Sustainable Development: John Calixte (National Project Coordinator)	<ul style="list-style-type: none"> • Involved with women's participation in aquaculture. • Raising awareness for youth entrepreneurship programmes. • Encouraging youths to participate in aquaponics and sea moss farming. • Engages with and provides funding for both youths and persons with disabilities. 	2, 3, 4
National Enrichment & Learning Unit (Min. of Education): Mercreann Charles-Modeste (Education Officer, HoD)	<ul style="list-style-type: none"> • Offers literacy and numeracy programs that target fisherfolk. • Offer programs in health and safety, marketing, employability, and customer service. • Encouraging ways to promote gender sensitization programming. 	2, 4
Civil Society		
United and Strong 758 Pride:	<ul style="list-style-type: none"> • LGBTQ+ organization that advocates for the persons in this community. • Explains how these groups function within the fishing sector and the barriers they might face. 	4

Organization / Representative	Description of Gender/Social Relevance	Alignment to Project Components
Jassica St. Rose (Founder, Board Secretary)		
Eastern Caribbean Alliance for Diversity and Equality (ECADE): Maria Fontenelle (Director of Communications)	<ul style="list-style-type: none"> This organization represents the LGBTQ+ community in the Eastern Caribbean region and provides insights on how persons from this group are involved in the fisheries sector and how they might be impacted. 	4
Network of Rural Women Producers (St Lucia): Robin Darrel (President)	<ul style="list-style-type: none"> Organization that aims to empower women from rural communities. Provides agro-processing training 	3, 4
Raise Your Voice: Catherine Sealys (Founder)	<ul style="list-style-type: none"> Provides training for women on banking and account record keeping in the agriculture sector. 	3, 4
National Skills Development Centre: Barry Paul (Deputy Manager)	<ul style="list-style-type: none"> Offer programs relevant to climate smart production and employment. Oversees programs that target single mothers and focus on women's empowerment and employment in non-traditional areas. Supports basic literacy and numeracy programs for fisherfolk. 	3, 4
Management and Environmental Studies (CERMES): Patrick McConney (Senior Lecturer / CC4FISH Project)	<ul style="list-style-type: none"> The CC4FISH project aims to increase resilience and reduce vulnerability to climate change impacts in the Eastern Caribbean fisheries sector, through introduction of adaptation measures in fisheries management and capacity building of fisherfolk and aqua culturists. 	1, 2, 3, 4
Centre for Resource Management and Environmental Studies (CERMES): Maria Pena (Project Officer)	<ul style="list-style-type: none"> Academic programmes in Natural Resource and Environmental Management at the Masters and Doctorate levels Opportunities for both women and men to advance their education and become environmental stewards. 	1, 2, 3, 4

Organization / Representative	Description of Gender/Social Relevance	Alignment to Project Components
National Council for Persons with Disabilities: Merphilius James (President)	<ul style="list-style-type: none"> Engages with persons with disabilities (PWDs) Highlights the barriers that are usually faced by this group. 	4
Soufrière Marine Management Association: Harold Dalson (Chairman)	<ul style="list-style-type: none"> Engages in work with St. Lucia's fishing sector. Highlights how environmental and industrial factors impact the sector. Provides insight on how the elderly and young fishermen are impacted. 	1, 2, 3, 4
The Saint Lucia National Trust: Calixte George Jr (Councillor)	<ul style="list-style-type: none"> Offers certifications in safety and conch fishing. Highlights that literacy gaps pose limitations for efficacy in training. 	1, 2, 3, 4,
Saint Lucia Divers Association: Elijah Jn Baptiste (President)	<ul style="list-style-type: none"> Dedicated to the protection of the environment. Engages in projects that protect and restore marine life. 	2
Caribbean Women in Leadership Saint Lucia: Daisy St. Rose (Vice Chair)	<ul style="list-style-type: none"> Raises awareness of gender issues Promotes women in leadership and decision-making roles. 	4
Community Organizations & Beneficiaries		
Fisherfolk Cooperatives, fishermen, fisherwomen, and fish workers.	<ul style="list-style-type: none"> Project beneficiaries with dedicated representation and leadership networks. Experts in the sector, can act as stakeholders in project activities. 	1, 2, 3, 4

Consultations included four (4) represented government organizations, among them being the Department of Fisheries, the Department of Gender Affairs, and Department of Sustainable Development, and the Ministry of Education (NELU). Eleven (11) civil society organizations were represented, including those that represent persons with disabilities, women, and LGBTQ+ persons, along with two (2) individuals from CERMES who have relevant past project experience, and the Lead Technical Officer for the project at FAO, Yvette Diei Ouadi.

Critical stakeholders that were not reached or included through the consultative process, but that should be engaged as priority stakeholders in project activities include:

- Fisherfolk Cooperatives

- Fishermen, fisherwomen, and fish workers
- Caribbean Natural Resources Institute (CANARI)
- Caribbean Network of Fisheries Organizations (CNFO)
- Caribbean Disaster Emergency Management Agency (CDEMA)
- Caribbean Regional Fisheries Mechanism (CRFM)

To ensure meaningful participation and representation of vulnerable groups through project activities, all stakeholders should be involved in consultation processes, as well as engaged as implementation partners where applicable. The gender action plan produced as a result of this assessment and stakeholder mapping will list relevant stakeholders as responsible implementing partners.

A visual mapping of stakeholders by sector and as relevant to project components is provided in Figure 4

.

Figure 4: Stakeholder Mapping

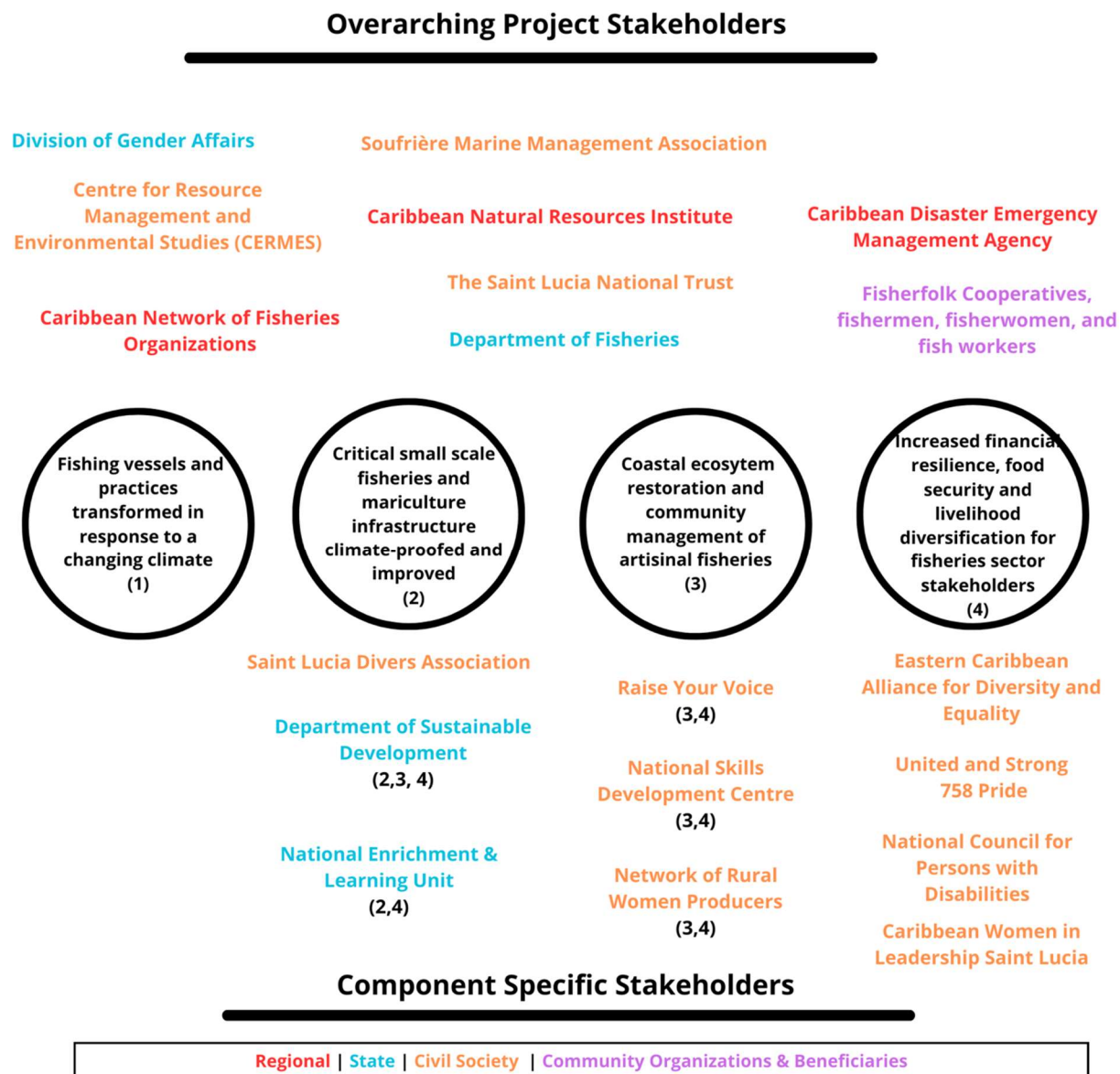


Figure 4 has implications for several aspects of the project alongside the findings of the gender assessment as well as the legislative and policy review. In addition to component-specific stakeholders which are not more clearly defined from a gender and social perspective, there is also the fact that gender and social stakeholders are not always interchangeable, and both need to be engaged. Exceptions to this rule which may be important from an efficiency perspective are Raise Your Voice, ECADE, National Council of Persons with Disabilities and the Network of Rural Women Producers.

More broadly, these include more equality in aspects of project design including how components and activities are presented, how risk management and M&E is designed and how project governance is defined. For project implementation particularly the gender action plan, the stakeholder engagement plan as well as environmental and social safeguards. Particularly,

an important role for NGOs/CSOs is clear for Component 4 but also generally in terms of representative voices in project governance. The need for strong collaboration with technical actors such as CDEMA (especially for Components 1 and 4) and CERMES (especially for Components 2 and 3) also emerges, particularly to ensure that regional frameworks including recovery in the context of CDEMA are better integrated into the project intervention strategy.

Currently, CDEMA is ramping up support for Recovery and gender-responsive recovery in the region as part of broader work in the context of the Caribbean Resilient Recovery Facility (CRRF), with financing from the Enabling, Gender-Responsive Disaster Recovery, Climate and Environmental Resilience in the Caribbean (EnGenDER) project funded by the Governments of Canada and the UK and implemented by UNDP. The course and checklist being developed between January and May 2024 are potentially important tools for this SASAP-focused initiative and can be particularly informative for Component 4. The results of Component 4 also have the potential to inform that work by CDEMA as well as regional frameworks and approaches and for other countries thinking of and planning to design similar initiatives, particularly replicability.

Critically, this project also has complementarity with the CDB-led Blue Co umbrella programme to also be funded by the GCF, particularly on blue economy implications for this initiative which are likely to sustain this and expand this investment in key ways.

For gender mainstreaming more critically, Figure 4 highlights that the key drivers of action for change in traditional approaches to fisheries as well as for gendered actions in fisheries are mostly outside of government writ large. This will require both broader engagement and targeted engagement for specific actions and a reconsideration of how some aspects of the project could be implemented. By this we mean that rather than asking fisheries cooperatives and groups to implement activities despite having little exposure, training and capacity in gender and fisheries, it would be best to pair/partner them with more socially minded and gender-focused NGO/CSO actors.

For project design and implementation – project governance

- Project governance will need to be revisited to ensure sound participation as well as meaningful representation of all the key aspects flagged in the assessment and presented in the Stakeholder map (Figure 4).
- The role of CSOs and the private sector will require deeper and ongoing consideration, particularly during the implementation phase. This includes changing representation if a CSO, NGO or private sector actor is not performing as expected.
- Ensuring social, environmental, and socio-environmental technical inputs into the project enhances the role of the technical working group or other mechanism which also provides an opportunity for learning by doing and for building up a critical mass of capacity on gender in fisheries.

For project implementation – stakeholder engagement and plan

- The plan requires a gender and age-specific focus to ensure the multiple and sometimes divergent needs and modes of engagement are considered.
- Engagement approaches cannot rely on traditional and often patriarchal approaches. Considerations of security issues in terms of where meetings are held need to be taken more seriously, as accessibility for PWDs and persons with mobility challenges similarly are considerations of childcare and a supportive environment for active children so that mothers are not forced to choose between care work and productive work.
- Stakeholder Engagement interventions need to have behaviour change communication built in as part of the overall strategy. The SE strategy should not be limited to information-sharing alone but also have a focus on empowerment and agency as emerges from the preceding assessment. As a result, the timing of SE interventions which can have general as well as specific objectives should be closely tied to activities in all four components.
- Stakeholder Engagement will be critical to managing existing and future tensions and potential conflicts between *ecosystem uses/users and services*. Based on the assessment, obvious tensions between provisioning and regulating as well as provisioning and supporting services are clear and these are often between fishers and other users, between fishermen and fisherfolk and between direct users and indirect users of services. Regular and ongoing conflict-sensitive analysis will be important in ensuring that SE is not just a social exercise but also a technical and substantive one and should be closely linked to M&E, project governance (channels through which more informal information and signals may emerge), risk and ESS management as well as a project-specific Grievance Redress Mechanism (GRM).
- The timing of activities will also need to respect the seasonality of fisheries and of types of fisheries activities as this can also be determinative of participation and how persons perceive and demand their rights within the project. Also, the offshore fishing times for men to avoid them being excluded.

For project implementation – ESS monitoring and reporting

- Linked to Stakeholder engagement, ESS risk management should be conducted quarterly and should include perspectives from beneficiaries and stakeholders in updating ESS risks and their likely impact on the project.
- ESS risk identification and ratings should consider both gender-based violence (GBV) and sexual exploitation, abuse, and harassment (SEAH) as well as power dynamics between those offering support and those receiving support particularly given that not all needs are as acute as each as other and not for everyone in the fisheries sector.
- ESS approaches in this specific project should avoid underestimating and undervaluing social risk in general and the fast-moving pace at which social risks usually escalate and become untenable. Stakeholders are an important source of information and analysis to inform this kind of monitoring since existing systems would not automatically provide this data and or information.

Implications of Overall Assessment for the Project

Building on the analysis in the preceding section, this section presents an overall overview of the implications from the Assessment and mapping for the project, examining component-specific implications and then implications for specific elements of project implementation.

Key gender and social barriers and risks arising from the Assessment are outlined in Table 7 as follows:

Table 7: Key gender and social barriers and risks

Barriers	Gender and Social Risks
Policy barriers preventing equity in fisher registration.	<p>Women's unequal participation continues to lag behind men's, and this limits the entry of new and young women into the sector.</p> <p>Limits women's ability to influence and lead in the sector.</p>
Inadequate marine and aquaculture infrastructure (on-shore and off-shore) for equal participation in fisheries activities.	<p>Safety and security risks for women and young women including for GBV and SEAH.</p> <p>Physical safety during a disaster event particularly for men including risk of a disability and or loss of life.</p> <p>Limits entry of younger persons into the sector.</p>
Limited access to and reach of training and skill-building opportunities for various value chains across the sector.	<p>Limited adaptive capacity within the sector, particularly for older men.</p> <p>Adaptation plans are undermined by lack of capacity by fishers and fisherfolk.</p> <p>Inability to plan for the economic, social, and environmental aspects of fishing undermining sustainability efforts.</p> <p>Overreliance on government and external support for all aspects of local adaptation and resilience efforts.</p>
Depletion of marine fish stocks and fishing grounds with implications for ecosystem services, sustainable livelihoods, and food security.	<p>Lack of fish stock to make fisheries a viable livelihood.</p> <p>Loss of income, increasing poverty and indigence amongst fisherfolks.</p>

Barriers	Gender and Social Risks
	<p>Income losses trigger increased conflicts between fisherfolk and other users and increase risk of GBV in the home.</p> <p>Limited economic returns to finance investment in long-term adaptation by fisherfolk themselves and to invest in informal and formal social protection/safety net measures.</p>
Lack of access to formal finance mechanisms for fisherfolk, especially women.	<p>Limited capacity to mitigate against climate and environmental risks to fishing and fisheries activities.</p> <p>Persistent inequalities of access to finance for fisheries.</p> <p>Collective investment in fisheries is diminished.</p> <p>Limited self-reliance amongst fishers and continued dependence on government for bailouts.</p>
Lack of overall gender-awareness in the sector.	<p>Limited gender sensitivity and responsiveness of climate-related fisheries interventions.</p> <p>Gender inequality in the sector persists.</p> <p>Lack of access to public finance for women in fisheries.</p> <p>Lack of support to gender-sensitive small-scale fisheries.</p>
Structural barriers to women's ownership of critical assets e.g. land and boats which hinder their participation and leadership in aquaponics.	<p>Limited access to collateral to access needed public and private sector financing for adaptation and resilience-building.</p> <p>Limited participation of women in all aspects of aquaponics.</p>
Unequal participation in natural resource management.	Limited understanding of needs and dependencies between fisheries, other needs, and natural resource management.

