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# USAID/SOUTH AMERICA REGION GENDER AND FISHERIES ANALYSIS

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## ACRONYMS

ADB	Asian Development Bank
ADRAC	Agencia Adventista para el Desarrollo y Recursos Asistenciales (Adventist Development and Relief Agency, Peru)
ADS	Automated Directive System
APN	Autoridad Portuaria Nacional (National Port Authority, Peru)
ASOAMAN	Asociación De Producción Pesquera De Armadores De Manta (Fishery Production Association of Manta Shipowners, Ecuador)
ATUNEC	Asociación de Atuneros del Ecuador (Ecuadorian Tuna Fishing Association)
AUNAP	Autoridad Nacional de Acuicultura y Pesca (National Aquaculture and Fisheries Authority, Colombia)
CARE-GBV	Collective Action to Reduce Gender-Based Violence
CDCS	Country Development Cooperation Strategies
CEBA	Centros de Educación Básica Alternativa (Alternative Basic Education Centers, Peru)
CEDAW	Committee on the Elimination of Discrimination Against Women
CEM	Centro Emergencia Mujer (Women's Emergency Center, Peru)
CENPAR	Censo Nacional de la Pesca Artesanal del Ámbito Marítimo (National Census of Artisanal Fisheries in the Maritime Area, Peru)
CFI	Coastal Fisheries Initiative
CITE	Centro de Innovación Productiva y Transferencia Tecnológica (Center for Productive Innovation and Technological Transfer, Peru)
CNP	Cámara Nacional de Pesquería (National Chamber of Fisheries, Ecuador)
COPAHISA	Cooperativa de Producción Pesquera Artesanal Horizontes de Isabela (Horizontes de Isabela Cooperative, Ecuador)
COPESAN	Cooperativa de Pesca San Cristobal (San Cristobal Fishing Cooperative, Ecuador)
COPESPROMAR	Cooperativa de Producción Pesquera y Productos del Mar (Fish Production and Seafood Products Cooperative, Ecuador)
COPRESPRAMAR	Cooperativa de Produccion Pesquera y Productos del Mar (Fish Production and Seafood Products Cooperative).
COPRPAG	Cooperativa de Producción Pesquera Artesanal de Galápagos (Galápagos Artisanal Fisheries Production Cooperative, Ecuador)
CORAPE	Coordinadora de Medios Comunitarios del Ecuador (Community Media Coordinator of Ecuador)

CTI-CFF	Coral Reefs, Fisheries and Food Security
DEC	Development Experience Clearinghouse
DEGFER	De Genna Fernandez (Deger Group)
DGOT	Dirección General de Ordenamiento Territorial Ambiental (General Directorate of Land Management)
DICAP	Dirección General de Capitanías y Guardacostas General Directorate of Harbormasters and Coastguard, Peru)
DIMAR	Dirección General Marítima (General Maritime Directorate, Colombia)
EAFM	Ecosystem Approach to Fisheries Management
ECOFISH	Ecosystems Improved for Sustainable Fisheries (project)
EEZ	exclusive economic zone
ENAH0	Encuesta Nacional de Hogares (National Household Survey, Peru)
ENEPA III	Tercera Encuesta Estructural de la Pesquería Artesanal Peruana (Third Structural Survey of Peruvian Artisanal Fisheries)
ENVIGMU	Encuesta Nacional sobre Relaciones Familiares y Violencia de Género contra las Mujeres (National Survey on Family Relations and Gender Violence against Women, Ecuador)
EPESPO	Escuela de Pesca del Pacífico Oriental (Pacific Orient Fisheries School, Ecuador)
ESRS	Environmental and Social Review Summary
EUMOFA	European Market Observatory for Fisheries and Aquaculture Products
FAO	Food and Agriculture Organization of the United Nations
FEMA	Fiscalías Especializadas en Materia Ambiental (Specialized Environmental Prosecutors, Peru)
FENACOPEC	Federación de Cooperativas Pesqueras Artesanales del Ecuador (National Federation of Artisanal Fishing Cooperatives of Ecuador)
FIP	Fishery Improvement Project (Ecuador)
FONDEPES	Fondo Nacional de Desarrollo Pesquero (National Fisheries Development Fund, Peru)
FOVIDA	Fomento de la Vida (Promotion of Life, Peru)
FPIC	free, prior, and informed consent
GBV	gender-based violence
GDP	gross domestic product
GESI	gender equality and social inclusion
GEF	Global Environment Facility

GITA II	Gender Integration Technical Assistance II
HR	human resources
ICZM	integrated coastal zone management
ILO	International Labour Organization
IMARPE	Instituto del Mar del Perú (Institute of the Sea of Peru)
INACAL	Instituto Nacional de la Calidad (National Institute of Quality, Peru)
INEI	Instituto Nacional de Estadística e Informática (National Institute of Statistics and Informatics, Peru)
INVEMAR	Instituto de Investigaciones Marinas y Costeras (Institute of Marine and Coastal Research, Colombia)
IPC	Iniciativa de Pesquerías Costeras—América Latina (Coastal Fisheries Initiative—Latin America, Peru)
IPIAP	Instituto Público de Investigación en Acuicultura y Pesca (Public Research Institute of Aquaculture and Fisheries, Ecuador)
IPV	intimate partner violence
ITP	Instituto Tecnológico de la Producción (Technical Institute of Production, Peru)
IUCN	International Union for Conservation of Nature
IUU	illegal, unreported, and unregulated
KII	key informant interview
LAC	Latin American and the Caribbean
LGBTQI+	lesbian, gay, bisexual, transgender, queer, intersex, and people of diverse genders and sexualities
MAATE	Ministerio de Ambiente, Agua, y Transición Ecológica (Ministry of the Environment, Water, and Ecological Transition; Ecuador)
MCS	monitoring, control, and surveillance
MIMP	Ministerio de la Mujer y Poblaciones Vulnerables (Ministry of Women and Vulnerable Populations, Peru)
MINAM	Ministerio del Ambiente (Ministry of the Environment, Peru)
MPA	marine protected area
MTOP	Ministerio de Transporte y Obras Públicas (Ministry of Transport and Public Works)
MTPE	Ministerio de Trabajo y Promoción del Empleo (Ministry of Labor and Employment Promotion, Peru)
NGO	nongovernmental organization
NOAA	National Oceanic and Atmospheric Administration (United States)