Barriers	Gender and Social Risks
	<p>Non-traditional views and perspectives not considered in resource and natural resource management and or planning.</p> <p>Voices of women, youth, PWDs and other vulnerable groups marginalized or shut out.</p> <p>Burden on women in financial resource management limits their ability to participate more meaningfully in all aspects of fisheries and mariculture, while also placing burden of loan repayment and default on them as individuals⁸⁰.</p>
Diminishing sustainability of marine fisheries and livelihood opportunities.	<p>Limited ecosystem services particularly regulating and supporting services.</p> <p>Indirect impact on cultural ecosystem services.</p> <p>Impact on fish stock – quantity, size and quality including nutritional value.</p>
Gender-based violence at marine fish processing sites.	<p>Limits entry and or tenure in the sector.</p> <p>Makes fisheries unsafe and unattractive as a source of employment. Unsafe working environment for all.</p> <p>Limited participation in and attention to sustainability and or climate change adaptation needs due to other concerns.</p> <p>Economic cost to the sector overall and to society.</p>

⁸⁰ With women's triple burden (income-generation, housework and unpaid care work) already a known fact this reliance on women for resource management in the sector likely deepens their time poverty and narrows even further the time available to expand their role and opportunities in the sector. Because this is a behind-the-scenes kind of role it also exacerbates their invisibility in the sector and the invisibility of their role in fisheries more generally. This also makes it difficult for men to leverage their knowledge of the finance and finance needs into access to finance.

Barriers	Gender and Social Risks
	Takes resources and finances away from environmental and climate change focused interventions.

Component-specific implications

- *Component 1:* engagement and practices relating to fishing vessels need to go beyond the men who usually go out to sea or the majority of men to include those women who also go out to sea even occasionally. Moreover, as the managers of the money needed to plan and ensure continuous investment in repairs, equipment, insurance, and access to financing, women also need to be critically involved so that technical approaches are also balanced by financial and investment-related ones. This also implies that proper storage, maintenance and docking all of which also require both financial resources and technical knowledge are more coherent and part of a long-term strategy for the sector and the business planning of fishers themselves. The linkages between Components 1, 2 and 4 in achieving a more comprehensive approach to on-sea and on-shore actions are also pivotal. The implications of fishing vessels and practices for the cleaning and selling of the fish should not be lost in translation.
- *Component 2:* On a day-to-day basis, the physical state, quality, and resilience of infrastructure have a significant impact on the roles and lives of men and women, with life-threatening injuries likely to affect men due to protection actions related to their boats or the boats they work on. While men face more of the physical issues related to infrastructure in some ways, women and vulnerable groups face other implications of their absence from the calculation of how to design, proof and protect. On-shore, for example, women and vulnerable groups are more likely to be affected by the small and slow-moving impact of inequalities, lack of consideration, social exclusion and other factors that make infrastructure incompatible with needs including accessibility, access to bathrooms, time used and distance between sanitation facilities and workspaces, lack of lighting, insecurity, and risk of harassment and even GBV are just a few. In improving infrastructure consideration therefore needs to go beyond physical protection needs relating to climate hazards and consider some of the issues mentioned here. Additionally, it is important to bear in mind that these factors create physical risks for women and vulnerable groups are a sudden event occurs and they are caught stranded between buildings, for example, or are far away from the exit to facilitate timely evacuation of complexes, if facilities do not provide for quick and proper storage of assets and if signage in the location is not understandable in ways that enable adoption, uptake and action in an emergency setting.
- *Component 3:* The gendered division of labour within the nodes of the fisheries sector, particularly, artisanal fisheries, requires a nuanced approach to social activities, that are environmental and that are both in this Component. Interactions and dependencies with ecosystems are shared but impacts on the ecosystem requiring restoration can be differentiated depending on the type of fishing – fisheries and mariculture for example – and between on-shore and off-shore activities with implications on how men and women are integrated into restoration activities. In the Saint Lucia context, education will be gendered and age-defined including issues of knowledge uptake and retention meaning

that how materials are presented can be determinative of participation. These factors should define a balance between face-to-face and online training, how much and which technologies are used, and the balance between radio and social media communications for awareness and continuous engagement, as examples. Moreover, broader engagement with the community (see Components 1 and 4 may be more individual in nature in some ways) will require an understanding of the less visible interactions with ecosystems for non-fisheries related issues such as charcoal and wood extraction, for example, and ways of balancing those needs and services with other ecosystem needs and services including regulating and supporting services both of which are environmental in nature. Cultural services will also need to be considered to meet adaptation commitments and reduce the risk of conflict between users and uses, and behaviour change communication and techniques will be critical for these aspects, particularly in addressing root causes that drive the need for Component 3 in the first place.

- *Component 4:* Given the nature of the issues raised via stakeholder engagement and through the Assessment, this component is the most socially relevant and the most complex of the four. Ambitious, it blends resilience, safety and livelihood diversification. It is important in the final design as well as the elaboration of the intervention strategy that the potential for displacement as part of the transition from one type of livelihood to another or from one type of practice to others or for the adoption of adaptation techniques is neither underestimated and underbudgeted. There is a cost to even positive changes in how people adapt in a livelihood context and that can also include temporary losses of livelihood income. Those risks and the potential for this risk to affect participation should also not be discounted.

Gender mainstreaming will be a major focus of this component as this is one where there is significant potential for addressing gender drivers of inequality in the sector and indirectly, society more generally. This Component is also a critical anchor for intersectional analysis and approaches not just in the context of gender but also across sectors such as finance, education, social development, health, economic development, development planning and climate change adaptation – resonating with several aspects of the assessment findings on access to resources, leadership, livelihoods, education, and assets. The issue of financing, social impact financing and the need for an adaptive environment that supports financing and protective measures will be at the core of how the sector is more sustainable, more inclusive and more gender equitable. This means that financial and functional literacy and numeracy need to be considered as mutually supportive and that behaviour change, once again, will need to be embedded in the approach. Accordingly, lessons from the Enhanced Direct Access Pilot funded by the GCF in Antigua and Barbuda, Dominica, and Grenada in general and specifically around lower interest rates, policies and more gender-sensitive and socially inclusive requirements to facilitate access to loans and finance in all three countries will be important for this Component.

Some of the general technical implications include:

For project design - risk management and ESS

- Risks identified for the project should include at least one social risk that speaks to the pre-existing inequalities and social inclusion that persists in Saint Lucia as well as the fisheries sector and the implications of not seeking to address these effectively and efficiently but also the threat that these present to the qualitative and socially adaptive outcomes that the project seeks to achieve. The outputs and outcomes of the proposed project which seeks to transform critical aspects of the sector will be determined as much by social as environmental drivers for change.
- ESS monitoring will need to emphasise, in addition to gender, areas such as labour and working conditions and community health, safety and security which have implications for gender and for which there are also implications from how gender is and not addressed.
- The roles of select and representative NGOs/CSOs in ESS monitoring should be clearly defined as well as the data requirements for being able to monitor ESS risks efficiently and effectively and to inform other elements of risk management in the project.
- The role of the NGM in ESS monitoring as well as the GRM (which influence project implementation) should also be identified to ensure that local gender expertise is available to support project management on a full-time basis.

For project design - project governance

- Governance and implementation arrangements should avoid reinforcing the underlying strategy that puts the government as the first and last resort on development change focused on climate adaptation and proofing. Thus, governance arrangements need to be more socially inclusive and have representation from government, CSOs as well as private sector and consider NGOs/CSOs and private sectors as possible implementing partners.
- Coordination across actors and across sectors will be pivotal to efficient and effective gender mainstreaming and social inclusion. Governance mechanisms and the project budget should be updated to reflect investments in coordination as well as training and ongoing capacity building in this area. Doing so would enhance efficiencies significantly and avoid significant lost opportunities due to information not being shared in a timely manner.
- The Government of Saint Lucia is currently finalizing a Gender Policy. Ensuring integration of elements and lessons learned to the Policy and from the Policy to this project is going to be an important step in the finalization of the project document and in the inception phase.

For project design – M&E

The current data environment is relatively poor on GESI issues including both data and information. While this Assessment and the other analysis carried out in 2024 establish an important overall baseline, baselines for key gender indicators are proxies and or the best fit based on what exist. This weakens the M&E in the overall project in multiple ways including on defining appropriate targets, on identifying the most efficient means of verification as well as

timely reporting. Ensuring that project implementation partners and other stakeholders can boost their capacity to provide the needed information will assist the project implementation process significantly. Some training and investment on data collection and assessment from fisheries up the monitoring chain will be critical to sharing the burden, enhancing capacities long-term and enhancing the quality of information for all aspects of M&E including ESS monitoring.

For project implementation – gender action plan

- Key gender needs identified include *access and control over resources* including issues of ownership which is a key driver of control as well as *education and assets* including the need for ongoing general awareness building and decision-support to build self-reliance and resilience as well as targeted and specialized training in adaptation techniques and functional and financial literacy are all contextual for the project's achievements of its intended goals. Also relevant is *leadership and decision-making* particularly decision-making and how the project facilitates timely and effective decision-making on the part of fishers.
- Though not emerging in the mind of stakeholders as clearly as perhaps it should, *ecosystem and ecosystem services* are also going to be important for helping fishers and fisherfolk navigate and balance the direct and indirect social and economic needs that drive their involvement in the sector as well as engagement and the education and behaviour change aspects needing to drive change within the project itself, within the project team and between the project team and project stakeholders particularly beneficiaries. This includes also how fisherfolk work and collaborate with other uses of the same ecosystem services and sustain restoration investments in the long-term.
- Resilient livelihoods for the value-chain and its supporting activities is the beginning, middle and end of all actions in the project and that should shape the gender action plan – their sustainability, their viability, their flexibility and adaptability. Without agency, none of that would be possible for either men or women, young or more mature fishers and within specialized value chains. The gender action plan should consider more general gender mainstreaming actions and those more specific to the gender needs highlighted in this section as well as those shaped by the type of fisheries activities being supported.

Recommendations & Conclusions

It is recommended that project activities align strategically with key policies including:

- The Green Climate Fund Gender Policy (2019)
- The Green Climate Fund manual on Gender Mainstreaming (2017)
- The Food and Agriculture Organization Policy on Gender Equality (2020-2030)
- The Food and Agriculture Organization Regional Gender Strategy for Latin America and the Caribbean (2019-2023).

A summary of points of alignment is provided in Table 8.

Table 8: Strategic Policy Alignment

Policy	Points of Alignment / Relevance
GCF Gender Policy (2019)	<ul style="list-style-type: none"> • Guided by the UNFCCC, recognition that impacts of climate change exacerbate existing inequalities and that interventions are more sustainable when gender equality considerations are integrated into project design and implementation. • Promotes gender equality through the allocation of funds. • Address and reduce inequalities by facilitating stakeholder engagement and accountability. • Support an enabling environment among stakeholders and at the national level. • Adherence to Article 7.5 of Paris Agreement (country-driven, gender-responsive, participatory, and fully transparent approach, taking into consideration vulnerable groups, communities and ecosystems). <p>Recommendation: This policy should guide gender-responsive budgeting, gender-sensitive stakeholder engagement, and enhancement of the enabling environment.</p>
GCF Gender Mainstreaming Manual (2017)	<ul style="list-style-type: none"> • Establishment of designated gender authorities / focal points. • Informed and strategic gender analysis and assessment • Development of a gender action plan. • Ongoing gender-sensitive data collection. • Reports on gender outcomes. <p>Recommendation: This manual should guide the roles and responsibilities of key stakeholder within project implementation plans, as well as ongoing gender-sensitive monitoring and evaluation.</p>
FAO Gender Equality Policy (2020-2030)	<ul style="list-style-type: none"> • Equal voice, decision-making power, rights, and access for men and women. • Reduction of disproportionate burdens on women. • Alignment with SDG targets. • Commitment to evidence generation and strategic planning for gender equality objectives. • Reporting on gender-related outcomes and impacts. • Commitment to FAO framework of accountability. <p>Recommendation: The policy should guide the alignment of gender objectives generally within the project and across components, particularly from an intersectional perspective.</p>
FAO Regional Gender Strategy (2019-2023)	<ul style="list-style-type: none"> • Commitment to close gender gaps that enhance food security and sustainable use of natural resources. • Support for family farming and inclusive food systems. • Situating adaptation to climate change and disaster risk management as central to project activities.

Policy	Points of Alignment / Relevance
	Recommendation: This policy should guide the development of gender objectives across the project within the existing climate change resilience objectives.

Based on the above assessment, a summary of identified barriers aligned with recommendations and entry points for gender-responsive project activities is presented in Table 9.

Table 9: Summary of Barriers, Risks and Opportunities

Barriers	Risks	Targeted Recommendations / Entry Points
Policy barriers preventing equity in fisher registration.	<p>Women's unequal participation continues to lag behind men's and this limits the entry of new and young women into the sector.</p> <p>i. Limits women's ability to influence and lead in the sector.</p>	i. Gender-sensitive review and revision of fisher and fishing vessel registration to eliminate barriers to women's participation in fishing activities.
Inadequate marine and aquaculture infrastructure (on-shore and off-shore) for equal participation in fisheries activities.	<p>Safety and security risks for women and young women including for GBV and SEAH.</p> <p>Physical safety during a disaster event particularly for men including risk of a disability and or loss of life.</p> <p>Limits entry of younger persons into the sector.</p>	i. Gender-sensitive approaches to infrastructure improvements and or developments to meet the needs of women and persons with disabilities.
Limited access to and reach of training and skill-building opportunities for various value chains across the sector.	<p>Limited adaptive capacity within the sector as a whole but particularly for older men.</p> <p>Adaptation plans are undermined by lack of</p>	<p>i. Gender assessment of fisherfolk competencies and training needs.</p> <p>ii. Scaled-up gender and age-targeted literacy and numeracy skills-building.</p> <p>iii. Immersive and long-term gender-sensitive training programs that address skill gaps and needs.</p>

Barriers	Risks	Targeted Recommendations / Entry Points
	<p>capacity by fishers and fisherfolk.</p> <p>Inability to plan for the economic, social and environmental aspects of fishing undermining sustainability efforts.</p> <p>Overreliance on government and external support for all aspects of local adaptation and resilience efforts.</p> <p>Gaps in literacy among fisherfolk, specifically fishermen, limit reach and impact of training and skill-building opportunities.</p>	
Depletion of marine fish stocks and fishing grounds with implications for ecosystem services, sustainable livelihoods and food security.	<p>Lack of fish stock to make fisheries a viable livelihood.</p> <p>Loss of income, increasing poverty and indigence amongst fisherfolks.</p> <p>Income losses trigger increased conflicts between fisherfolk and other users and increase risk of GBV in the home.</p> <p>Limited economic returns to finance investment in long-term adaptation by fisherfolk themselves and to invest in informal and formal social</p>	<ol style="list-style-type: none"> Enhance women's and youth opportunities to participate in coral restoration/farming to enhance fish stocks and livelihood opportunities (JICA offers training). Analysis of market pathways and potential for cross-collaboration to enhance gender-sensitive value chains. Phased incentive programming for strategic and gender-responsive growth of value chains.

Barriers	Risks	Targeted Recommendations / Entry Points
	protection/safety net measures.	
Lack of access to formal finance mechanisms for fisherfolk, especially women.	<p>Limited capacity to mitigate against climate and environmental risks to fishing and fisheries activities.</p> <p>Persistent inequalities of access to finance for fisheries.</p> <p>Collective investment in fisheries is diminished.</p> <p>Limited self-reliance amongst fishers and continued dependence on government for bailouts.</p>	<p>i. Scaled-up access to financial literacy for men and women in fisheries.</p> <p>ii. Gender and social assessment of structural barriers to finance and development of gender-sensitive financing guidelines and requirements for select financial institutions.</p>
Lack of overall gender-awareness in the sector	<p>Limited gender sensitivity and responsiveness of climate-related fisheries interventions.</p> <p>Gender inequality in the sector persists.</p> <p>Lack of access to public finance for women in fisheries.</p> <p>Lack of support to gender-sensitive small-scale fisheries.</p>	<p>i. General gender-sensitization programming for fisheries stakeholders at the national, sectoral, value-chain and community level.</p> <p>ii. Continuous Engagement of men and women as stakeholders in solution-building.</p>
Structural barriers to women's ownership of critical assets e.g. land and boats which hinder their participation and	Limited access to collateral to access needed public and private sector financing for adaptation and resilience-building.	<p>i. Assessment of structural barriers to ownership.</p> <p>ii. Partnership with relevant arms of government towards restructuring of ownership processes.</p>

Barriers	Risks	Targeted Recommendations / Entry Points
leadership in aquaponics.	Limited participation of women in all aspects of aquaponics.	iii. Partnership with relevant arms of government towards subsidy programming and/or lease ownership incentives.
Unequal participation in natural resource management	<p>Limited understanding of needs and dependencies between fisheries, other needs and natural resource management.</p> <p>Non-traditional views and perspectives not considered in resource and natural resource management and or planning.</p> <p>Voices of women, youth, PWDs and other vulnerable groups marginalized or shut out.</p> <p>Burden on women in resource management limits their ability to participate more meaningfully in all aspects of fisheries and mariculture.</p>	<p>i. Engaging men equally as stakeholders in solution-building (finding ways to do so including when they are offshore).</p> <p>ii. Leveraging women's influence and networks to diversify participation in natural resource management and related gender-sensitive approaches to resource conflict.</p>
Diminishing sustainability of marine fisheries and livelihood opportunities.	<p>Limited ecosystem services particularly regulating and supporting services.</p> <p>Indirect impact on cultural ecosystem services.</p> <p>Impact on fish stock – quantity, size and quality including nutritional value.</p>	<p>i. Adaptation capacity analysis of the different mechanisms men and women employ, their sustainability and fit for purpose.</p> <p>ii. Behaviour change and behaviour change communications to address adaptive management in fisheries.</p>

Barriers	Risks	Targeted Recommendations / Entry Points
Gender-based Violence at marine fish processing sites.	<p>Limits entry and or tenure in the sector.</p> <p>Makes fisheries unsafe and unattractive as a source of employment. Unsafe working environment for all.</p> <p>Limited participation in and attention to sustainability and or climate change adaptation needs due to other concerns.</p> <p>Economic cost to the sector overall and to society.</p> <p>Takes scarce resources and finances away from environmental and climate change focused interventions.</p>	<p>a. Enhancing investment in community safety and security as well as decent work conditions (e.g. lighting, secure washroom facilities, access to communication).</p> <p>ii. Gender-sensitization on GBV and SEAH in the fisheries workplace (on and off-shore).</p> <p>iii. Development and enforcement of codes of conduct.</p> <p>iv. Enhancing grievance redress mechanisms and procedures including specific measures for GBV and SEAH-related issues.</p>

Having assessed the enabling environment for the fisheries sector, considering decision-making power, financial resources, ownership, information and programs, livelihoods, and meaningful participation, supplemented by a critical assessment of policy and legislation and a mapping of relevant stakeholders, these key recommendations and conclusions inform the development of a gender action plan (GAP) provided in section two of this report.

Part 2: Gender Action Plan

Recognizing the distinct vulnerabilities of women and men as fisherfolk and fish workers in the fisheries sector, including how these vulnerabilities are compounded for persons with disabilities, the elderly, and youth, the Gender Action Plan operates across project components to ensure a holistic approach to mainstreaming gender and mitigating impacts that may exacerbate gender inequality. Recommended activities are interwoven throughout the project components and the project lifespan, allowing for gender and social inclusion to be integrated from project design to project implementation. This ensures that this proposal meets the GCF's goal of promoting and advancing gender equality in funded activities by empowering the vulnerable and equipping actors with the tools and skills to enact and sustain gender-responsive action.

This GAP is informed by a comprehensive sectoral gender assessment and responds to key barriers identified in the gender assessment including:

- Policy bias in fisher registration, vessel, and land ownership for women,
- Inadequacy of infrastructure for the meaningful participation of women, men, and persons with disabilities,
- Depletion of fish stocks and reduction in income-earning opportunities for marine fisherfolk and fish processors,
- Inadequate and unequal access to formal financing mechanisms for fisherfolk,
- Disproportionate burden of resource management on women,
- Risks of gender-based violence at marine fish landing sites, and
- Overall lack of gender awareness and recognition of women's roles in the sector.

The action plan includes a summary of objectives, a guiding framework consisting of five key pillars for gender and social inclusion, a review of work undertaken thus far, a costed implementation action plan, and guidance and mechanisms for activity implementation.

Objective and Guiding Framework

Objective

The objective of the gender action plan (GAP) is to increase attention to, prioritization and representation of vulnerable groups including women and men as fisherfolk, fish workers and through their role in value-chain supporting activities in sectoral adaptation strategies that mitigate the negative impacts of climate change, improve access to finance, remove barriers to participation and ownership, and reduce disproportionate burdens on women.

To achieve this, the GAP mainstreams gendered considerations for inclusion and equal participation throughout project activities, ultimately supporting the sustainable implementation of project activities, increasing the resilience of fisherfolk across value chains, and positioning Saint Lucia as a leader in inclusive sectoral adaptation.

Guiding Framework

The five pillars below constitute the guiding framework for the development of key outputs under the gender and social inclusion action plan.

Meaningful and Representational Leadership & Decision-Making

Creating and sustaining pathways and resources for women to take on and occupy leadership and decision-making roles are key to sustainable development.⁸¹ While women make up a large portion of leadership within the Saint Lucia Department of Fisheries, the critical role they play in resource management and oversight in the sector is often overlooked and does not translate to ownership and formalized access to finance and decision-making power. Facilitating pathways to the acknowledgement and formalization of women's roles in the sector serves to enhance benefits to women, fisherfolk, and the sustainability and resilience of the sector.

Equitable and Direct Access to Finance

An important element of increasing the capacity of women to execute autonomy in employment and investment, and to improve individual resilience is improving access to finance. With increased access to funds and credit, more opportunities are available⁸² to vulnerable groups including women, youth, persons with disabilities and fisherfolk in general, that can enhance their quality of life and in turn, improve the community's livelihoods. With increased access and control over funds, there is a cascading effect of improvement/fulfilment of other related needs.

Equal Access to Ownership & Representation Opportunities

Increasing the recognized ownership over resources empowers women by providing avenues for income generation and financial security.⁸³ Removing barriers to formalized ownership of land, and vessels enables women and vulnerable groups to build resilience and reduces vulnerability during crises.

Gender-equitable Participation

Strategically increasing participation of women and vulnerable groups across value chains improves resilience for individuals, communities and for the sector overall.⁸⁴ Women are often deterred or blocked from participating in specific roles and sectors as these have been designated as male only when in fact, women can thrive in these positions. Supporting diversity in participation will have various knock-on effects for the sector and society as systems are changed or implemented to facilitate access.

⁸¹ UNDP. (2020). Women's Participation in Decision Making: Why it Matters.

<https://www.undp.org/ghana/news/women%E2%80%99s-participation-decision-making-why-it-matters>

⁸² World Bank. (2014). Expanding Women's Access to Financial Services.

<https://www.worldbank.org/en/results/2013/04/01/banking-on-women-extending-womens-access-to-financial-services>

⁸³ UN Women. N.d. Women's Land & Property Rights. <https://asiapacific.unwomen.org/en/focus-areas/women-poverty-economics/women-s-land-property-rights>

⁸⁴ OECD. N.d. Investing in Women and Girls. <https://www.oecd.org/dac/gender-development/investinginwomenandgirls.htm#:~:text=Women's%20economic%20participation%20and%20their,%2C%20health%2C%20and%20school%20attendance>.

Fisheries Sector Resilience and Sustainability

With increasing climatic shocks and degraded environmental conditions, establishing resilient systems are key for future sustainable development. Eliminating barriers to resource access while empowering fisherfolk and vulnerable groups as stakeholders in resilience building and adaptation is key to building climate-resilient sectors and livelihoods.⁸⁵

Targets & Design Features

The GAP aims to position project beneficiaries as stakeholders in the implementation and success of the project, utilizing the knowledge and experience of women and men in sustainable practices and resource management to ensure sustainability and buy-in for project activities. Activities under the plan respond directly to the unique vulnerabilities of beneficiaries that limit their full participation in climate adaptation action, targeting the needs of women and men while acknowledging their intersectional identities as youth, elderly, and persons with disabilities. Ultimately, the GAP's proposed activities aim to challenge gender norms that hinder men's and women's autonomy and access to decision-making, reduce disproportionate burdens, and highlight the critical role women play in the fisheries sector in Saint Lucia.

The GAP facilitates gender-responsive action across the project cycle through six key outputs, as shown in Figure 5.

Figure 5: Gender Action Plan Outputs

⁸⁵ UN Women. N.d. Women's resilient livelihoods and businesses.
<https://wrdsn.unwomen.org/practice/topics/resilient-livelihoods>

GENDER ACTION PLAN OUTPUTS

1

Infrastructure

Enhanced infrastructure of marine fishing vessels and landing sites, that support the health and safety needs of women and men.

2

Training / Skill-Building

Enhanced skill-building programming targeted to male and female fisherfolk and fish workers, youth, and persons with disabilities.

3

Security & Autonomy

Increased capacity of aquaculture and aquaponics sectors as a source of food security and autonomy for women, men, and vulnerable populations.

4

Access to Finance

Improved access to finance and financial services for fisherfolk, and reduction of disproportionate resource management burden on women.

5

Sustained Impact

Ensure sustained positive impact and mitigate negative impact of project activities on women and men through gender-sensitive project M&E.

6

Protection & Response

Prevent and respond to GBV, SEAH, discrimination and exploitation through the adoption and enforcement of zero-tolerance policies and redress mechanisms across the fishery sector.

Table 10 presents the costed Gender Action Plan framework, inclusive of outputs, activities, indicators and targets, timelines, and responsibilities.

Table 10: Gender Action Plan

Project Component	Activities	Baseline ⁸⁶	Indicators and Targets	Timeline	Responsibilities	Cost (XCD)	Cost (USD) ⁸⁷
Impact Statement: Increased attention to, prioritization and representation of vulnerable groups including women and men as fisherfolk and fish workers in sectoral adaptation strategies that mitigate the negative impacts of climate change, improve access to finance, remove barriers to participation and ownership, and reduce disproportionate burdens on women.							
Output(s) Statement: Enhanced infrastructure of marine fishing vessels and landing sites, that support the health and safety needs of women and men.							
1	Encourage women’s active and safe participation by reducing risks of gender-based violence at marine fishing sites by ensuring the health and safety of women and men on site through designated and secure male and female washrooms/shower facilities at each landing site. <i>Included in investments in Activity 1.2.4</i>	<i>Women occupy 4% of marine fishing jobs while men occupy 96%.⁸⁸</i>	<i>Target:</i> 2 (1 male and 1 female) washroom/shower areas at each landing site. <i>Target:</i> Solar-powered daylight sensor lighting at all 12 landing sites. <i>Indicator:</i> # of accessible and upgraded facilities available for use by men and women (disaggregated by location) <i>Indicator:</i> % of women and men site users that make use of facilities on a weekly basis ⁸⁹	By Year 2	Dpt. of Fisheries Cooperatives	200,000	74,074
Output(s) Statement: Enhanced skill-building programming targeted to male and female fisherfolk and fish workers, youth, and persons with disabilities.							

⁸⁶ A baseline study will be undertaken during the implementation stage, which will inform the baseline updates.

⁸⁷ 1 USD = 2.7 XCD.

⁸⁸ UN Women. (2021). Gender Inequality of Climate Change and Disaster Risk in Saint Lucia. EnGenDER. https://caribbean.unwomen.org/sites/default/files/2022-02/ENGenDER_Gender%20Inequality%20CC%20DRR%20Brief_Saint%20LuciaF_20220203.pdf

⁸⁹ A registration log book or similar tracking tool will be available in each site for registration of users

Project Component	Activities	Baseline ⁸⁶	Indicators and Targets	Timeline	Responsibilities	Cost (XCD)	Cost (USD) ⁸⁷
3	Conduct a literacy assessment and facilitate registration of registered fishers and value chain actors for literacy training. <i>Included in Activity 3.1.3</i>	<i>6% of women are registered fishers, compared to 94% of men.⁹⁰</i>	<i>Target:</i> 800+ fisherfolk registered for literacy training, with at least 15% women, and 15% youth. Indicator: # of identified beneficiaries in the value-chain or in value-chain supporting activities who participate and complete the training (disaggregated by sex and age).	By Year 3	Dpt. of Fisheries NELU	100,000	37,037
1	Develop and implement mandatory gender sensitization and gender-based violence prevention programming for all registered fisherfolk at landing sites, as well as for a select number of beneficiaries working in/adjacent to the landing sites in value-chain supporting activities. Implement a voluntary “train the trainers” program for at least one person per landing site through on-site workshops, in line with FAO guidelines on the PSEA protocol. (Recorded participation will	<i>6% of women are registered fishers, compared to 94% of men.⁹¹</i>	<i>Target:</i> 12 workshops (1 per landing site), (1600+) registered fisherfolk (94% men, 6% women), 800+ beneficiaries of which minimum 50% should be women. <i>Target:</i> 12 persons (1 per landing site), 6 women and 6 men, trained as trainers. <i>Indicator:</i> # of workshops <i>Indicator:</i> % of registered fisherfolk trained with certificates Indicator: # of persons trained as trainers	By Year 2	Dpt. of Fisheries Dpt. of Gender Affairs CiWiL Cooperatives	155,000	57,407

⁹⁰ Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change

⁹¹ Department of Fisheries. (2024). Improving the Capacity of the Fisheries Sector in Saint Lucia to Enhance Resilience to Climate Change