OECD	Organisation of Economic Co-operation and Development
OEFA	Organismo de Evaluación y Fiscalización Ambiental (Environmental Evaluation and Enforcement Agency, Peru)
OSPA	Organizaciones Sociales de Pescadores Artesanales (Social Organizations of Artisanal Fishing, Peru)
PAGcc	Plan de Accion de Genero y Cambio Climatico (Action Plan for Gender and Climate Change, Ecuador)
PARMA	Pescador Artesanal de la Reserva Marina de Galápagos (Galápagos Marine Reserve Artisanal Fisherman moratorium, Ecuador)
PNACP	Programa Nacional A Comer Pesquado (National Program to Eat Fish, Peru)
PNIPA	Programa Nacional de Innovación en Pesca y Acuicultura (National Program for Innovation in Fisheries and Aquaculture, Peru)
PRODUCE	Ministerio de la Producción (Ministry of Production, Peru)
PSMA	Agreement on Port State Measures to Prevent, Deter and Eliminate Illegal, Unreported and Unregulated Fishing (commonly referred to as the Port State Measures Agreement)
RESD	regional environment and sustainable development
ROP	Reglamento de Ordenamiento Pesquero (Fisheries Management Regulation, Peru)
SAGE	Seafood and Gender Equality
SANIPES	Organismo de Sanidad Pesquera (Fisheries Health Agency, Peru)
SAR	South America Region
SEAFDEC	Southeast Asian Fisheries Development Center
SENA	Servicio Nacional de Aprendizaje (National Apprenticeship Service, Colombia)
SENACE	Servicio Nacional de Certificación Ambiental para las Inversiones Sostenibles (National Environmental Certification Service for Sustainable Investment)
SHRM	Society for Human Resources Management
SICOM	Sistema de Inteligencia Comercial del Ecuador (Commercial Intelligence System of Ecuador)
SIFORPA	Sistema de Formalización Pesquera Artesanal (Formalization System for Artisanal Fishing, Peru)
SNAP	Sistema Nacional de Áreas Protegidas (National System of Protected Areas, Ecuador)
SNP	Sociedad Nacional de Pesquería (National Fishery Society, Peru)
SRP	Subministerio de Recursos Pesqueros (Subsecretariat of Fishermen's Resources, Ecuador)



SONAPESCA	Sociedad Nacional de Pesca Artesanal (National Society of Artisanal Fishing, Peru)
SPDA	Sociedad Peruana de Derecho Ambiental (Peruvian Society of Environmental Rights)
SUBPESCA	Subsecretaría de Pesca y Acuicultura (Undersecretariat for Fisheries and Aquaculture)
SUNAT	Superintendencia Nacional de Aduanas y de Administración Tributaria (National Customs and Tax Administration, Peru)
UNDP	United Nations Development Programme
UNICA	Unión de Crédito y Ahorro (Credit and Savings Union, Peru)
UNICEF	United Nations International Children's Emergency Fund
UNODC	United Nations Office on Drugs and Crime
USAID	United States Agency for International Development
WEEE	Women's Entrepreneurship and Economic Empowerment (Act of 2018, United States)
WEF	World Economic Forum
WEFI	Women's Empowerment in Fisheries and Aquaculture Index
WEPS	Women's Empowerment Principles
WSI	International Organisation for Women in the Seafood Industry
WWF	World Wildlife Fund

# EXECUTIVE SUMMARY

## INTRODUCTION

The United States Agency for International Development (USAID)/South America Region (SAR) contracted Banyan Global to undertake a gender analysis to inform the regional fishery and marine conservation strategy for USAID/SAR's regional environment and sustainable development (RESO) activities. This analysis provides recommendations for strategies and interventions to guide USAID/SAR in incorporating gender equality and women's empowerment into the design of its existing and future fisheries and marine conservation activities, based on an improved understanding of gender and marine fisheries in the coastal regions of Peru and Ecuador, including the Galápagos Islands. The research was designed to improve understanding of (1) gender roles, dynamics, and statuses (formal and informal) in fishery value chains (with a particular focus on the octopus/benthic invertebrate, tuna [*Thunnus sp.*], mahi-mahi [*Coryphaena hippurus sp.*], and Humboldt squid [*Dosidicus gigas sp.*]); and (2) the barriers to compliance, limited benefits received, and vulnerabilities experienced by women in relation to fisheries and marine conservation regulations.

## METHODOLOGY

This analysis uses a desk review of secondary data, building on the existing body of knowledge globally and on the limited number of available regional studies. During September and October 2022, two-person teams based in Ecuador and Peru collected primary data through interviews conducted in Lima, Matarani, and Paíta in Peru; and in Quito, Manta, and the Galápagos in Ecuador. Semi-structured interview guides were used to administer interviews with each stakeholder group, including government officials who oversee fisheries and marine conservation, leaders and members of artisanal fishing organizations, representatives and employees of commercial fisheries, and representatives of international organizations.

## KEY FINDINGS AND RECOMMENDATIONS

There appear to be similar gender analyses of fisheries globally based on reviews of the primary and secondary data used for this analysis. Common findings include the following: (1) individual roles and responsibilities within artisanal fishery value chains are well defined and influenced by gender norms; (2) women have a significant, but invisible role within the value chains; (3) a large percentage of women work in processing factories under suboptimal conditions; (4) the incidence of gender-based violence (GBV) and workplace harassment is assumed to be significant, but there is limited available information; (5) men hold most of the positions of authority in formal and informal decision-making bodies and in seafood enterprises; and (6) women lack access to opportunities to improve their skills and resources, and thus their socioeconomic conditions.

The findings and recommendations resulting from this analysis are presented in tables 1 and 2, respectively.

**TABLE 1: KEY FINDINGS BY DOMAIN****LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL PRACTICES**

- Much of artisanal activity is informal and not officially registered, and there is no evidence that the differential gender needs and circumstances of fishers are considered in the policy process.
- Women buying and selling undeclared catch is a common livelihood strategy, and most women do not consider the practice illegal.
- Boat owners know that they need to have official permission to fish. However, the time and resources required for maintaining compliance is burdensome and often conducted by wives on an unpaid basis.
- Some artisanal fishers lack the education needed to complete the forms or qualify for licenses, and the regulations are complex, with requirements that can vary based on geographic location, vessel size, and fish species.
- Some boat owners, most of them men, have the influence and resources to overcome obstacles by resorting to corrupt practices.
- Interviewees perceive that men working in the public sector are more inclined to corruption than women.
- Women working informally, with limited means of generating income, sometimes resort to harvesting during prohibited periods.
- Individuals, regardless of gender, are reluctant to report illegal activity.
- Industrial fishing companies are more formal than the artisanal sector; more compliant with fishery regulations; and, to a limited extent, more open to the enforcement of worker's rights for employees.
- Some private fishing companies have implemented women-friendly employment policies and practices, usually to the extent required by the labor laws.
- Government institutions engaged in fisheries do not have gender or social inclusion strategies, thus hindering the diversity of their workforces, the promotion of women to leadership positions, and the gender responsiveness of their services.

**CULTURAL NORMS, PERSONAL SAFETY AND SECURITY**

- Fishing is perceived as a masculine activity, especially at the harvesting stage, when fishing is done from boats at sea. Conditions on artisanal vessels are not considered safe for women.
- Gleaning, processing, and trade activities are generally considered more appropriate for women, although secondary to the women's household responsibilities.
- Very few companies have codes of conduct that protect employees from harassment in the workplace.
- Women in fishing communities experience various forms of gender-based violence (psychological, physical, sexual, and workplace).