Project Component	Activities	Baseline ⁸⁶	Indicators and Targets	Timeline	Responsibilities	Cost (XCD)	Cost (USD) ⁸⁷
	be a condition for renewing registration) <i>Included in Activities 1.2.1 and 1.2.2</i>						
Output(s) Statement: Increased capacity of aquaculture and aquaponics sectors as a source of safety and autonomy for women, men, and vulnerable populations.							
4	Address unequal participation in natural resource management, ensuring a representative sample of participation among women, men, and youth through a sensitization workshop series (bi-annual) that provides tangible tools for NRM and equal participation.	0	<p><i>Target:</i> 1 workshop with registered and unregistered fisherfolk, including a representative sample of vulnerable groups, men, women and youth.</p> <p><i>Indicator:</i> # of workshops</p> <p><i>Indicator:</i> Findings from post-training evaluation to measure behaviour change, including targeted questions on before-and-after use of the tangible tools for NRM (gender disaggregated)</p> <p><i>Indicator:</i> % of registered fisherfolk trained with certificates and % of unregistered fisherfolk trained with certificates</p>	Bi-Annual (2 times)	Dpt. of Fisheries Dpt. of Gender Affairs Cooperatives	43,200 (21,600 each)	11,664
1	Re-skill elderly (over 55) male fishermen in equipment repair/trap making/fish cleaning and processing (to close income gaps that affect the	0	<p><i>Target:</i> 1 workshop with registered and unregistered fisherfolk, with all attendants (100%) over 55.</p> <p><i>Indicator:</i> # of workshops</p>	By Year 3	Dpt. of Fisheries Dpt. of Sustainable Development	25,000	9,259

Project Component	Activities	Baseline ⁸⁶	Indicators and Targets	Timeline	Responsibilities	Cost (XCD)	Cost (USD) ⁸⁷
	specific group through placement as trainers in teaching programs) Included in Activity 1.1.1		<i>Indicator:</i> % of registered and unregistered fisherfolk over 55 trained with certificates				
3	Increase youth and women's capacity for asset ownership in the aquaculture sector by revising requirements for lease/ownership of land, removing structural barriers to women's ownership. Included in Activity 3.1.3	In 2019, female ownership of agricultural land in Saint Lucia stood at 30%. ⁹²	<i>Target:</i> Increase the number of new and amended registrations by women in the project area by 30%, compared to the baseline (opening opportunities to increase access to land). <i>Target:</i> Increase the number of new and amended registrations by youth (under 30) in the project area by 30%, compared to the baseline (opening opportunities to increase access to land). <i>Indicator:</i> # amended registration documents <i>Indicator:</i> # of new registrations by women <i>Indicator:</i> # of new registrants by youth	By Year 5	Dpt. of Gender Affairs Land Registry	0.00	0.00
Output(s) Statement: Improved access to finance and financial services for fishermen, and reduction of disproportionate resource management burden on women.							
3	Provide training on financial literacy, including loan application and record keeping for key beneficiaries in the fisheries sector	Women face challenges in accessing finance and with regard to knowledge of	<i>Target:</i> 200 fishers and supporting livelihoods with at least 50% women, and 25% youth. 12 workshops	By Year 5	Dpt. of Fisheries Cooperatives	70,000	25,925

⁹² Constable, A. (n.d.). Gender and climate change: The case of the Caribbean. ParlAmericas. https://www.parlAmericas.org/uploads/documents/2-PPT_Paraguay_General_Ayesha_Constable_ENG.pdf

Project Component	Activities	Baseline ⁸⁶	Indicators and Targets	Timeline	Responsibilities	Cost (XCD)	Cost (USD) ⁸⁷
	<i>Included in Activity 3.1.3</i>	systems for registering and running businesses. ⁹³	<i>Indicator:</i> # of facilitated workshops over project life-cycle <i>Indicator:</i> Findings from post-training evaluation to measure behaviour change.		National Insurance Corporation		
3	Support 2 financial institutions to mainstream gender in their financial policy and loan requirement processes. <i>Included in Activity 3.1.1</i>	0	<i>Target:</i> Increase number of women in fisheries to access loans at 2 financial institutions by 30% (per institution), compared to the baseline. This should be supported by digital data collection to confirm the baseline and the associated increase per institution. <i>Indicator:</i> # of women in fisheries (disaggregated by age and landing site) with access to formal loans through successful loan applications. <i>Target:</i> at least 2 financial policies revised to include gender mainstreaming <i>Indicator:</i> # of financial policies that incorporate gender mainstreaming	By Year 3	Dpt. of Gender Financial Institutions Min. of Finance	10,000	3,703

⁹³ World Bank. (2023). Gender and climate change in the Caribbean: Advancing resilience, equality, and economic opportunities. World Bank. <https://documents1.worldbank.org/curated/en/099609103292337340/pdf/IDU0b1cdde56070e304ded0afff0973edf26d7be.pdf>

Project Component	Activities	Baseline ⁸⁶	Indicators and Targets	Timeline	Responsibilities	Cost (XCD)	Cost (USD) ⁸⁷
Output(s) Statement: Ensure sustained positive impact and mitigate the negative impact of project activities on women and men through gender-sensitive project monitoring and evaluation.							
All	Conduct baseline assessment with representative samples of participating community members and develop baseline report to inform project activities. ⁹⁴	0	<i>Target: 1 Baseline Report</i> <i>Indicator: Baseline assessment includes at least one consultation per vulnerable group.</i>	Year 1 (ahead of all other activities)	Dpt. of Fisheries Dpt. of Gender	100,000	37,037
4	Design and implement data collection instrument for the bi-annual digital collection of sex-disaggregated data from project beneficiaries (including men and women fish workers and fisherfolk, youth, elderly fishermen, LGBTQ+ and persons with disabilities) on the impacts (positive and negative) of project activities. <i>Included in Activity 4.1.3</i>	0	<i>Target: Quarterly sex and age disaggregated data collection exercise through surveys and consultations with representing CSOs, cooperatives and individuals.</i> <i>Indicator: # of formalized partnerships with local civil society groups representing vulnerable populations.</i> <i>Indicator: # of in-use digital data collection devices and tools.</i> <i>Indicator: # of reports per project per year.</i>	By Year 1	Accredited Entity Dpt. of Fisheries Dpt. of Gender NCPD ECADE Cooperatives	10,000 75,000	3,703 27,777

⁹⁴ Baseline assessment informed by stakeholder consultations and surveys to explore how intersecting identities shape vulnerabilities and opportunities within the fisheries sector. This would explicitly explore the inclusion of vulnerable groups including single mothers, and LGBTQ+ communities who may face distinct barriers in fisheries.

Project Component	Activities	Baseline ⁸⁶	Indicators and Targets	Timeline	Responsibilities	Cost (XCD)	Cost (USD) ⁸⁷
4	<p>Prepare and submit annual sex-disaggregated report of project impacts with a focus on vulnerable groups including fisherfolk, fish workers, women, youth, persons with disabilities, elderly/retired fisherfolk, and LGBTQ+ persons.</p> <p>Included in Activity 4.1.3</p>	0	<p><i>Target:</i> 1 annual sex and age disaggregated report inclusive of indicators relevant to each identified vulnerable group.</p> <p><i>Indicator:</i> # of submitted impact assessment reports per year, including sex- and age-disaggregated data and analysis of all identified vulnerable groups.</p>	Yearly	Accredited Entity Consulting agency.	32,400	12,000
Output(s) Statement: Prevent and respond to GBV, SEAH and labour discrimination and exploitation through the implementation of a PSEA protocol, following FAO guidelines, ensuring adoption and enforcement of zero-tolerance policies and redress mechanisms across the fishery sector.							
All	<p>Develop, deploy, and provide (bi-annual) training for gender-sensitive code of conduct for the sector that enhances awareness of SEAH in the workplace and mitigates the risk of SEAH in fisheries (focus will be on gender-based violence and discriminatory/exploitative practices in line with PSEA protocol).</p> <p>Included in all workshops, plus code of conduct in Activity 4.1.1</p>	0	<p><i>Target:</i> Code of conduct adopted and formalized by Dpt. of Fisheries, 100% of fishing Cooperatives, and 100% of relevant stakeholders.</p> <p><i>Indicator:</i> % of registered fisherfolk and fish workers knowledge of and signed on to Code of Conduct.</p> <p><i>Indicator:</i> Findings from post-training evaluation to measure behaviour change.</p>	Bi-Annual (2 times)	Dpt. of Fisheries Dpt. of Gender	43,200 (21,600 each)	11,664

Project Component	Activities	Baseline ⁸⁶	Indicators and Targets	Timeline	Responsibilities	Cost (XCD)	Cost (USD) ⁸⁷
All	<p>Develop a fisheries-specific grievance response mechanism (GRM) that enhances access to redress and improves response to grievances related to gender-based violence, sexual harassment, abuse and exploitation, and labour exploitation.</p> <p><i>GRM included in PMC budget, and promoted through all project components</i></p>	0	<p><i>Target:</i> 5 GRM oversight personnel appointed by Dpt. of Fisheries and Cooperatives.</p> <p><i>Target:</i> 100% of cooperatives and relevant stakeholders trained in GRM procedures.</p> <p><i>Indicator:</i> # of GRM oversight personnel appointed by Dpt. of Fisheries and Cooperatives.</p> <p><i>Indicator:</i> # of grievances filed and resolved through the GRM per year (disaggregated by type: SEAH, labour exploitation, etc.)</p>	By Year 1	Dpt. of Fisheries Dpt. of Gender Cooperatives	21,600	8,000
Budget Total						861,975	319,250

Implementation Guidance & Mechanisms

This section provides guidance and frameworks as implementation mechanisms to ensure gender-sensitive and responsive project planning and implementation.

Gender Responsive Budgeting

Gender-responsive budgeting (GRB) is a strategy that promotes the goal of gender equity by allocating funds to gender indicators of project activities that support equity for women, men, and vulnerable groups as beneficiaries of the project. The purpose of GRB is to promote accountability and transparency in fiscal planning; increase gender-responsive participation in the budget process and advance the gender equity agenda. For projects executed under the Green Climate Fund, GRB must be executed in tandem with climate-responsive budgeting (CRB). A Climate-responsive budget (CRB) is a budget that seeks to address existing and potential impacts of climate change by allocating resources to fund and support critical adaptation and mitigation measures. Key steps in implementing a gender-responsive climate budget include:

- Reviewing and assessing the extent to which the budget is gender and climate responsive
- Analysing the impact of the existing budget on different groups
- Developing and assigning trackers for monitoring and evaluating the performance of finances
- Identifying priority actions for changing the guidelines and the budgeting process
- Recommending priorities for planning and implementation
- Recommending/mandating:
 - Ways of measuring gender and climate responsiveness in budget requests (e.g. using a climate and gender marker)
 - Clearly defined gender and climate objectives
 - Gender and climate impact statements.

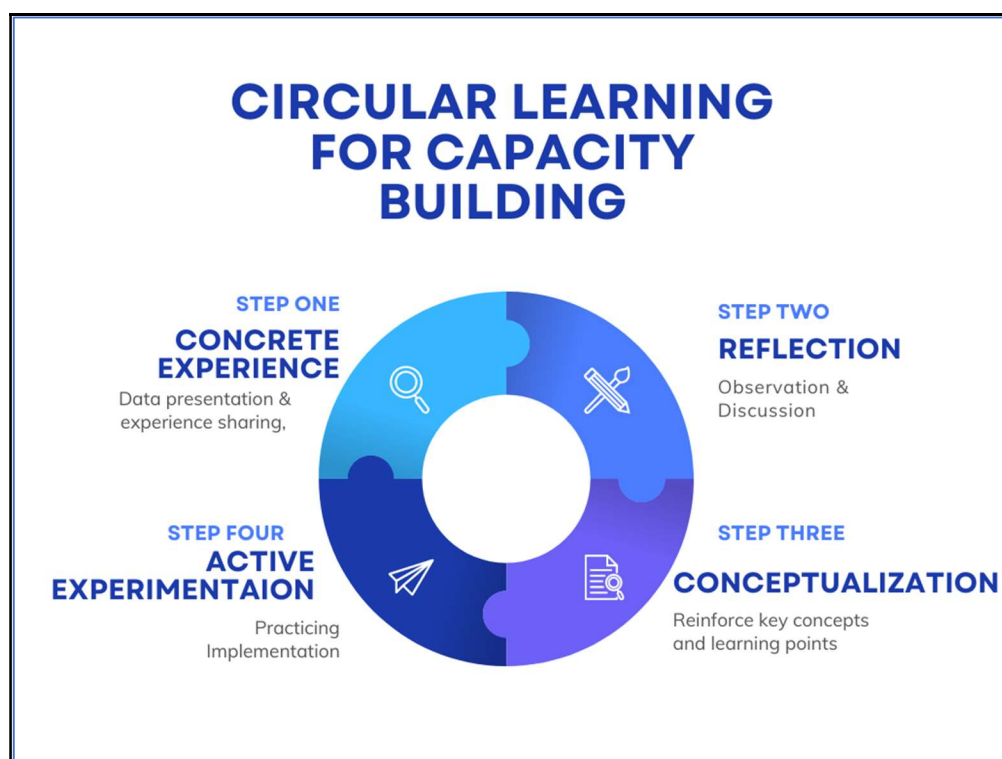
Allocating funds to support gender and social inclusion activities ensures that these activities are not overshadowed by overarching project objectives, but a calibrated and integrated throughout.

Gender Sensitive Capacity Building

A key element for the success of this action plan is having actors who possess the necessary skills and resources to execute the action plan. To achieve this, there is a need for capacity building that addresses gaps in key actors' gender mainstreaming capabilities. Capacity building focuses on enhancing actors' ability to utilize and apply a gender lens/perspective to the day-to-day, decision-making and the development of policies, plans, and strategies; this encompasses actors at all levels to support.

Figure 6 provides a four-step process in a circular capacity-building framework.

Figure 6: Circular Learning for Capacity Building



Source: SAEDI Consulting (Barbados) Inc.

Gender-Sensitive Stakeholder Engagement

The actions of this plan are grounded and supported by engagement with stakeholders and beneficiaries relevant to this project. Gender-sensitive stakeholder engagement allows project actors to identify and assess the proposed benefits of the project, while also identifying and mitigating potential negative social and gender impacts of planned activities and measuring the impacts of said activities. Engaging community stakeholders in a gender-sensitive way allows for the representation of underserved groups, active and meaningful participation, gender-based violence (GBV) mitigation and overall project sustainability by fostering community buy-in and participation.

Gender-sensitive community stakeholder engagement must:

1. Contextualize impacts on the community by using (and collecting where data does not already exist) sex and age-disaggregated data, and through informed community engagement.
2. Identify potential risk factors for GBV in communities to:
 - a. Identify whether factors are influenced by elements that fall within the project's goals, and
 - b. Mitigate/avoid worsening risk factors identified.
3. Acknowledge that communities (geographical, social, religious, cultural, ethnic) are unique and as such, cultural/geographical contexts should be considered during engagement with the use of gatekeepers or key informants where needed.

Gathering data/information from stakeholders and the community can take the form of surveys, community town halls, key informant interviews, group interviews or focus group discussions, and should engage those who are located within or affected by project implementation. In the implementation phases, the project actors should explore the following with community stakeholders – specifically women and other marginalized groups:

1. How the community is likely to be impacted: Consider land, livelihoods, displacement, and environmental impact.
 - a. Are costs, risks and benefits shared equitably among different women and men?
2. Opportunities for employment, ownership, and access to resources.
3. What inequalities exist in the community about women and men's access to resources? Consider employment and responsibilities.
4. How will access to resources be impacted (both positively and negatively) by project implementation?
5. Community suggestions for impact mitigation where applicable.

Figure 7 provides a breakdown of gender-sensitive stakeholder considerations.

Figure 7: Gender-Sensitive Stakeholder Engagement



Source: SAEDI Consulting (Barbados) Inc.

Gender-based Violence/Sexual Exploitation, Abuse and Harassment Prevention

In the context of resource management and climate change, there is a need to consider the potential for GBV and SEAH to occur within and among project implementation sites and beneficiaries. Even among vulnerable groups, there exists a hierarchy with some wielding more

power and social standing than others which can create marginalization and abuse between beneficiaries.

A lack of recognition of these power discrepancies can create opportunities for GBV to manifest, especially in situations where tensions and stress may be high as persons compete over strained or limited resources. Therefore, potential causes and avenues for GBV and other forms of gender/sexual abuse to occur must be mapped, and appropriate systems must be implemented to address and resolve issues of GBV.

GBV and SEAH most often occur in the contexts of abuses of power, and subjugation of persons' rights based on gender stereotypes. Victims of GBV and SEAH are most often women, mainly because women are often overrepresented in temporary, lower-paying, and lower-status jobs with less decision-making or bargaining power over the terms and conditions of their labour.

GBV and SEAH can take the following forms:

- Bullying, physical, and verbal abuse from colleagues, supervisors, or managers,
- Sexual harassment and unwanted sexual advances (the most common type of workplace GBV),
- Sexual abuse and violence, including 'coercive' or transactional sex, rape, and sexual assault,
- Psychological abuse and intimidation,
- Threats and acts of physical and sexual violence,
- Abusive working conditions such as poor health and safety, and
- Inadequate or inappropriate sanitary facilities and rules about their use.

As the project will be targeting women as well as men, GBV risks will exist. St Lucia has high levels of GBV, and any project directly attempting to work with can negatively impact the levels of GBV (at least in the short term). As such the projects exposure to SEAH and GBV present a risk area that must be managed through the inclusion of sensitization activities and specific training activities as part of the project design, as per the GAP above.

Outside of potential discrimination against women, the project will integrate SEAH screening across its proposed activities, to identify and address any impacts on men, girls and boys as early as possible. This will follow international best practice (most notably the GCF SEAH Risk Assessment Guideline as well as a Protocol for Prevention and Response to Sexual Exploitation and Abuse (PSEA) in line with FAO guidelines. A project/program Code of Conduct prohibiting SEAH (amongst other behaviours) will be developed. This should be signed by all workers at the same time the work contract is signed. The Code of Conduct must be made available in languages the workers understand. The PMU of the project will also appoint a focal person to ensure compliance with SEAH requirements. This will include; (i) Tracking whether reporting mechanisms are being used – looking at where reports are coming from/not coming from, and seeking to identify patterns; (ii) Asking workers and community members if they are aware of and trust reporting mechanisms, understand their rights and what constitutes SEAH; (iii) Checking whether workers demonstrate knowledge and understanding of the policy and code of

conduct – and can locate them; (iv) Checking whether community members have knowledge of what behaviors to expect from project/program workers and which are prohibited; and (v) Checking mitigation measures are consistently being implemented – e.g., undertake spot checks to see if contracts include clauses, use basic records to track whether SEAH training is being delivered, check reporting mechanisms are functioning, use monitoring visits to check whether awareness-raising materials are clearly visible and awareness-raising exercises are being delivered and engaged with.

The AE will also require a completed SEAH Risk Screening checklist (following best practice, i.e. as per page 17 of the GCF SEAH Assessment Guidelines)⁹⁵.

Bringing project actors into communities can facilitate violence perpetrated by workers based on the risk factors including lack of accountability, unjust protections and facilitated leverage of some over others. Therefore, it is imperative that the following is done to avoid exacerbating GBV/SEAH risk factors:

- Ensure systems of accountability for all workers and beneficiaries, especially those who may not be known in communities, and will not be based there long-term.
- Develop a GBV action plan and codes of conduct and conduct the necessary training and awareness campaigns for actors and impacted communities.

Execution of projects can exacerbate existing inequalities and risk factors in communities when gender-sensitive mitigation plans are not implemented. Where projects/construction takes place within communities, the company must ensure the following to avoid fostering circumstances that are proven to increase domestic/gender-based violence:

- Beneficiaries' access to livelihoods (earning income) is not interrupted.
- Impacted communities' physical freedom is not interrupted (ability to leave and return home).
- Impacted communities' access to utilities/resources must be interrupted minimally or not at all.
- Women in communities must be engaged to ensure projects will not hinder their safety.

Sex Disaggregated Data Collection & Management

Critical for assessing existing gender inequalities and creating plans to address these issues is the need for sex-disaggregated data. Sex-disaggregated data allows for a holistic view of how project activities are impacting men and women based on their social and economic realities; in order to understand, assess and respond to different experiences, sex-disaggregated data is a necessity.

Sex-disaggregated data is any data on individuals broken down by sex; gender statistics rely on sex-disaggregated data to reflect the realities of the lives of women and men, and to assess policy and programme issues relating to gender. Data collected must be analysed both separately and comparatively for women and men, as this allows for the measurement of differences between

⁹⁵ <https://www.greenclimate.fund/sites/default/files/document/gcf-seah-risk-assessment-tool.pdf>

women and men on various social and economic dimensions; this is one of the requirements in obtaining gender statistics.

Gender statistics are more than data disaggregated by sex. Having data by sex does not guarantee, for example, that concepts, definitions, and methods used in data production are conceived to reflect gender roles, relations, interests and/or inequalities in society, including compounding factors such as geographic location and economic status. As such, intersectional considerations require data that adds to the understanding of the lived realities of persons.

Examples of sex-disaggregated data that can be collected to aid in nuanced understandings of gender norms, relations and impacts are included in Table 11 by qualitative (interview/focus group data collection) and quantitative (survey data collection).

Table 11: Sex-Disaggregated Data

Quantitative Intersectional Data	Qualitative Intersectional Data
DEMOGRAPHIC DATA COLLECTION	
Number of persons in household	Household Responsibilities by individual
Ethnicity	Implications of ethnicity on participation and representation
Race	Implications of race on participation and representation
Parenthood Status	Number of children Responsibility for child rearing
Marital Status	Responsibilities to spouse and family
Household income	Formal vs. informal income Spending power and financial decision making
Breadwinner Status	Implications of income earned and how it relates to gender roles / expectations
Employment Status	Implications of employment status and how it relates to gender roles / expectations
Access to Resources	Responsibility for paying for / collecting resources such as food, water, electricity, internet, other.
Labour	Division of Labour (between household, work, and other responsibilities)

Quantitative Intersectional Data	Qualitative Intersectional Data
IMPACT ASSESSMENT DATA COLLECTION	
Access to Livelihood	Personal / familial implications of changes in access to livelihood / responsibilities
Access to Employment	Personal / familial implications of changes in employment status / access
Dependency	Impact to resources depended on
Sustainability	Sustainability of beneficial impacts
Mitigation	Mitigation and/or consequences of negative impacts
CLIMATE CHANGE DATA COLLECTION	
Disaster Impacts	Impacts of disasters on livelihood, income, living circumstance, and workload.
Climate Change	Impacts of climate change on livelihood, income, living circumstance, and workload.
Adaptation Strategies	Strategies used to mitigate negative impacts in personal and professional life.
Access to Food/Water	If and how food and water as critical resources are obtained, including time/money spent to obtain them
Environmental Degradation	Impacts of degrading environment on livelihood, income, living circumstance, and workload.

Gender-Sensitive Monitoring and Evaluation

Men and women assume different roles and responsibilities at the individual, household, community, and broader societal level, which affect how they exercise their rights, as well as how they access resources. Men and women (in their multiple identities shaped by social and cultural norms) also experience differentiated impacts from climate change and other social and economic shocks.

Adopting a gender-sensitive monitoring and evaluation (M&E) system helps to:

- Identify positive and negative impacts on men and women and project beneficiaries,
- Identify and respond to specific needs and vulnerabilities of beneficiaries, and
- Identify challenges, constraints and opportunities for maximum benefits to men and women.

It considers the impacts of gender on project management, target populations, and project results and integrates gender into the conceptual framework, logic model, indicators, data analysis and use.

A gender-sensitive M&E system integrates and monitors gender indicators when monitoring project implementation. A gender-sensitive M&E process implies studying and understanding inequalities, power dynamics and gender and social relations. This is done by using indicators, tools and processes that allow for the assessment of the impact on men and women, and to determine if the different priorities of men and women are addressed.

The Balkan Rural Development Network (BRDN) outlines the aspects of gender-sensitive monitoring and evaluation, and the gender-sensitive M&E system as follows:

- a. Gender-specific outputs
- b. Progress on gender-specific elements
- c. Disaggregated data collection, and
- d. Collection of data on attitudes and behaviours that reflect gender norms.

Gender-sensitive evaluation entails:

- a. Measuring the impact of outcomes that relate to gender-specific programming,
- b. Identifying elements that address gender inequalities, and
- c. Using data to demonstrate progress and impact.

A gender-sensitive M&E system ensures that gender is addressed measurably, and that there is evidence to:

- a. Raise awareness about gender inequity/inequality
- b. Work for change, and
- c. Address the gender dimensions of development.

An effective gender-sensitive M&E system includes both qualitative and quantitative data to measure the impact on gender relations, address the different needs of men and women, and assess the impact of the project on their well-being.

Grievance Response Mechanism (GRM)

Acknowledging that protection and mitigation mechanisms are not guaranteed to be effective, a GRM is a crucial element for ensuring gender and social inclusion are promoted and advanced through project work while also ensuring that there are avenues for both beneficiaries and project actors to report issues and file complaints with project implementation. It serves as a monitoring tool for project oversight and facilitates the redress of issues related to the project.

The GRM is designed to respond to risks within the project, and as such should facilitate the reporting of, but not limited to, the following:

- Allegations of GBV and SEAH
- Reports of damage to property, and natural and cultural heritage.
- Reports of crime / criminal activity.
- Reports of pollution/waste dumping
- Disruptions to livelihoods/economic displacement
- Disruptions to community activities and functions

The project will establish a grievance mechanism (GM) in order to receive and manage potential grievances that may arise during and after the implementation of project related activities. This mechanism will provide an access point for individuals, communities and other relevant stakeholders to submit complaints. It will also record and process all complaints relating to the project's activities, results or impacts and reference the Office of the Inspector General (OIG) for notification and archiving purposes.

The project must design the Grievance Redress Mechanism (GRM) as soon as possible and at the latest before project approval, and implement it as soon as possible (during the inception phase) and at the latest when the Implementation phase begins. A step by step guide to designing and implementing a GRM is presented in the FAO Framework for Environmental and Social Management.

GRM must be accessible, collaborative, expeditious, and effective in resolving concerns through dialogue, joint fact-finding, negotiation, and problem resolving. It should be designed to be the “first line” of response to stakeholder concerns that have not been addressed through proactive stakeholder engagement. GRM will serve as a communication channel between the project beneficiaries/ relevant stakeholders and the programme/ project team.

GRM will remain operational for at least 6 months after project closure.

Key principles of the Grievance Mechanism:

Principle	Implementing Measure
Right-compatible	<ul style="list-style-type: none"> • Protect the anonymity of complainants if required; • Ensure confidentiality in the event of sensitive complaints; • Limit the number of people with access to sensitive information; • Guarantee that the outcomes and remedies align with international human rights
Accessibility	<ul style="list-style-type: none"> • Widely disseminate the mechanism to target groups (taking into account restrictions, such as language, geography, gender etc.); • Clearly explain procedures; • Diversify possibilities for filing complaints; • Assist people with special access challenges;
Predictability	<ul style="list-style-type: none"> • ; • Present a clear process, with deadlines for each step; • Provide clarity on the types of processes and outcomes as well as means of monitoring them
Impartiality	<ul style="list-style-type: none"> • Ensure impartiality of those involved in investigations; • Ensure no person with a direct interest in the outcome of the investigations is involved in the handling of the complaints concerned; • Ensure impartiality in addressing the concerns of complainants

Principle	Implementing Measure
Transparency	<ul style="list-style-type: none"> Inform the parties concerned about the progress and the results of a complaint in process;
Equitability	<ul style="list-style-type: none"> Respond promptly to all complainants; Guarantee that aggrieved parties have adequate access to sources of information, advice, and expertise required to engage in a grievance process on fair, informed and respectful terms;
Continuous learning	<ul style="list-style-type: none"> Use lessons learned to proactively prevent future grievances and mitigate potential harm;
Based on engagement & Dialogue	<ul style="list-style-type: none"> Emphasize dialogue as the primary approach for addressing and resolving grievances;

The redress system must be prepared to provide counselling, or other enabling support when needed. The grievance process must be kept confidential; throughout the process, the names of the complainant and respondent must be kept confidential. A hearing must be done at a time, and in a place that is private. All parties must agree to keep the entire process confidential; there should be no discussion with staff and external stakeholders.

In developing a gender responsive GRM, the following considerations are important:

1. Are complainants protected from retaliation? - This supports the creation of a safe work environment, which allows for redress for misconduct
2. Is complainant/respondent confidentiality maintained? – This allows for the building of trust
3. Are records of complaints kept? - Records allow for the assessment of trends or identification of chronic misconduct
4. Are breaches thoroughly and fairly investigated, and sanctions enforced? - This supports the building of trust in and respect for the system
5. Are local authorities engaged in the investigation and response process when necessary?
6. How is the grievance mechanism monitored? - How often is the process reviewed for satisfaction by complainants/respondents?
7. Are systemic changes made if the investigation reveals a fault in the system, which has facilitated the incidence of breaches?

Organization and Functioning of the Complaint Mechanism

The mechanism shall be extended and accessible to all stakeholders. The system will be closely linked to the FAO institutional grievance mechanism, especially for the handling of major sensitive complaints. If necessary, complainants may also refer/escalate matters to the Green Climate Fund's Independent Redress Mechanism (IRM). It should also be noted that an aggrieved

person/complainant may also resort to judicial court of law or administrative remedies available through the country system(s) at any stage.

Both the complaint form of FAO and the IRM of GCF⁹⁶ will be made publicly accessible, electronically and in written forms (See Annex 4).

The project-level grievance mechanism (GM) will be communicated to the stakeholders, including the target communities, throughout the project. At national and regional level, the GM will be communicated at the project launch, and during steering committee meetings. At community-level, the GM will be communicated and explained during startup meeting with the village development committees and fishers and farmers cooperatives/associations. Regular reminders will be made during public events, and information on the GM will be published at the offices of regional directorates. Moreover, officers and other stakeholders engaged in field activities will visit project-affected communities as well as neighbouring areas to gather any grievances that may exist. Project staff conducting the work on the ground with communities will be trained to have solid understanding of the complaint mechanism, and instructed to sensitize communities accordingly.

Organizational framework

Complaint management will be integrated into the project activities. The tasks and responsibilities of the project team with regards to complaint management are well defined. The management of the mechanism will be supported by the FAO OIG, in collaboration with the Environmental and Social Committee (ESC), and from committed civil society/local communities' representatives, who will be available and trained to implement the mechanism.

Decentralized Offices (including country offices) appoint a safeguards and grievances focal point and register the name of the focal point in COIN. They should also establish an office-level GRM. Offices may consider alternatives, such as cases where an existing GRM is used.

Projects and programmes should appoint a project-specific grievances focal point. They can either implement a project-specific GRM, or make use of an established Country Office GRM. However, in the latter case this needs to be made explicit in the project document. A summary of how the country GRM operates also needs to be provided and the relationship to the project described, and the project should still budget for project-specific GRM-related activities, especially outreach/awareness raising among potentially affected parties.

In terms of project activities that are delivered by parties other than FAO, FAO must still ensure that the parties potentially affected by those activities have full access to the project/country office GRM. For cases where there are multiple financially independent delivery partners which together comprise a coordinated project or program; agreement must be explicitly reached in writing on how to coordinate outreach and feedback, as well as decision making on the

⁹⁶ <https://irm.greenclimate.fund/case-register/file-complaint>

processing of any grievances. Ideally the programme/project should have one centralized GRM. The procedures and channels should be as simple and clear as possible to stakeholders. Even if a grievance was to arrive through a parallel channel, it would need to be logged by FAO internally in the grievance monitoring system at project and/or country level. Finally, GRMs must be up and running as soon as possible upon project declared operational; indeed, this should be one of the first actions taken by the project team.

Generally, grievance should be addressed to the focal point at the project level, in the first instance. If a satisfactory resolution is not reached, grievance could be addressed to the focal point at the next level.