**GENDER ROLES, RESPONSIBILITIES AND TIME USE**

- In the fishing industry, sex-disaggregated data on personnel are lacking, making it difficult to assess gender-differentiated roles, gender-specific barriers, and opportunities for advancement.
- Women generally do not engage in fishing activities at sea.
- Women engage informally in artisanal fisheries in the phases of preparation, processing, and marketing, but they are rarely compensated for their labor.
- Women perform administrative tasks, including the preparation of provisions (fuel, food, ice, repairing gear, etc.) and the processing of legal permissions for the fishing expeditions, usually in support of their husbands.
- Women engage alongside men in gutting and cleaning and selling some of the catch on the piers or in local markets.
- Most of the employees who clean and gut fish in the processing plants are women.
- Processing plant jobs are usually seasonal, requiring sporadic and intense periods of work, and women workers have limited advancement opportunities. Most women workers do not receive benefits because of the temporary nature of the work.

**ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES**

- Artisanal fishers operate in a variety of ways, making it difficult to understand the gender dynamics of how investment decisions are made within households and enterprises.
- Most fishing vessels are owned by men, but there are examples of women owning boats.
- Most artisanal fishers are highly dependent on advances to fund their activities, thereby increasing their vulnerability when a fishing expedition is not successful.
- Women have particularly limited access to formal financial resources, although individuals in fishing communities generally have limited access to financial services because these are not readily available. Where financial services are present, the products have not been developed for artisanal fisheries.
- Women often lack the technical and commercial skills to develop and undertake fishing projects.

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## PATTERNS OF POWER AND DECISION-MAKING

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- Fishing cooperatives and associations are composed primarily of men, and this contributes to gender-based asymmetries regarding information, resources, assets, social networks, and bargaining power.
- Despite some women occupying leadership roles in fishing associations and cooperatives, they encounter reservations and inadequate support, including from their husbands and fishing leaders. Some interviewees perceive that women boat owners and women in leadership positions struggle to communicate their point of view in a manner respected and listened to by men in the sector. Women may have to work harder to demonstrate their value and experience.
- The owner or captain of the boat, usually male, directs their enterprise and is the highest authority.
- Women have limited authority over their enterprises on land, but they typically make administrative decisions related to preparation, processing, and marketing.
- Men occupy most of the government positions overseeing fisheries sector, responsible for developing and enforcing the relevant laws and regulations at the national and local levels.
- There are very few women fishery observers assigned to industrial vessels.
- In the industrial fishing industry, women have been increasingly assuming directorships and other positions of authority, as well as technical positions.
- A salary gender gap persists in comparable positions in government and in the private sector.

### TABLE 2: RECOMMENDATIONS FOR THE IMPLEMENTATION STRATEGIES AND INTERVENTIONS

#### INSTITUTIONAL GENDER INTEGRATION

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##### **Position USAID/SAR as a regional thought leader on gender in fisheries.**

- Establish USAID/SAR as a convener and thought leader on gender in fisheries, along with its partners.
- Work with platforms to organize virtual learning events specific to the Latin American and Caribbean (LAC) region.
- Leverage working groups such as the USAID Women's Economic Empowerment Community of Practice to bring together colleagues from other fishery activities to share longitudinal learning and discuss the relevance to the LAC region.

##### **Advocate for and support the implementation of gender and inclusion strategies.**

- Integrate gender objectives and requirements into the USAID project cycle.
    - Embed gender requirements in new solicitations and require projects to articulate gender-specific objectives and indicator targets.
    - Require implementing partners to utilize staff or consultants with expertise in integrating gender considerations into natural resource management programs.
    - Engage implementing partners in the process of reflecting on the findings of the analysis and defining and monitoring gender-responsive interventions for their work plans.
    - Conduct an ongoing analysis to fill gaps, review integration strategies and results, and adjust work plans.
  - Assist partners in creating gender action plans and provide sufficient human and financial resources to facilitate their successful implementation.
    - Encourage government agencies to prioritize gender integration by utilizing human resources (e.g., gender focal units and male champions) and by developing a gender-integration strategy or action plan.
    - Assist government partners in conducting participatory gender reviews to take stock of their enabling environments for gender mainstreaming, including an examination of human resources, internal structures, organizational practices, political will, policymaking, and initiatives.
  - Work with partners to collect and analyze gender-responsive data.
    - Integrate gender indicators and gender-learning questions into project monitoring, evaluation, and learning processes.
    - Engage counterparts in the process of reviewing information, adjusting activities, and improving gender responsiveness based on this learning.
    - Encourage implementing partners to integrate women and other underrepresented groups into project monitoring and participatory planning activities (e.g., monitoring of the health of fish stocks and coastal ecosystems).
    - Assist government agencies and private enterprises in collecting sex-disaggregated data on the safety, security, and well-being of employees (e.g., the gender pay gap; occupational health and safety; incidence and risks of gender-based violence and of harassment in factories).
  - Strengthen consultative mechanisms to engage diverse perspectives that could inform planning and decision-making processes.
    - Develop capacities in gender-inclusive facilitation techniques to ensure that women's perspectives are heard in community consultations. Coach cooperatives and government institutions on how to design and conduct inclusive facilitation processes.
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- Involve women in consultations to inform national fishery policies, regulations, and programs.

#### **Improve employment opportunities and labor conditions.**

- Engage governments in the strengthening of labor protections.
  - Conduct a review of policies and legislation for protecting the human rights of fishers and laborers.
  - Support projects that strengthen labor rights and protections.
- Partner with the private sector to improve labor practices.
  - Promote partner's interventions that improve labor conditions and opportunities for advancement, especially for informal workers, workers in processing factories who have weak negotiating power, and workers in male-dominated environments.
  - Increase the utilization and enforcement of labor laws, national policies, and services that promote women's rights, provide decent work protections, and improve access to socio-economic opportunities.

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### **AGENCY AND LEADERSHIP**

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#### **Strengthen the representation of women in cooperatives, associations, and fishery-management activities.**

- Provide technical assistance to strengthen the capacity of fishing cooperatives and associations to understand and integrate gender considerations into an institutional-strengthening process. Engage resource organizations or consultants with expertise in gender and institutional capacity building to design and implement a participatory analysis of needs and institutional capacity, and use the findings to define and implement a plan to improve institutional services for all members, with a focus on women and underrepresented groups.
- Support the skills development of potential women leaders (and of male champions who support them) in leadership, negotiations and consensus building, basic finance, communications, digital tools, business and natural-resource management, and in organizing collective action.
- Bolster the participation of women in fishing associations and cooperatives by encouraging open membership, inviting women to attend informational meetings and trainings, and by providing childcare on-site or holding meetings at convenient times for diverse members to attend.
- Design offerings for women members such as improvements in the awareness of women's rights with respect to their jobs and protection of gender rights through existing legal instruments.
- Facilitate women's access to information that will enable them to engage in discussions and influence outcomes.

#### **Foster the development of women support groups and their participation in fishery management.**

- Identify and support the development of formal and informal women's groups and networks that advocate for women fishers.
  - Assist groups and networks in addressing barriers and working to advance the role of women in fisheries.
  - Strengthen the ability of groups and networks to share information (e.g., on regulations, markets, and new techniques), provide training (e.g., in marketing, management skills, development of value-added product lines), enable access to credits and loans, facilitate engagement with government institutions and policymaking, and to communicate the unique opportunities and circumstances of women fishers.
  - Work with government counterparts to engage women's groups and networks in inclusive feedback processes.
  - Identify emerging women leaders and provide them with training and mentoring via associations, cooperatives, and possibly nongovernmental organizations (NGOs).

#### **Invest in women's leadership.**

- Identify and support emerging women leaders within government, the private sector, and civil society.
  - Deliver targeted skills building.
  - Facilitate opportunities to lead initiatives.
  - Assist women's participation in decision-making processes that affect the sector (e.g., within associations and cooperatives, through public consultations).
- Assist emerging women leaders and male allies in articulating and advocating for improvements or solutions that will benefit fisheries, women employed in the sector, and their families.

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### **SOCIOECONOMIC DEVELOPMENT**

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#### **Foster educational and training opportunities for women.**

- Improve fishers' knowledge of and adherence to fishing and conservation regulations, with targeted efforts to share knowledge and perspectives from both fishers of all genders.
  - Support the government's efforts to hold workshops for fishers to improve their understanding of the barriers to following regulations and how to address them effectively.
  - Promote information campaigns aimed at fishers, especially women, regarding fishing regulations and licensing and permit-granting processes. The government should analyze the effectiveness of their communications and outreach and use the information to improve their engagement with women and hard-to-reach fisher populations.

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- Identify and support ways to encourage and help women fishers to complete their basic education.
  - Support skill development for women, including financial management, marketing, planning, and negotiation strategies.
  - Encourage mentorship and intergenerational programs at women-led organizations, startups, and small companies, including workshops featuring successful young women entrepreneurs.
  - Partner with vocational and higher education partners to support training opportunities that will enable women to advance in the fisheries sector.
    - Encourage training programs to offer flexible hours and weekend courses.
    - Implement communications and outreach strategies that will challenge stereotypes regarding typically male-dominated skill sets and professions.
    - Support emerging women leaders by promoting and supporting women in relevant fields such as biology, marine science, and environmental conservation.

#### **Develop and promote conservation-friendly livelihoods that benefit women and their families.**

- Assess the feasibility of investing in improved technologies and labor-saving strategies for boat provisioning (e.g., equipment, food preparation, permitting processes), fish processing (e.g., cleaning, filleting, preparation), and post-processing activities (e.g., marketing, packaging, cold storage, and transportation), including how such investments would affect the livelihoods of men, women, and gender-diverse individuals.
- Identify and support the development of alternative livelihoods that could benefit women and their families and are conservation friendly (e.g., providing services for marine tourism, promoting marine conservation, monitoring the health of coastal ecosystems, and managing coastal cleanup and recycling campaigns).
- Create opportunities for women and girls to engage in project-related activities that will develop their skills and improve the natural resource base they depend on for their livelihoods (e.g., boat piloting for marine tourism, serving as guides for marine tourism, recycling coastal garbage [e.g., plastics], and promoting better environmental conservation practices).
- Apply the Ecosystem Approach to Fisheries Management (EAFM), which, if carried out effectively and inclusively, can result in improvements in livelihoods, economic benefits, and health.

#### **Improve women's access to finance.**

- Form strategic alliances between multilateral or development banks and second-tier organizations (e.g., fishing associations and cooperatives) that have at least 40 percent women members and strong representation of women on the board.
- Develop and strengthen strategic alliances among organizations that can provide business and financial services to women in the fishing sector, including associations and cooperatives that count women and women's groups among their members.
- Support partners to identify women fishing entrepreneurs through fishers' groups and help the groups facilitate access to financial and business services (e.g., how to set up and run businesses, access to capital, financial management, fishery data management, fishery technology, fish processing, and post-harvest technologies).
- Help progressive fish-processing companies in regularly offering short, intensive skill development courses that specifically cater to women (e.g., business development skills such as financial management, personal development skills such as improved access to health and education services, or new job-related skills).

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### **KNOWLEDGE AND AWARENESS**

#### **Improve the understanding of women's vulnerabilities and how to reduce them.**

- Develop a body of knowledge on GBV occurring at fisheries by commissioning studies and including GBV-specific questions in project-learning agendas.
  - Analyze GBV risks during the project-planning stage and develop a mitigation strategy to ensure that interventions will not inadvertently exacerbate GBV.
  - Support community-level initiatives to analyze GBV, and design targeted initiatives.
    - Help local partners such as women's groups to facilitate a participatory process for analyzing the unique circumstances and vulnerabilities experienced by women in fishing (e.g., mapping where women feel secure and insecure in the community, home, and workplace, and discussing the drivers) and a discussion to define potential interventions that will identify and mitigate the drivers of GBV.
    - Work with young persons to create interactive and bite-size content about relevant workplace safety and health issues, and to advocate for policy change and action.
  - Work with local service providers (government, private, and NGO) to improve access to, and the quality of, GBV response services.
    - Strengthen referral protocols and distribute relevant information on referral pathways safely and responsibly.
    - Train private sector leaders and human resources (HR) departments in GBV prevention and mitigation policies, and inform them about available referral resources.
  - Improve understanding of women's vulnerabilities and strategies for mitigating them by holding workshops with institutional counterparts and partners on topics such as GBV prevention, community safety, how to improve
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working conditions for women in the fisheries sector, nature-based solutions for coastal hazards, and methods for improving food security.

**Promote positive gender roles and behaviors.**

- Identify and promote positive role models, regardless of gender identity, working together respectfully and effectively while contributing equally to the well-being of their families and enterprises. Highlight the accomplishments of individuals challenging traditional gender roles, such as women boat pilots.
  - Document and share positive experiences through communications and community-level engagements aimed at changing social behavior.
- Design interventions to facilitate understanding of harmful gender norms (e.g., machismo, dominance, and violence) and work to shift them towards positive behaviors. Engage organizations experienced in engaging men to implement short courses on inclusive masculinities for members of producers' associations.