It is important to note that in the FAO GRM process, grievance of SEAH nature from projects must be shared with the OIG directly.

Table 12 FAO GRM focal points

Review level	Contact details
Project Management Unit (PMU)	The focal points at the PMU will be the safeguards specialist and the project coordinator. Official FAO email accounts will be established once they are recruited. Alternatively, generic accounts such as safeguards_fish_adapt@fao.org may be created. It should be noted that a Project Steering Committee (PSC) will be formed, with the participation of the Ministry of Agriculture and the Ministry of Finance of Saint Lucia, FAO, among other entities. Grievances may also be referred to the PSC.
FAO Country Representative	If the grievance cannot be resolved at the project level, the petitioner may contact the FAO country representative for Saint Lucia, who is also the Subregional Coordinator for the Caribbean. Currently, this position is held by Dr. Renata Clarke. Email address: renata.clarke@fao.org .
Higher level Regional Office for Latin America and the Caribbean	If the grievance cannot be resolved at the country/subregional level, the petitioner may contact the FAO Assistant Director-General/ Regional Representative at the Regional Office for Latin America and the Caribbean: Anthony Kellman; Office of the Sub-Regional Coordinator for the Caribbean. E-mail: Anthony.Kellman@fao.org ; RLC-ADG@fao.org Tel: +1 246 492 2002
Office of the Inspector General (OIG)	Contact FAO's independent Office of the Inspector General :

	<ul style="list-style-type: none"> - To report non-compliance with FAO's environmental and social management guidelines in case your grievance could not be resolved through the previously mentioned channels; - To report non-compliance with FAO's environmental and social management guidelines in case you have a good reason for not approaching the project management (e.g., fears about your safety); - To report possible fraud and other corrupt practices, as well as other misconduct such as sexual exploitation and abuse. <p>By confidential hotline (online form & by phone): fao.ethicspoint.com By e-mail: Investigations-hotline@fao.org (+ 39) 06 570 52333</p>
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Process triggered when a grievance is received

Step A: Receive and Register Grievances

Step B: Acknowledge, Assess and Resolve Grievances

Step C: Monitor, Analyze and Report Grievances

Step A: Receiving and registering grievances

It is important that all grievances received are classified, prioritized and registered in the grievance log in line with the project's GRM operational guidelines. Where possible, the grievance log should capture grievances made via informal or traditional systems. This will require training designated local grievance focal points and using standard forms where they can record grievances in writing and then pass them on to the project grievance focal point to register them in the log.

While recognizing that many grievances may be resolved 'on the spot' or informally by implementing partners, service providers or local grievance focal points, these partners must be encouraged to inform the project staff so that such informal resolutions can be recorded in the project grievance log to ensure it comprehensively captures and reports the nature and status of grievances related to the project.

Step B: Acknowledging, assessing and resolving grievances

Different grievances must be treated in different ways. Some can be resolved locally and quickly ‘on the spot’, while others will need to be assessed and/or dealt with at a higher level.

Acknowledging grievance

For every grievance received, a timely acknowledgement must be sent to the individual or group bringing the grievance. As a best practice, this acknowledgement should come within 3 days of the project grievance focal point receiving the grievance, at the maximum within ten (10) working days. It should be in the form of a letter or email, or a phone call, with a clearly identified point of contact, providing a brief description of the process that will be followed, and a tracking number for the grievance. The grievance must be recorded in the project’s grievance log, which could be as simple as an excel sheet. See Annex 5 for a suggested grievance log template.

Assessing eligibility

Does the grievance relate to the FAO project? Then it must be admitted.

This step verifies whether the grievance is indeed related to the FAO project. It is often better to ensure a relatively low barrier to entry with quick turnaround, especially for high priority grievances, rather than to prevent users from having their issues considered. A decision on eligibility is only meant to trigger an initial assessment and response. It is not an admission that the project has caused an impact, or a commitment to provide the individual or group bringing the grievance with any specific form of redress.

Finding a resolution

If the grievance is eligible, a determination will need to be made as to whether the grievance can be resolved directly through a relatively simple action; or whether the grievance is complex enough that it requires additional assessment and/or action by other parties.

Many grievances can be resolved directly at the project level and through straightforward actions, e.g. through a small course correction of a project activity, or making public information more accessible in a community. In other cases, further assessment involving other parties, and potentially an extended process of information collection and dialogue will be necessary. Partners should be encouraged to inform the project staff of all and any grievances reported, however minor, so that such informal resolutions can be recorded in the project grievance log. This ensures the log comprehensively captures and reports the nature and status of grievances related to the project. In case the grievance cannot be resolved at the project level, the project grievance focal point must escalate it to the next level in the GRM e.g. the FAO Country Office GRM, remembering that grievances related to misconduct such as sexual exploitation and abuse, must be immediately referred to OIG without assessment or action to try and resolve the situation.

Seek agreement on the proposed resolution

The GRM focal point is responsible for communicating the proposed resolution back to the individual or group which brought the grievance. A resolution proposal will be made within thirty (30) working days, in writing or orally if that is a more effective means of communication (e.g. by phone or in a meeting) using language that is easily accessible to them. The response should include a clear explanation of why the resolution is being proposed; what the proposed resolution would be; and what choices there may be, given the proposed resolution.

When there is agreement by the individual or group that brought the grievance to the resolution, then minutes will be drafted and signed by the parties involved. If a person is illiterate, appropriate alternatives must be identified. After implementation, new minutes will be signed stating that the grievance has been resolved satisfactorily.

Where an agreement has not been reached or the complainant does not agree that the grievance is not eligible under the GRM, the grievance must be escalated through the pre-determined steps in the GRM. The next step will typically be the FAO country office.

When there is clarity on whether an agreement was reached through the GRM, the case will be marked as closed in the grievance log. All supporting documents should be part of the file related to the grievance.

Step C: Monitoring, analyzing, and reporting grievances (and assessing/ improving grievance effectiveness)

Monitoring and reporting on GRM performance

All grievances must be logged in the project grievance log, which should be shared with the FAO country office as the data is needed for country annual reporting.

Please note that the lack of grievances does not mean that a project does not have any problems. In the opposite: it may mean that the GRM system is not working. Having grievances registered and solved is a good sign of a well implemented programme and project.

Such reviews can serve to introduce strong management oversight over a project's GRM, bring key risks and issues to project management and FAO attention, propose adaptive/ corrective measures for approval, and highlight good grievance redress practices and lessons learned to be disseminated.

Regular reports should also be provided to the public, including metrics such as number and type of grievance received, # and % of grievance resolved, # and % of grievance resolved within a specified timeframe, # and % of grievance that have gone to mediation or have been referred to a third party, and satisfaction of those that bring grievances. This could be done in the project website/ or project GRM website if there is one.

The project's grievance redress data and reporting should also feed into FAO project supervision missions and implementation support processes. In this context, the FAO supervision team will draw on reports prepared by the PMU and by third party monitors if available, and will carry out further analyses through site visits and consultations with target groups to validate findings. Performance/ implementation issues will be discussed with relevant government counterparts to agree on specific remedial actions and any follow-up implementation support to be provided by FAO. For projects at advanced stages of implementation, focus should also be placed on compiling and disseminating best practices and lessons learned.

In addition, there will be zero tolerance of sexual exploitation, abuse, and harassment (SEAH), and the implementation safeguards documents will mainstream SEAH risk mitigation. The project will support gender sensitization and trainings for project staff and beneficiaries on gender equality and social inclusion and SEAH as part of the trainings on the Household Methodology involving vulnerable groups such as female-headed households, women, children and person living with HIV/AIDS. Specific procedures to minimize SEAH risk will be developed for the project GRM, to ensure the mechanism is survivor-centred and gender-responsive (including confidential reporting), and to facilitate linkages to related services and redress for anyone affected by SEAH. The survivor-centered GRM will align with FAOs action plan for the Prevention of Sexual Exploitation and Abuse and Sexual Harassment and follow FAO corporate policies and procedures, namely: a) Policy on the Prevention of Harassment, Sexual Harassment and Abuse of Authority – 2015; b) Protection from Sexual Exploitation and Sexual Abuse (PSEA) – 2013; c) Whistleblower Protection Policy – 2011

Furthermore, SEAH topics will be integrated into gender sensitization and training activities for both project staff and beneficiaries, ensuring all stakeholders are equipped to recognize and address SEAH issues effectively. A specific code of conduct will be elaborated for project implementation, outlining clear guidelines and expectations regarding behaviour and interactions to prevent and address SEAH. To uphold accountability, regular PSEAH training, clear reporting lines to senior management and oversight bodies, will be ensured.

Tailored procedures will be developed within the GRM to minimize SEAH risks and ensure a survivor-centred approach. This may include establishing protocols for confidential reporting, prioritizing survivors' needs, and facilitating linkages to related services for redress. Confidential and accessible reporting channels—such as secure online platforms, and in-person reporting—will be established, with strict data protection measures limiting case details to trained personnel. The mechanism will follow a survivor-centered approach, prioritizing informed consent, a do-no-harm principle, and multiple, safe entry points for complaints. Survivors should have access to immediate medical care, legal aid, and long-term psychosocial and economic reintegration support, with strong referral pathways to local NGOs, UN agencies, and government services. These will be outlined within the GRM. Additionally, complaint-handling staff must be trained in gender-sensitive and trauma-informed approaches, allowing survivors to choose the gender of their case handler where possible, ensuring culturally appropriate responses.

By aligning with FAO guidelines and integrating these measures, the project aims to strengthen our approach to addressing SEAH within the project and ensure the safety and well-being of all project stakeholders. These measures reflect best practices outlined in FAO's PSEAH Policy, the UN Secretary-General's Bulletin on PSEA (ST/SGB/2003/13), and the Inter-Agency Standing Committee (IASC) guidelines on PSEAH.

In the case of any SEAH allegations, the FISH ADAPT project will refer to the PSEA Focal Point for FAO St. Lucia and to the OIG.

PSEA Focal Point Saint Lucia	Anthony Kellman anthony.kellman@fao.org , with alternate Shonnet Charles shonnet.charles@fao.org
OIG	FAO Hotline: https://www.fao.org/aud/69204/en/ Email directly to OIGI at: investigations-hotline@fao.org St. Lucia Telephone: +1-678-896-4026 Regular mail: Office of the Inspector General Food and Agriculture Organization of the United Nations Viale delle Terme di Caracalla 00153 Rome, Italy

The timeline required to complete an investigation of SEAH varies depending on the complexity of the matter, but FAO emphasizes the importance of prompt action.

Annex 1: Consultation Listing

Table 11 presents a full listing of all consulted stakeholders for the gender assessment.

Table 13: Consultation Listing

Representative	Role	Organization	Sector
Jessica St Rose	Founder, Board Secretary	United and Strong 758 Pride	Civil Society
Maria Fontenelle	Director of Communications	Eastern Caribbean Alliance for Diversity and Equality (ECADE)	Civil Society
Robin Darrel	President	Network of Rural Women Producers (St Lucia)	Civil Society
Catherine Sealys	Founder	Raise Your Voice	Civil Society
Barry Paul	Deputy Manager	National Skills Development Centre	Civil Society
Patrick McConney	Senior Lecturer / CC4FISH Project	Centre for Resource Management and Environmental Studies (CERMES)	Individual
Maria Pena	Project Officer	Centre for Resource Management and Environmental Studies (CERMES)	Individual
John Calixte	National Project Coordinator	Department of Sustainable Development	State
Merphilius James	President	National Council for Persons with Disabilities	Civil Society
Harold Dalsen	Chairman	Soufrière Marine Management Association	Civil Society
Janey Joseph	Director	Division of Gender Affairs	State
Calixte George Jr	Councillor	The Saint Lucia National Trust	Civil Society
Mercreann Charles-Modeste	Education Officer, Head of Department	National Enrichment & Learning Unit (Ministry of Education)	State
Elijah In Baptiste	President	Saint Lucia Divers Association	Civil Society
Daisy St. Rose	Vice Chair	Caribbean Women in Leadership Saint Lucia	Civil Society
Yvette Diei Ouadi	Fishery and Aquaculture Officer	Food and Agriculture Organization	FAO
Sarita Peter	Chief Fisheries Officer	Department of Fisheries	State



IMPLEMENTING THE SAINT LUCIA FISHERIES SECTORAL ADAPTATION STRATEGY ACTION PLAN (SASAP): **DATA COLLECTION PLAN**

Annex 4: Gender Assessment and Action Plan
Simplified Approval Process

FEB 2 2024



Introduction

This data collection plan, submitted as the first deliverable submitted by SAEDI Consulting as the sub-contractor responsible for the gender assessment and action plan (SAP Annex 4) supports the development of the Green Climate Fund funding proposal under development by E.co, “FISH-ADAPT: Transforming Climate Resilience and Sustainability in Saint Lucia's Fisheries Communities

For this assignment, stakeholder engagement and targeted data collection serve to address gaps emerging from desk-based research and the review of previously completed gender assessments relevant to the fisheries sector in Saint Lucia. Primarily, the engagement of stakeholders at various levels seeks to collect and assess relevant data that can support the development of a gender action plan, in line with Green Climate Fund (GCF) requirements.

Based on ongoing desk-based research, the following data gaps have been preliminarily identified:

- Gaps in the policy and legislative environment with regard to women and gender
- Relevant population statistics
- Research on gender roles and social norms
- Insight into women’s access to decision-making
- Access to and control over relevant resources
- Information on available opportunities and resources that support the fisheries sector, and women’s access to them
- Understanding of existing inequalities in the fisheries sector
- Participation of men and women in the fisheries sector

This data collection plan is informed by previously completed gender assessments in the relevant sector completed under parallel GCF Readiness Project research. In an effort not to duplicate research already completed, which has collected extensive data from fisherfolk in Saint Lucia, the approach builds on what has already been found and enhances the data collected with a specific focus on the enabling environment.

The data collection plan includes a list of relevant stakeholders - identified through desk review, a methodology for on-the-ground engagement – as well as an interview guide which includes preliminary guiding questions for data collection.

Gendered Approach

Data collected will inform a gender analysis that examines the different roles, rights, needs, and opportunities of women and men, boys and girls in the fisheries, aquaculture, and mariculture sectors in Saint Lucia. Data collected will inform the following key areas:

- Gender-responsive legislative framework and policy assessment;
- Contextual Analysis of gender, fisheries, and interconnected issues;
- Challenges, barriers, and solutions to decision-making power for women and vulnerable groups in fisheries;

- Challenges, barriers and solutions to access and participation for women and vulnerable groups in fisheries;
- Best practices for enhancing women's participation in, and economic empowerment through the fisheries sector.

Stakeholder Listing

Table 1 lists relevant stakeholders to be engaged at regional, state, civil society, community, and private and individual levels.