**Improve awareness of women's roles and contributions in the sector.**

- Illuminate the hidden contributions of women within fisheries.
    - Conduct an analysis of the roles and use of time for individuals of all genders along the artisanal fish value chain to clarify their contributions and relationships, thereby revealing gender roles, time use, and labor value while recognizing the diversity of experiences and contributions.
    - Share findings with artisanal fishing associations and cooperatives to show the value and support the further development of women's contributions to enterprises.
  - Support the development and implementation of campaigns, dramas, and role playing with gender-transformative themes that raise the awareness of positive gender behaviors and highlight the significant roles played by women in households, fishing enterprises, and conservation efforts.
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# RESUMEN EJECUTIVO

## INTRODUCCIÓN

La Agencia de los Estados Unidos para el Desarrollo Internacional (USAID)/Región de América del Sur (SAR) contrató a Banyan Global para formular un análisis de género que permita incorporar la estrategia regional de pesca y conservación marina en las actividades ambientales y de desarrollo sostenible regionales de USAID/SAR. Este análisis propone recomendaciones de estrategias e intervenciones para contribuir con USAID/SAR en la incorporación de la igualdad de género y el empoderamiento de las mujeres en el diseño de sus actividades pesqueras y de conservación marina existentes y futuras, con base en una mejor comprensión del enfoque de género y de las actividades pesqueras en las regiones costeras de Perú y Ecuador, incluidas las Islas Galápagos. La investigación fue diseñada para mejorar la comprensión de (1) el estado, la dinámica de género y los roles (formales e informales) de mujeres y hombres en las cadenas de valor de la pesca (con un enfoque particular en el pulpo/invertebrado béntico, el atún [*Thunnus sp.*], mahi-mahi [*Coryphaena hipparus sp.*], y calamar de Humboldt [*Dosidicus gigas sp.*]); y (2) las barreras para el cumplimiento, los limitados beneficios recibidos y las vulnerabilidades experimentadas por las mujeres en relación con las regulaciones de la pesca y la conservación marina.

## METODOLOGÍA

Este análisis utiliza una revisión documental de datos secundarios, basándose en el conocimiento existente a nivel mundial y en el número limitado de estudios regionales disponibles. Durante septiembre y octubre de 2022, equipos de dos personas con sede en Ecuador y Perú recopilaban datos primarios por medio de entrevistas realizadas en Lima, Matarani y Paita en Perú; y en Quito, Manta y Galápagos en Ecuador. Se utilizaron guías de entrevista semiestructuradas para administrar las entrevistas con cada grupo de partes interesadas, incluidos funcionarios gubernamentales que supervisan la pesca y la conservación marina, líderes y miembros de organizaciones de pesca artesanal, representantes y empleados de pesquerías comerciales y representantes de organizaciones internacionales.

## CONCLUSIONES Y RECOMENDACIONES CLAVE

Parece que existen análisis de género similares de las actividades pesqueras a nivel mundial; esta conclusión se basa en revisiones de los datos primarios y secundarios utilizados para este análisis. Los hallazgos comunes incluyen lo siguiente: (1) los roles y responsabilidades de hombres y mujeres dentro de las cadenas de valor de la pesca artesanal están bien definidos e influenciados por las normas de género; (2) las mujeres tienen un papel importante, pero invisible, dentro de las cadenas de valor; (3) un gran porcentaje de mujeres trabaja en fábricas de procesamiento en condiciones no óptimas; (4) se supone que la incidencia de la Violencia de Género (VG) y el acoso en el lugar de trabajo es significativa, pero la información disponible es limitada; (5) los hombres ocupan la mayoría de los puestos de autoridad en los órganos formales e informales de toma de decisiones y en las empresas pesqueras; y (6) la carencia de acceso de las mujeres a oportunidades para mejorar sus habilidades y recursos, y, por lo tanto, sus condiciones socioeconómicas.

Los hallazgos y recomendaciones resultantes de este análisis se presentan en las tablas 1 y 2, respectivamente.

## TABLA 1: HALLAZGOS CLAVE POR DOMINIO

### LEYES, POLÍTICAS, REGULACIONES Y PRÁCTICAS INSTITUCIONALES

- Gran parte de la actividad artesanal es informal, no está registrada oficialmente y no hay evidencia de que las necesidades y circunstancias diferenciadas de hombres y mujeres pescadores sean consideradas en el proceso de políticas públicas.
- Las mujeres que compran y venden capturas no declaradas son una estrategia común de subsistencia, y la mayoría de las mujeres no consideran que dicha práctica sea ilegal.
- Los propietarios de embarcaciones, hombres y mujeres, saben que necesitan un permiso oficial para pescar. Sin embargo, el tiempo y los recursos necesarios para cumplir este requisito son onerosos y, a menudo, los llevan a cabo las esposas sin remuneración alguna.
- Algunos pescadores artesanales carecen de la educación necesaria para completar los formularios o calificar para las licencias, y las regulaciones son complejas, con requisitos que pueden variar según la ubicación geográfica, el tamaño de la embarcación y las especies de peces.
- Algunos propietarios de embarcaciones, en su mayoría hombres, tienen la influencia y los recursos para superar los obstáculos recurriendo a prácticas corruptas.
- Los entrevistados perciben que los hombres que trabajan en el sector público son más propensos a la corrupción que las mujeres.
- Las mujeres que trabajan informalmente, con medios limitados para generar ingresos, a veces recurren a la captura durante los períodos de prohibición.
- Hombres y mujeres son reacios a denunciar actividades ilegales.
- Las empresas pesqueras industriales son más formales que las artesanales; están más en cumplimiento con las regulaciones pesqueras; y, hasta cierto punto, son más abiertas a la aplicación de los derechos de los trabajadores para empleados y empleadas.
- Algunas empresas pesqueras privadas han implementado políticas y prácticas que apoyan a las empleadas, generalmente en la medida requerida por las leyes laborales.  
Las instituciones gubernamentales dedicadas a la pesca no cuentan con estrategias de inclusión social o de género, lo que dificulta la diversidad de sus fuerzas laborales, la promoción de mujeres a puestos de liderazgo y la sensibilidad de género de sus servicios.

### NORMAS CULTURALES, SEGURIDAD PERSONAL Y PROTECCIÓN

- Tanto hombres como mujeres perciben la pesca como una actividad masculina, especialmente en la etapa de captura, cuando la pesca se realiza desde embarcaciones en el mar. Las condiciones en las embarcaciones artesanales no se consideran seguras para las mujeres.
- Las actividades de limpieza, procesamiento y comercialización del producto generalmente se consideran más apropiadas para las mujeres, aunque secundarias a las responsabilidades domésticas que se les asigna.
- Muy pocas empresas cuentan con códigos de conducta que protejan a las personas empleadas del acoso en el lugar de trabajo.
- Las mujeres de las comunidades pesqueras sufren diversas formas de violencia de género (psicológica, física, sexual y laboral).