Table 14: Preliminary Stakeholder Listing

Organization
Division of Gender Affairs
Ministry of Health, Wellness and Elderly Affairs
Department of Labour Relations
Statistics Department/ Central Statistics Office
Ministry of Agriculture, Fisheries, Food Security and Rural Development
Department of Sustainable Development- Environmental Sustainable Development Unit
Ministry for Tourism, Investment, Creative Industries, Culture and Information
Ministry of Education, Sustainable Development, Innovation, Science, Technology, and Vocational Training.
St. Lucia Development Bank (SLDB)
Saint Lucia's Nationally Designated Authority NDA
United and Strong and 758 Pride
Eastern Caribbean Alliance for Diversity and Equality (ECADE)
Raise Your Voice Saint Lucia
Saint Lucia National Conservation Fund
Soufriere Marine Management Association
Soufriere Development Foundation (SRDF)
Soufriere Fisherman Cooperative
Helen's Daughters
Soufriere Marine Management Association (SMMA)
The Saint Lucia National Trust
Iyanola Council for the Advancement of Rastafari
Saint Lucia Network of Rural Women Producers
Saint Lucia Divers Association
Agro-Processors Association
Saint Lucia Game Fish Association
Agricultural Cooperative Society
Coordinator of Stewardfish
Leader of GIFT and participated in CC4FISH
CNFO - Caribbean Network of Fisheries Organizations

Organization
Caribbean Youth Environment Network (CYEN)
The FAO Sub-Regional Office for the Caribbean (SLC)
Caribbean Regional Fisheries Mechanism (CRFM)
Caribbean Natural Resources Institute (CANARI)
Centre for Resource Management and Environmental Studies of the University of the West Indies (UWI-CERMES)
Caribbean Environmental Health Institute
Inter-American Institute for Cooperation on Agriculture (IICA)
Caribbean Institute for Women in Leadership (CIWiL) in St. Lucia
Caribbean Disaster Emergency Management Agency (CDEMA)
Women's Environment Development Organization (WEDO): Eastern Caribbean Fisheries Sector

Methodology

Stakeholder engagement will take three forms: key informant interviews (KII), group interviews (GI) and focus group discussions (FGD). All engagement will be guided by structured questions and will rely on locally led virtual engagement, except in cases where it is better suited to conduct engagement in person.

At the state level, KIIs are planned primarily for government agencies and utilities. These interviews are intended to provide the representatives from these organisations with a safe space to speak about the topics from their organization's perspective without any outside distractions. At the regional organization, civil society (CSO/NGO), and community and private organization level, a mixed-methods approach will be taken, prioritizing group interviews to maximize time efficiency and cross-collaborative knowledge sharing. At the individual level, focus group discussions will be utilized to maximize impact and reach, while also facilitating dynamic discussions among individual stakeholders.

A summary of the target number of engagements by sector and the type of engagement is provided in Table 13.

Table 15: Proposed engagements and type of engagement

Sector	Target Number of Engagements	KII	GI	FGD
Government	5-7	5		
Organization (International, Regional, civil society, community, private)	5-10	1-4	1-2	
Individual	2-5			1
	Total	5-9	1-2	1

Stakeholder engagement is scheduled to be conducted from February 6th - February 16th. The limited timeframe for the execution of stakeholder engagement poses a risk to the adequate collection of data from representative groups. In response to this, the Consulting team has taken the following mitigative actions:

- Outreach to stakeholders has already commenced, to minimize the lapse of time between the submission and approval of the data collection plan and the execution of data collection methods;
- Proposed engagements have been kept realistically scaled, based on the time available for the assignment;
- Interview guides have been designed parallel to the execution of the gender assessment (currently in progress), to be informed by existing information and identified data gaps; this ensures data collection is targeted and the impact of engagement efforts is maximized.

A draft of the email/phone outreach script to be disseminated to stakeholders is provided in Annex 2.1.

Consultative Interview Guide

Interview objectives are informed by the completion of preliminary desk-based data assessment, gaps identified in work previously completed under the larger proposal project, and parallel readiness project gender assessment. They are also guided by the gender needs framework and aim to touch on relevant areas of exploration necessary for the gender assessment.

While formalized interview instruments will be developed as unique to the stakeholders involved, the following guides (by sector) will be utilized.

State

- Do forms of resource (financial or skills training) aid exist for entry into the fisheries sector?
 - If yes, in what form and for how long have they been in place?
 - If yes, do women / LGBTQ persons access them?
 - Are there barriers that might prevent women from securing this type of aid from either state or other entities? Please provide examples.
- Is the fisheries sector accessible to women, men and LGBTQ persons equally? Why or why not? Please explain.
- What is the representation of women like in the agriculture and fisheries sector? (e.g. government agencies, high-level committees, company management)? Please explain.
- Are there additional factors/barriers that limit women's / LGBTQ persons' ability to engage in the energy sector?
- Does policy adequately provide for women, LGBTQ persons and other vulnerable groups to assert their right to work in the fisheries sector? (More than just gender neutral).
- Does the government support the fisheries sector?
 - If yes, in what ways?

- Are women's / LGBTQ persons' roles as partners in public–private partnerships promoted (e.g., as local franchise enterprise owners or shareholders)?
 - If yes, how and in what ways?
- Are there policies or guidance in place for interacting ethically and responsibly with women or other vulnerable groups in policy and programming for mariculture?
- Does the government ensure the use of social safeguards relating to labour and working conditions (e.g. prevention of forced labour, mitigating unpaid labour, as well as sexual exploitation, abuse and harassment)? If so, how and in what ways?
- How would you rate or describe the level of awareness of gendered issues in the fisheries sector among government agencies?
- How could increasing women's / LGBTQ persons' involvement in the fisheries sector as entrepreneurs, and/or decision-makers enhance the sustainability of the industry?

Key gaps in the policy and legislative environment will also be explored, considering how the documents consider gender needs frameworks, and where gender has been omitted or undervalued.

International/Regional Organizations

- Does your organization support the fisheries sector?
 - If yes, in what ways?
- Do forms of resource (financial or skills training) aid exist for entry into the fisheries sector exist?
 - If yes, in what form and for how long have they been in place?
 - If yes, do women / LGBTQ persons access them?
 - Are there barriers that might prevent women from securing this type of aid from either state or other entities? Please provide examples.
- Is the fisheries sector accessible to women, men and LGBTQ persons equally? Why or why not? Please explain.
- What is the representation of women like in the agriculture and fisheries sector? (e.g. government agencies, organization/program leads and partners, company management)? Please explain.
- Are there additional factors/barriers that limit women's / LGBTQ persons' ability to engage in the energy sector?
- Are women's / LGBTQ persons' roles as partners in public–private partnerships promoted (e.g., women as local franchise enterprise owners or shareholders)?
 - If yes, how and in what ways?
- How would you rate or describe the level of awareness of gendered issues in the fisheries sector among development partners?
- How could increasing women's / LGBTQ persons' involvement in the fisheries sector as entrepreneurs, and/or decision-makers enhance the sustainability of the industry?

Civil Society/Community/Private

- Does your organization support the fisheries sector?
 - If yes, in what ways?
- Do forms of resource (financial or skills training) aid exist for entry into the fisheries sector exist?
 - If yes, in what form and for how long have they been in place?
 - If yes, do women / LGBTQ persons access them?
 - Are there barriers that might prevent women from securing this type of aid from either state or other entities? Please provide examples.
- Is the fisheries sector accessible to women, men and LGBTQ persons equally? Why or why not? Please explain.
- What is the representation of women / LGBTQ persons like in the agriculture and fisheries sector? (e.g. government agencies, organization/program leads and partners, company management)? Please explain.
- Are there additional factors/barriers that limit women's / LGBTQ persons' ability to engage in the energy sector?
- Are women's / LGBTQ persons' roles as partners in public–private partnerships promoted (e.g., as local franchise enterprise owners or shareholders)?
 - If yes, how and in what ways?
- How would you rate or describe the level of awareness of gendered issues in the fisheries sector in local communities?
- How could increasing women's / LGBTQ persons' involvement in the fisheries sector as entrepreneurs, and/or decision-makers enhance the sustainability of the industry?

Individuals & Fisherfolk

- Are you part of the Fisherfolk community?
 - If yes, for how long have you been?
 - If no, have you tried to access the sector previously, and in what ways?
- Are you in a decision-making position relevant to the fisheries sector? (Public service, development organization, community leader, etc).
 - If yes, please give the following details of your position:
 - Title, organization, role
 - If yes, are there policies or guidance in place for interacting ethically and responsibly with women or other vulnerable groups in the sector?
- Are you aware of forms of resource (financial or skills training) aid exist for entry into the fisheries sector?
 - If yes, in what form and for how long have they been in place?
 - If yes, do women / LGBTQ persons have access to them?
 - Are there barriers that might prevent women / LGBTQ persons from securing this type of aid from either state or other entities? Please provide examples.

- Have you ever been engaged by the state or development agencies?
 - If yes, please explain.
- Do you think fisheries sector is accessible to women, men and LGBTQ persons equally? Why or why not? Please explain.
- Do men and women have equal voice, roles and influence within the sector? Please explain each.
- What is the representation of women like in the agriculture and fisheries sector? (e.g. government agencies, organization/program leads and partners, company management)? Please explain.
- Are there additional factors/barriers that limit women's / LGBTQ persons' ability to engage in the energy sector?
- How would you rate or describe the level of awareness of gendered issues in the fisheries sector in local communities?
- How could increasing women's / LGBTQ persons' involvement in the fisheries sector as entrepreneurs, and/or decision-makers enhance the sustainability of the industry?

Guidelines for Interviewers, including consent and documentation guidelines and gender-sensitive interview guidance is provided in Annex 2.2.

Next Steps

One week into the assignment, the Consultants have submitted this data collection plan, inclusive of a report outline for the final deliverable. Simultaneously, the consultants have begun the gender assessment through the collection and review of desk-based research and have undertaken preliminary stakeholder outreach to identify relevant focal points.

At this juncture, critical next steps include:

- Implementation of data collection plan, starting with wide-net outreach to stakeholders, and scheduling of engagement sessions between February 5th and 16th.
- Continuation of the gender assessment, towards the development of the gender action plan.

Annex 2.1: First-Touch Outreach Script / Email

Dear Sir/Madam:

SAEDI Consulting, in collaboration with E.Co and the Food and Agriculture Organization is preparing a funding proposal to the Green Climate Fund (GCF) for the “Implementation of the Saint Lucia Fisheries Sectoral Adaptation Strategy Action Plan (SASAP)”. In the development of this proposal, it is necessary to complete a gender assessment of the fisheries sector in Saint Lucia, which informs the development of a Gender Action Plan that can adequately respond to the needs of all groups who stand to benefit from project actions.

To accurately capture the needs surrounding gender equality in Saint Lucia’s fisheries sector, and to provide recommendations that deliver meaningful, inclusive results for all beneficiaries, particularly for those most vulnerable, SAEDI Consulting is seeking to gather information, knowledge, and insights through stakeholder consultations between **February 5th and February 16th, 2024**.

The stakeholder consultations will explore the following:

- Gender-responsive legislative framework and policy
- Contextual Analysis of gender, fisheries, and interconnected issues
- Challenges, barriers, and solutions to decision-making power for women and vulnerable groups in Fisheries
- Challenges, barriers and solutions to access and participation for women and vulnerable groups in Fisheries.
- Best practices for enhancing women’s participation in, and economic empowerment through the fisheries sector.

Your voice counts in this process. We look forward to your earliest response and any information the organization or the identified representatives may be able to provide that is relevant to these issues.

We require confirmation by ***no later than February 10th***, as we begin planning for these engagements.

If you require any assistance or have any queries, please contact [Oliviann Weekes at oliviweekes@gmail.com](mailto:Oliviann.Weekes@gmail.com), and/or cc [Asha Maharaj at associate6@saediconsulting.com](mailto:associate6@saediconsulting.com)

Thank you in advance for your kind consideration.
Yours Sincerely,
SAEDI Consulting (Barbados) Inc.

Annex 2.2: Interview Guidelines

Key Definitions:

Gender - Gender refers to the social attributes and opportunities associated with being male and female and the relationships and power dynamics between women and men and girls and boys.

Gender Neutral: not relating or specific to people of one particular gender. Can attempt to infer equality through omission of reference to any specific gender.

Gender-sensitive: Policies and programmes that take into account the particularities pertaining to the lives of both women and men, while aiming to eliminate inequalities.

Gender-responsive - Programming which includes specific action to try and reduce gender inequalities within communities.

Consent and Documentation Guidelines

In the context of keeping sound ethical practices for engaging in stakeholder interviews, explicit consent from the interviewee must be obtained before collecting data and engaging in the interview. Interviewees must also be notified that their data will be anonymized and if direct quotes are needed, they will be contacted to obtain their permission for usage of the quote.

Table 12 will be used to collect data about the interview and respondent for each conducted session.

Table 16: Interview Respondent Data

Name	
Age	
Occupation (Position + Organisation)	
Date of Interview	
Time of Interview	
Location/Region/Area	
Interviewee Contact Number/Email	
Notes by interviewee re observations/statements such as is the person – a migrant or refugee, a person with disability, a combination of experiences that make them members of multiple vulnerable groups at the same time	

What it means to be Gender-Sensitive

1. Using female interviewers generally increases disclosure of sensitive information by female interviewees, however in some circumstances, it may be unsafe for a female to

conduct interviews alone, or it may be more culturally appropriate to have a man lead an interview to ensure co-operation. While it is always best to have both a male and female present, choices about the most suitable lead can be made within each scenario.

2. Other characteristics of interviewers that may affect participation and disclosure rates should be considered when selecting interviewers and during training. Particularly important to obtaining accurate information from the respondents are non-judgmental and empathetic attitudes, good interpersonal skills and sensitivity and knowledge of gender issues and issues related to violence against women. Avoid words and or examples of situations that may be triggering and cause persons to be re-traumatized as much as possible. These skills should be further developed through extensive training.
3. Sensitivity refers to an interviewer's ability to pose questions in a respectful manner, accurately assess/understand/be aware of the feelings or reactions of respondents in a variety of situations and respond appropriately including backing off on some topics and revisiting them later. Training techniques can be used to reduce the chances that interviewers will respond with judgmental or blaming comments when interacting with respondents. Sensitization/training can be organized with the interviewing team before the stakeholder interviews are initiated.
4. Interviewers should be trained to control the interviewing environment to ensure the safety and privacy of respondents and the confidentiality of the information disclosed. The potential that women may be put at risk of violence for participating in a survey cannot be underestimated. It is essential that respondents be in a position to answer freely and without fear of repercussions. For example, selecting only one female member of the household to be a respondent is one of the mechanisms used to ensure that women can respond truthfully, in a manner that will not jeopardize their safety.
5. Interviewers should be aware of and be trained, where possible, to identify and respond properly to respondents' emotional trauma.
6. Interviewers should be aware of and be trained, where possible, to identify their own emotional reactions and reduce their own stress.
7. Interviewers are asked to reconfirm their understanding of statements made which is good for clarifying thoughts and responses but at the same time AVOID speaking for the interviewee and making too many suggestions that will influence their responses. Responses are intended to be truthful and not comfortable for the interviewer or the consulting team.

Annex 3: Gender Analysis of Policy and Legislation Documents

Table 17: Documents Reviewed by Sector, Including Gender and Vulnerable Group Assessment

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
Climate Change			
Saint Lucia's Updated Nationally Determined Contributions (NDC) 2021	Saint Lucia's NDC sets out plans to reduce 7% of greenhouse gas emissions in electricity and transportation sectors by 2030, including targets for 2025-2030 that expand on St Lucia's first NDC.	Gender Responsive (includes efforts to support gender mainstreaming across climate change policies)	Women, Youth, PWDs, Elderly, Indigenous
Saint Lucia's Resilient Ecosystems Adaptation Strategy and Action Plan 2020-2018	The Strategy and Action Plan outlines a cross-sectoral strategy to build resilience in natural capital to climate change impacts, at the same time supporting biodiversity, ecosystems, and ecosystem services to reduce vulnerability.	Gender Aware (descriptive context of women and men's roles in biodiversity and gender disaggregated data is included)	Women, PWDs
Saint Lucia's Sectoral Adaptation Strategy and Action Plan for the Fisheries Sector (Fisheries SASAP) 2018-2028	The Fisheries SASAP supports the implementation of adaptation actions that will strengthen the sustainability of Saint Lucia's fisheries, and livelihoods dependent on fisheries in response to climate change.	Gender Sensitive (the Plan calls for the inclusion that adaptation measures do not impose additional burden for women)	Women, Youth

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
Saint Lucia's Sectoral Adaptation Strategy and Action Plan for the Water Sector (Water SASAP) 2018-2028	The Water SASAP supports the implementation of adaptation actions to safeguard the country's water resources and services in response to climate change.	Gender Sensitive (the Plan calls for the inclusion that adaptation measures do not impose additional burdens for women)	Women
Saint Lucia's National Adaptation Plan (NAP) 2018-2028	Saint Lucia's NAP takes a cross sectoral approach to creating a plan for building climate resilience in the tourism, water, agriculture, fisheries, infrastructure and special planning, terrestrial, coastal, and marine resources management, health, and education sectors.	Gender Sensitive (the Plan calls for the inclusion that adaptation measures do not impose additional burden for women)	Women, Elderly
Climate Change Adaptation Policy 2015	The policy takes a multi-sectoral approach to addressing short, medium, and long-term effects of climate change. The approach to adaptation on sustainable development in St Lucia is holistic and participatory.	Gender Responsive (The policy includes plans for studies to address response strategies targeted at women and other vulnerable groups)	Women, Youth, Elderly
Environment			
Revised Second National Biodiversity Strategy and Action Plan 2018-2025	The purpose of the Strategy and Action Plan is to address biodiversity and ecosystem service values to improve the conservation of biodiversity and contribute national development and human well-being.	Gender Aware (the strategy speaks to women's unique roles in biodiversity management and resource needs)	Women, Youth, Elderly, Indigenous

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
Agreement between the Government of Saint Lucia and the Government of Saint Vincent and the Grenadines on the Delimitation of the Maritime Boundary Between Saint Lucia and Saint Vince and the Grenadines, 2017	The Agreement confirms a single maritime boundary for the space between Saint Lucia and Saint Vincent and the Grenadines.	Gender Neutral	
National Environment Policy and National Environmental Management Strategy for Saint Lucia 2005 (Revised in 2014)	The Policy and Strategy offers a framework for environmental management and takes a cross-sectoral approach with policies and programmes for economic and social development. The Policy and Strategy aims to create environmentally sustainable development and to optimize environmental contributions to the economy, social, and cultural aspects of development.	Gender Neutral	

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
National invasive Species Strategy of Saint Lucia 2011	The Strategy's goal is to protect terrestrial and aquatic ecosystems, including native biodiversity, and domestic plants and animals from threat and negative impacts of invasive alien species. It also sets out to expand human and institutional capacity, policy, and legislative frameworks to address these issues.	Gender Neutral	
Land Conservation and Improvement Act, 1992	The Act supports land conservation in Saint Lucia and contains requirements for drainage works. It also contains provisions for the establishment of the Land Conservation Board.	Gender Neutral	
Maritime Areas Act, 1984	The Act establishes a contiguous zone and an exclusive economic zone for Saint Lucia adjacent to and beyond the territorial sea.	Gender Neutral	
Beach Protection (Amendment) Act, 1967, 1984	The Act amends the Beach Protection Act of 1967 and includes stipulations regarding the prohibition of having in possession any sand, stone, shingle, or gravel unlawfully obtained.	Gender Neutral	
Parks and Beaches Commission Act, 1983	The Act provides for the maintenance, control and development of public parks, beaches, and gardens in Saint Lucia.	Gender Neutral	

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
Pigeon Island national Park By-law 1982	The By-law regulates opening hours, entrance fees, and rules for conduct of persons in the park, including rules for the protection of plants and wildlife.	Gender Neutral	
Wildlife Protection Act, 1980	The Act outlines provisions for protecting, conserving, and managing wildlife in Saint Lucia. It includes provisions for terrestrial and aquatic wildlife.	Gender Neutral	
Fisheries			
The Fisheries (Amendment) Act 2023	The Act amends the Fisheries Act of 1984 by adding sections for the marine management authority and its power to regulate activity conduct, including issuing fees and penalties in cases of misconduct.	Gender Neutral	
The Agriculture and Fisheries Incentives (Amendment) Act 2022	The act amends the Agriculture and Fisheries Incentives Act, and includes new definitions for agricultural produce, including apiculture, aquaculture, aquaponics, and more. It also updates information related to the Agriculture and Fisheries Committee.	Gender Neutral	

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
Agriculture and Fisheries Incentives Act of 2014	The Act provides procedures and principles for fisheries and agriculture incentives, including the approval of agricultural projects and import licensing.	Gender Neutral	
Agreement Establishing the Caribbean Community Common Fisheries Policy, 2014	The Agreement sets objectives for promoting sustainable development of fishing and aquaculture industries, including fisheries management and post-harvest practices, research and trade, improved fisher welfare and livelihoods, deterring illegal fishing, and integrating coastal and marine management considerations into policy.	Gender Neutral	
Notice of the Ministry of Agriculture, Forestry and Fisheries on Closure of Sea Turtle Fishery 2011	The Notice outlines provisions for a closure period of the sea turtle season at which time no person shall fish, remove, sell, or purchase any sea turtle.	Gender Neutral	
Notice of the Ministry of Agriculture, Forestry and Fisheries on Harvesting of Sea Urchins 2002	The Notice authorizes a five-day island wide harvesting period during which the harvesting of white sea urchins (sea effs) is permitted and prevents the over harvesting and harvesting of juveniles (young sea eggs) for the benefit of future harvests.	Gender Neutral	

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
Agreement Establishing the Caribbean Regional Fisheries Mechanism, 2002	The Agreement establishes the Caribbean Regional Fisheries Mechanism, consisting of a Ministerial Council, the Caribbean Fisheries Forum and Technical Unit. The objectives for the Mechanism include the efficient management and sustainable development of marine and other aquatic resources.	Gender Neutral	
Fisheries Act (Revised 2001)	The Act outlines provisions related to the promotion and regulation of fisheries in Saint Lucia.	Gender Neutral	
Fisheries Regulations 1994	The Regulations provide guidelines for fishing vessels at distances greater than three miles from nearest land masses. They include regulations for fishing licences, conservation, and an advisory committee.	Gender Neutral	
Agreement Establishing Common Fisheries Surveillance Zone of Participating Member States of the Organization of Eastern Caribbean States, 1991	The Agreement is intended to establish common fisheries surveillance zones for Member States of the Organization of Eastern Caribbean States with the overall purpose of enforcement and surveillance related to national fisheries laws.	Gender Neutral	

Document	Summary	Gender Sensitivity Ranking (Neutral, Sensitive, Responsive, Transformative)	Vulnerable Groups Mentioned
Fisheries Act 1984	The Act outlines provisions for promotion and regulation of fisheries and fishing in the EEZ, territorial sea and internal waters of Saint Lucia.	Gender Neutral	
Fishing Industry (Assistance) Regulations 1973	The Act contains rules related to fuel for the fishing industry.	Gender Neutral	
Sustainable Development			
Medium Term Development Strategy 2020-2023	The Strategy addresses various development challenges, including climate-related shocks, structural weakness in productive economic sectors and general economic downturns. It outlines priority measures for promoting economic growth in the sectors of Agriculture, Tourism, Infrastructure, Education, Health and Citizen Security.	Gender Responsive (the Strategy acknowledges the cross-cutting nature of gender equality to achieving other SDGs and targets and has mainstreamed gender in pursuit of its national development objectives)	Women, Youth, Elderly, PWDs
National Vision Plan, 2008	The National Vision Plan provides a vision for country development, with a focus on tourism. It also outlines plans for development and management of culture and heritage, transportation, infrastructure, and sustainable land use.	Gender Neutral	Youth

Annex 4: GRM form template

[The below is a suggested template for the GRM, to be adjusted and translated in local languages as per project needs.

Text in grey between brackets are annotations for filling in the GRM. It should be adapted/removed.]

Part A (for external distribution/ disclosure)

1. Main contact details

Do you have a grievance or suggestion about the project [TITLE]?

You can use any of the below channels free of charge to contact us. Your grievance will be handled confidentially by the Food and Agriculture Organization of the United Nations.

[The GRM must include multiple channels that are appropriate to the project context, the below are some suggestions. The FAOR/Budget Holder is advised to revise and add as appropriate. If information on the project was disclosed (requirement for moderate and high-risk projects), include the link to FAO's disclosure portal here.]

Phone:	[include as relevant]
Email:	[include as relevant]
WhatsApp (including voice messages):	[include as relevant]
Suggestion box address:	[include as relevant]
Fax:	[include as relevant]

2. Purpose of GRM and guiding principles

This is the Grievance Mechanism for the office [X]/project [TITLE], implemented by the Food and Agriculture Organization of the United Nations and [ORGANIZATION] between [DATE] and [DATE] at field level to file grievances related to the project. Contact information and information on the process to file a grievance will be disclosed in all meetings, workshops, and other related events throughout the duration of the project. In addition, it is expected that all communication and awareness raising material to be distributed will include the necessary information regarding the contacts and the process for filing grievances.

The project/FAO will also be responsible for documenting and reporting as part of the safeguards performance monitoring on any grievances received and how they were addressed.

FAO is committed to ensuring that its projects and programs are implemented in accordance with the Organization's environmental and social obligations. Concerns of non-compliance must be addressed at the closest appropriate level, i.e., at the project management/technical level, and if necessary, at the FAO Country Office or Regional Office level. If a concern or grievance cannot be resolved through consultations and measures at the project management/technical level, a grievance requesting a Compliance Review may be filed with the FAO Office of the Inspector General in accordance with the Guidelines for Compliance Reviews Following Grievances Related to the Organization's Environmental and Social Standards⁹⁷. Project

⁹⁷ <https://www.fao.org/3/i4439e/i4439e.pdf>

Managers will have the responsibility to address concerns brought to the attention of the officially designated project grievance focal point.

The **principles** to be followed during the grievance resolution process include confidentiality, impartiality, respect for human rights, including those pertaining to indigenous peoples, compliance of national norms, coherence with the norms, equality, transparency, honesty, and mutual respect.

3. Who can file a grievance and how

Anyone can file a grievance or make a suggestion related to the project/office. Your grievance will be handled confidentially.

To facilitate our comprehension of your grievance, please include as much information as possible. For example: what happened, who was involved, when did it happen...

4. From grievance to resolution

[Explain how grievance will be logged, handled and responded to by FAO and IPs and what the individual or group bringing the grievance can do in case no solution was found at project level.]

The mechanism includes the following stages:

1. In the instance in which the individual or group have the means to directly file the grievance, he/she has the right to do so, presenting through the indicated channels of the project/office (i.e.: email, mailbox, phone, etc.). The process of filing a grievance will duly consider confidentiality, and if requested by the individual or group bringing the grievance, anonymity as well as any existing traditional or indigenous dispute resolution mechanisms and it will not interfere with the community's self-governance system.

2. The individual or group bringing the grievance files a grievance through one of the channels of the grievance mechanism. This will be sent to the Project or FAO Decentralized / Country Office Grievance focal point to acknowledge and log the grievance, assess whether it is eligible and determine responsibility for attempting to resolve the grievance in line with the processes agreed for the project. The confidentiality of the grievance must be preserved during the process. For every grievance received by the project grievance focal point, written proof will be sent within ten (10) working days; afterwards, a resolution proposal will be made within thirty (30) working days.

The Grievance focal point will also be responsible for recording the grievance and how it has been addressed if a resolution was agreed.

3. If the situation is too complex, or the individual or group bringing the grievance does not accept the proposed resolution, the Grievance focal point must be informed and they must send the grievance to the next highest level, until a solution or acceptance is reached.

4. In compliance with the resolution, the person in charge of dealing with the grievance may interact with the individual or group bringing the grievance, or may call for interviews and meetings, to better understand the reasons.

Resolution

Upon acceptance of a solution by the individual or group bringing the grievance, a confidential record will be maintained.

Review Level	Contact Details
Project Level	[Indicate at least the name and email address. This can be the FAO country office details if the project selects to use the country GRM.]
Next level	[Indicate at least the name and email address of the next highest level as applicable to the project. For example this could be the FAO country office or regional office].
Higher level (only if it's strictly necessary to include a third level)	[Indicate at least the name and email address of the next highest level as applicable to the project. For example this could be the FAO country office or regional office].
Office of the Inspector General (OIG)	<p>Contact FAO's independent Office of the Inspector General :</p> <ul style="list-style-type: none"> - To report non-compliance with FAO's environmental and social management guidelines in case your grievance could not be resolved through the previously mentioned channels; - To report non-compliance with FAO's environmental and social management guidelines in case you have a good reason for not approaching the project management (e.g., fears about your safety); - To report possible fraud and other corrupt practices, as well as other misconduct such as sexual exploitation and abuse. <p>By confidential hotline (online form & by phone): fao.ethicspoint.com By e-mail: Investigations-hotline@fao.org</p>

[Part B \(FAO-internal. To be uploaded in FPMIS together with Part A\)](#)

5. GRM positioning

[Describe how the project GRM is positioned vis-à-vis country office and other existing GRMs, and why the project has decided to use the GRM it selected or designed. Describe how the project and office-level grievance logs will relate to each other. Note that Country Offices must annually report on the number of grievances resolved and addressed as part of the Country Annual Report (CAR) process.]

Note that grievances of misconduct (such as allegations of fraud or other corrupt practices, harassment or sexual exploitation and abuse) by FAO project of country office employees are instead submitted directly to the Office of the Inspector General (OIG), which is responsible for investigating such allegations. If not already involved, please copy the PSEA focal point in the Country Office in case of sexual exploitation and abuse grievances.]

6. Communications plan

[Include the GRM in the project communication activities. Questions that should be answered at a minimum: how will the GRM be communicated in local languages and during all meetings with project stakeholders? Is an information brochure on the grievance mechanism available to users? Are feedback/grievance forms available to users?]

The following recommendations are based on GAAP findings:

- GRM and related communications should be available in Saint Lucian Creole/Kwéyòl to ensure wider access.
- Radio stations should be used to spread information about the GRM.
- There should be multiple forms/ways for grievance to be filed (including informal methods)
- The grievance form should be available on FAO and the project's website.

7. Capacity building

[Does the project/office provide training on grievance management to the GRM focal point and project team members? Does this include training on the intake and referral process for grievances related to sexual exploitation and abuse?]

The following recommendations are based on GAAP findings:

- All project actors and other relevant staff/actors should be trained to be able to identify when grievance is being lodged informally and what steps they should take in such a situation to ensure the grievance is formally captured
- Training should cover procedures for dealing with grievances related to GBV and SEAH

8. Monitoring and evaluation

[Are regular internal reports on grievances/feedback produced?]

Grievances/feedback reports include data on: Numbers of grievances/feedback received; Compliance with agreed response times; Issues raised in grievances/feedback; Trends in grievances/feedback over time; The causes of grievances/feedback; Whether remedial action was warranted; What redress was provided? Recommendations/strategies to prevent or limit future recurrences.]

The following recommendations are based on GAAP findings:

- An annual GRM report should be produced
- The GRM report data should be disaggregated by age, sex and location
- Confidentiality and anonymization should be considered in grievance reporting

9. Budget

[Are adequate resources allocated for the grievance mechanism to be communicated, to the GRM focal point, and to function effectively, as well as for the M&E reports and potential remedies?]

10. Workers' GRM:

[Will the project employ workers?]

It is recommended to use the project GRM also for any grievances from workers employed through the project, whether raised by individuals or a community. The GRM must allow all workers to raise concerns of violations of rights and entitlements as provided in collective agreements, employment contracts and

human resources policies. If there are good reasons to instead use existing GRMs for these purposes, these may be supplemented as needed with project-specific arrangements and be made readily accessible to project workers. The FAO project grievance focal point must be made aware of any grievances received, even if an existing GRM is used for this purpose. Workers should be made aware that their grievances will be handled confidentially and that for any grievance related to misconduct, including sexual exploitation and abuse, they may contact FAO directly if they prefer (OIG). Please see annex 8 for an SEA complaint intake form. Grievances may be lodged anonymously if requested by the individual or group bringing the grievance. In any case, the grievance mechanism will be accessible to all direct and contracted workers, taking into account their different characteristics, for example, female workers, migrant workers, or workers with disabilities. It is good practice to have a male and female staff member available to receive and process grievances.]