### ROLES DE GÉNERO, RESPONSABILIDADES Y USO DEL TIEMPO

- En la industria pesquera, faltan datos desglosados por género sobre el personal, lo que dificulta evaluar los roles diferenciados por género, las barreras específicas de género y las oportunidades de ascenso.
- Las mujeres generalmente no se dedican a actividades de pesca en el mar.
- Las mujeres se dedican informalmente a la pesca artesanal en las fases de preparación, procesamiento y marketing, pero rara vez reciben compensación por su trabajo.
- Las mujeres realizan tareas administrativas, incluida la preparación de provisiones (combustible, alimentos, hielo, reparación de aparejos, etc.) y la tramitación de permisos legales para las expediciones de pesca, generalmente en apoyo de sus maridos.
- Las mujeres se dedican junto con los hombres a destripar, limpiar y vender parte de la captura en los muelles o en los mercados locales.
- La mayoría de los empleados que limpian y destripan el pescado en las plantas de procesamiento son mujeres.
- Los trabajos en las plantas de procesamiento suelen ser estacionales y requieren períodos de trabajo intensos y esporádicos, y las mujeres trabajadoras tienen oportunidades limitadas de ascenso. La mayoría de las trabajadoras no reciben beneficios debido a la naturaleza temporal del trabajo.

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## ACCESO Y CONTROL DE ACTIVOS Y RECURSOS

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- Los pescadores artesanales operan en una variedad de formas, lo que dificulta la comprensión de la dinámica de género de cómo se toman las decisiones de inversión dentro de los hogares y las empresas.
- La mayoría de las embarcaciones pesqueras son propiedad de hombres, pero hay ejemplos de mujeres propietarias de embarcaciones.
- La mayoría de los pescadores artesanales dependen en gran medida de los anticipos para financiar sus actividades, lo que aumenta su vulnerabilidad cuando una incursión de pesca no tiene éxito.
- Las mujeres tienen un acceso muy limitado a los recursos financieros formales. En realidad, tanto los hombres como las mujeres de las comunidades pesqueras tienen un acceso limitado a los servicios financieros porque estos no están fácilmente disponibles. Donde los servicios financieros están presentes, los productos no han sido desarrollados para la pesca artesanal.
- Las mujeres a menudo carecen de las habilidades técnicas y comerciales para desarrollar y emprender proyectos de pesca.

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## PATRONES DE PODER Y TOMA DE DECISIONES

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- Las cooperativas y asociaciones pesqueras están compuestas principalmente por hombres, y esto contribuye a las asimetrías entre hombres y mujeres en cuanto a información, recursos, activos, redes sociales y poder de negociación.
- Algunas entrevistadas perciben que las mujeres propietarias de embarcaciones y las mujeres en posiciones de liderazgo luchan por comunicar su punto de vista de una manera respetada y escuchada por los hombres del sector. Las mujeres pueden tener que trabajar más duro para demostrar su valor y experiencia.
- Los esposos de algunas de las mujeres líderes de asociaciones y cooperativas pesqueras no apoyan la participación de sus esposas.
- El propietario o capitán de la embarcación, generalmente hombre, dirige su empresa y es la máxima autoridad.
- Las mujeres tienen autoridad limitada sobre sus empresas en la tierra, pero normalmente toman decisiones administrativas relacionadas con la preparación, el procesamiento y el marketing.
- La mayoría de los puestos gubernamentales que supervisan el sector pesquero, responsables de desarrollar y hacer cumplir las leyes y reglamentos pertinentes, están ocupados por hombres a nivel nacional y local.
- Hay muy pocas mujeres supervisoras de pesca asignadas a embarcaciones industriales.
- En la industria de la pesca industrial, las mujeres han ido asumiendo cada vez más cargos directivos y otros puestos de autoridad, así como puestos técnicos.
- Persiste una brecha salarial entre hombres y mujeres en puestos comparables en el gobierno y en el sector privado.

## TABLA 2: RECOMENDACIONES PARA LA IMPLEMENTACIÓN DE ESTRATEGIAS E INTERVENCIONES

### INTEGRACIÓN INSTITUCIONAL DE GÉNERO

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#### **Posicionar a USAID/SAR<sup>a</sup> como líder de pensamiento regional sobre género en la pesca.**

- Establecer a USAID/SAR como coordinador y líder de pensamiento sobre género en la pesca, junto con sus socios.
- Trabajar con plataformas para organizar eventos de aprendizaje virtual específicos para la región de América Latina y el Caribe (ALC).
- Aprovechar los grupos de trabajo como la Comunidad de Práctica de Empoderamiento Económico de las Mujeres de USAID para reunir a colegas de otras actividades pesqueras para compartir el aprendizaje longitudinal y abordar la relevancia para la región de ALC.

#### **Abogar y apoyar la implementación de estrategias de género e inclusión.**

- Integrar los objetivos y requisitos de género en el ciclo de proyectos de USAID.
    - Incorporar requisitos de género en las nuevas licitaciones y exigir que los proyectos articulen objetivos específicos de género y metas de indicadores.
    - Exigir a los socios implementadores que utilicen personal o consultores con experiencia en la integración de consideraciones de género en los programas de gestión de recursos naturales.
    - Involucrar a los socios implementadores en el proceso de reflexionar sobre los hallazgos del análisis y definir y monitorear intervenciones sensibles al género para sus planes de trabajo.
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- Realizar un análisis continuo para llenar los vacíos, revisar las estrategias y los resultados de integración y ajustar los planes de trabajo.
  - Ayudar a los socios a crear planes de acción de género y proporcionar suficientes recursos humanos y financieros para facilitar su implementación exitosa.
    - Alentar a las agencias gubernamentales a priorizar la integración de género mediante la utilización de recursos humanos (p. ej., unidades focales de género y campeones masculinos) y mediante el desarrollo de una estrategia o plan de acción de integración de género.
    - Ayudar a los socios gubernamentales a realizar revisiones participativas de género para hacer un balance de sus entornos propicios para la incorporación de la perspectiva de género, incluido un examen de los recursos humanos, las estructuras internas, las prácticas organizativas, la voluntad política, la formulación de políticas y las iniciativas.
  - Trabajar con socios para recoger y analizar datos sensibles al género.
    - Integrar indicadores de género y preguntas de aprendizaje de género en los procesos de seguimiento, evaluación y aprendizaje del proyecto.
    - Involucrar a las contrapartes en el proceso de revisión de información, ajuste de actividades y mejora de la sensibilidad de género en base a este aprendizaje.
    - Alentar a los socios implementadores a integrar a las mujeres y otros grupos subrepresentados en el monitoreo del proyecto y las actividades de planificación participativa (p. ej., monitoreo de la salud de las poblaciones de peces y los ecosistemas costeros).
    - Ayudar a los organismos gubernamentales y las empresas privadas a recoger datos desglosados por género sobre la seguridad y el bienestar de los empleados (p. ej., la brecha salarial de género, la salud y la seguridad en el trabajo, la incidencia y los riesgos de la violencia de género y el acoso en las fábricas).
  - Fortalecer los mecanismos consultivos para involucrar diversas perspectivas que podrían informar los procesos de planeamiento y toma de decisiones.
    - Desarrollar capacidades en técnicas de facilitación inclusivas de género para asegurar que las perspectivas de las mujeres sean escuchadas en las consultas comunitarias. Capacitar a cooperativas e instituciones gubernamentales sobre cómo diseñar y llevar a cabo procesos de facilitación inclusivos.
    - Involucrar a las mujeres en las consultas para informar las políticas, regulaciones y programas pesqueros nacionales.

#### **Mejorar las oportunidades de empleo y las condiciones laborales.**

- Involucrar a los gobiernos en el fortalecimiento de las protecciones laborales.
  - Llevar a cabo una revisión de las políticas y la legislación para proteger los derechos humanos de los pescadores y trabajadores.
  - Apoyar proyectos que fortalezcan los derechos y protecciones laborales.
- Asociarse con el sector privado para mejorar las prácticas laborales.
  - Promover intervenciones de los socios que mejoren las condiciones laborales y las oportunidades de progreso, especialmente para los trabajadores informales, los trabajadores de las fábricas de procesamiento que tienen un poder de negociación débil y los trabajadores en entornos dominados por hombres.
  - Aumentar la utilización y el cumplimiento de las leyes laborales, las políticas nacionales y los servicios que promuevan los derechos de las mujeres, brinden protecciones laborales decentes y mejoren el acceso a las oportunidades socioeconómicas.

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#### **DEFENSA Y LIDERAZGO**

##### **Fortalecer la representación de la mujer en cooperativas, asociaciones y actividades de gestión pesquera.**

- Brindar asistencia técnica para fortalecer la capacidad de las cooperativas y asociaciones pesqueras para comprender e integrar las consideraciones de género en un proceso de fortalecimiento institucional. Involucrar a organizaciones de recursos o consultores con experiencia en género y creación de capacidad institucional para diseñar e implementar un análisis participativo de las necesidades y la capacidad institucional, y utilizar los hallazgos para definir e implementar un plan para mejorar los servicios institucionales tanto para hombres como para mujeres.

- Apoyar el desarrollo de habilidades de mujeres líderes potenciales (y de campeones masculinos que las apoyan) en liderazgo, negociaciones y construcción de consensos, finanzas básicas, comunicaciones, herramientas digitales, negocios y gestión de recursos naturales, y en la organización para la acción colectiva.
- Reforzar la participación de las mujeres en las asociaciones y cooperativas pesqueras fomentando la afiliación abierta tanto de hombres como de mujeres, invitando a las mujeres a asistir a reuniones informativas y cursos de formación, y proporcionando servicios de guardería *in situ* o celebrando reuniones a las que puedan asistir tanto hombres como mujeres.
- Diseño de ofertas para mujeres miembros, como mejoras en la conciencia de los derechos de las mujeres con respecto a sus trabajos y la protección de los derechos de género por medio de instrumentos legales existentes.
- Facilitar el acceso de las mujeres a la información que les permitirá participar en debates e influir en los resultados.

#### **Fomentar el desarrollo de grupos de apoyo a mujeres y su participación en la gestión pesquera.**

- Identificar y apoyar el desarrollo de grupos y redes formales e informales de mujeres que aboguen por las mujeres pescadoras.
  - Ayudar a los grupos y redes a abordar las barreras y trabajar para promover el papel de las mujeres en la pesca.
  - Reforzar la capacidad de los grupos y redes para compartir información (p. ej., sobre normativas, mercados y nuevas técnicas), proporcionar capacitación (p. ej., en comercialización, técnicas de gestión, desarrollo de líneas de productos de valor añadido), permitir el acceso a créditos y préstamos, facilitar el compromiso con las instituciones gubernamentales y la formulación de políticas, y comunicar las oportunidades y circunstancias únicas de las mujeres pescadoras.
  - Trabajar con contrapartes gubernamentales para involucrar a grupos y redes de mujeres en procesos de retroalimentación inclusivos.
  - Identificar mujeres líderes emergentes y brindarles capacitación y tutoría por medio de asociaciones, cooperativas y, posiblemente, ONG.<sup>b</sup>

#### **Invertir en el liderazgo de las mujeres.**

- Identificar y apoyar a nuevas lideresas dentro del gobierno, el sector privado y la sociedad civil.
  - Ofrecer desarrollo de habilidades específicas.
  - Facilitar oportunidades para liderar iniciativas.
  - Ayudar a la participación de las mujeres en los procesos de toma de decisiones que afectan al sector (por ejemplo, dentro de asociaciones y cooperativas, mediante consultas públicas).
- Ayudar a las nacientes lideresas y aliados masculinos a articular y abogar por mejoras o soluciones que beneficiarán la pesca, a las mujeres empleadas en el sector y a sus familias.

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### **EL DESARROLLO SOCIOECONÓMICO**

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#### **Fomentar oportunidades de educación y formación para las mujeres.**

- Mejorar el conocimiento y el cumplimiento de las normas de pesca y conservación por parte de pescadores y pescadoras.
    - Apoyar los esfuerzos que realice el gobierno para conducir talleres para hombres y mujeres pescadores, que sean útiles para mejorar su comprensión de las barreras a fin de seguir las regulaciones y saber cómo abordarlas de manera efectiva.
    - Promover campañas de información dirigidas a los pescadores, en especial a las mujeres, sobre la normativa pesquera y procesos de otorgamiento de licencias y permisos. El gobierno debe analizar la eficacia de sus comunicaciones y divulgación, y utilizar la información para mejorar su compromiso con las mujeres y las poblaciones de pescadores a las que es difícil llegar.
  - Identificar y apoyar formas de alentar y ayudar a las mujeres pescadoras a completar su educación básica.
  - Apoyar el desarrollo de habilidades para las mujeres, incluida la gestión financiera, la comercialización, la planificación y las estrategias de negociación.
  - Fomentar los programas intergeneracionales y de tutoría en organizaciones dirigidas por mujeres, nuevas compañías y pequeñas empresas, incluidos talleres con jóvenes empresarias exitosas.
  - Asociarse con socios de educación vocacional y superior para apoyar oportunidades de capacitación que permitan que las mujeres avancen en el sector pesquero.
    - Promover los programas de formación para ofrecer horarios flexibles y cursos de fin de semana.
    - Aplicar estrategias de comunicación y divulgación que pongan en tela de juicio los estereotipos sobre las profesiones y las competencias típicamente masculinas.
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- Apoyar a las lideresas emergentes promoviendo y apoyando a las mujeres en campos relevantes como la biología, ciencias marinas y conservación del medio ambiente.

#### **Desarrollar y promover medios de vida favorables a la conservación que beneficien a las mujeres y sus familias.**

- Evaluar la viabilidad de invertir en tecnologías mejoradas y estrategias de ahorro de mano de obra para el aprovisionamiento de embarcaciones (p. ej., equipos, preparación de alimentos, procesos de concesión de permisos), el procesamiento del pescado (p. ej., limpieza, fileteado, preparación) y la comercialización /transporte (p. ej., exhibición, envasado, almacenamiento en frío y transporte), incluyendo cómo afectarían dichas inversiones a los medios de subsistencia de hombres y mujeres.
- Identificar y apoyar el desarrollo de medios de vida alternativos que puedan beneficiar a las mujeres y sus familias y que sean favorables a la conservación (p. ej., brindar servicios para el turismo marino, promover la conservación marina, monitorear la salud de los ecosistemas costeros y la gestión de las campañas de limpieza y reciclaje de las costas).
- Crear oportunidades para que mujeres y niñas participen en actividades relacionadas con proyectos que desarrollarán sus habilidades y mejorar la base de recursos naturales de la que dependen para su sustento (p. ej., pilotaje de embarcaciones para el turismo marino, sirviendo a la par como guías turísticas, reciclando la basura costera [por ejemplo, plásticos] y promoviendo mejores prácticas de conservación ambiental).
- Aplicar el Enfoque Ecosistémico para la Gestión Pesquera (EAFM), que, si se lleva a cabo de manera efectiva e inclusiva, puede dar lugar a mejoras en los medios de subsistencia, los beneficios económicos y la salud.

#### **Mejorar el acceso de las mujeres a la financiación.**

- Formar alianzas estratégicas entre bancos multilaterales o de desarrollo y organizaciones de segundo nivel (p. ej., asociaciones de pesca y cooperativas) que tienen al menos un 40 por ciento de mujeres socias y una fuerte representación de mujeres a bordo.
- Desarrollar y reforzar alianzas estratégicas entre organizaciones que puedan prestar servicios empresariales y financieros a las mujeres del sector pesquero, incluidas asociaciones y cooperativas que cuenten entre sus miembros a mujeres y grupos de mujeres.
- Apoyar a los socios para que identifiquen a mujeres empresarias de la pesca por medio de grupos de pescadores, y ayudar a los grupos a facilitar el acceso a servicios financieros y empresariales (p. ej., cómo crear y dirigir empresas, acceso a capital, gestión financiera, gestión de datos pesqueros, tecnología pesquera, transformación del pescado y tecnologías poscaptura).
- Ayudar a las empresas progresistas de procesamiento de pescado a desarrollar cursos cortos e intensivos de desarrollo de habilidades para mujeres de forma regular (p. ej., habilidades de desarrollo empresarial como la gestión financiera, habilidades de desarrollo personal como un mejor acceso a los servicios sanitarios y educativos, o nuevas habilidades relacionadas con el trabajo).

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### **CONOCIMIENTO Y CONCIENCIA**

#### **Mejorar la comprensión de las vulnerabilidades de las mujeres y cómo reducirlas.**

- Desarrollar una estructura de Conocimiento sobre la Violencia de Género (VG) que acontece en las pesquerías encargando estudios e incluyendo preguntas específicas de VG en las agendas de aprendizaje del proyecto.
  - Analizar los riesgos de violencia de género durante la etapa de planificación del proyecto y desarrollar una estrategia de mitigación para garantizar que las intervenciones no exacerben la violencia de género de manera inadvertida.
  - Apoyar iniciativas a nivel comunitario para analizar la violencia de género y diseñar iniciativas específicas.
    - Ayudar a los socios locales, como los grupos de mujeres, a facilitar un proceso participativo para analizar las circunstancias y vulnerabilidades únicas experimentadas por las mujeres en la pesca (p. ej., mapear dónde las mujeres se sienten seguras e inseguras en la comunidad, el hogar y el lugar de trabajo, y abordar los disparadores) y un debate para definir las posibles intervenciones que identificarán y mitigarán los impulsores de la violencia de género.
    - Trabajar con mujeres y hombres jóvenes para crear contenido interactivo y breve sobre temas relevantes de seguridad y salud en el lugar de trabajo, y para abogar por el cambio de políticas y la acción.
  - Trabajar con proveedores de servicios locales (gubernamentales, privados y ONG) para mejorar el acceso y la calidad de los servicios de respuesta a la violencia de género.
    - Fortalecer los protocolos de derivación y distribuir información relevante sobre las rutas de atención de manera segura y responsable.
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- Capacitar a los líderes del sector privado y los departamentos de Recursos Humanos (RR. HH.) en las políticas de prevención y mitigación de la violencia de género, e informarles sobre los recursos de derivación disponibles.
  - Mejorar la comprensión de las vulnerabilidades de las mujeres y cómo reducirlas mediante la realización de talleres con contrapartes institucionales y socios sobre temas como la prevención de la violencia de género, la seguridad comunitaria, cómo mejorar las condiciones laborales de las mujeres en el sector pesquero, soluciones basadas en la naturaleza para los peligros costeros y cómo para mejorar la seguridad alimentaria.

**Promover roles y comportamientos de género positivos.**

- Identificar y promover modelos de roles positivos de hombres y mujeres que trabajen juntos de manera respetuosa y efectiva mientras contribuyen por igual al bienestar de sus familias y empresas, y de hombres y mujeres que se desempeñen en roles no tradicionales (p. ej., mujeres que pilotean embarcaciones).
  - Documentar y compartir experiencias positivas por medio de comunicaciones y compromisos a nivel comunitario destinados a cambiar el comportamiento social.
- Diseñar intervenciones para ayudar a hombres y mujeres a comprender las normas de género dañinas (p. ej., machismo, dominación y violencia) y trabajar para reemplazarlas con comportamientos positivos. Se deben contratar organizaciones con experiencia en la promoción de nuevos comportamientos masculinos para implementar cursos cortos sobre masculinidad para los hombres de las asociaciones de armadores y pescadores.

**Mejorar la conciencia sobre el papel y las contribuciones de las mujeres en el sector.**

- Visibilizar las contribuciones ocultas de las mujeres dentro de la pesca.
  - Llevar a cabo un análisis de los roles de hombres y mujeres y el uso del tiempo a lo largo de la cadena de valor de la pesca artesanal para aclarar sus contribuciones y relaciones, revelando así los roles reales de género, el uso del tiempo y el valor del trabajo.
  - Compartir los hallazgos con asociaciones y cooperativas de pesca artesanal para mostrar el valor y favorecer un mayor desarrollo de las contribuciones de las mujeres a las empresas.
- Apoyar el desarrollo y la implementación de campañas, obras de teatro y juegos de roles con temas transformadores de género que aumenten la conciencia sobre los comportamientos positivos de género y destaquen los roles importantes que desempeñan las mujeres en los hogares, las empresas pesqueras y los esfuerzos de conservación.

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<sup>a</sup> USAID/SAR = Agencia de los Estados Unidos para el Desarrollo Internacional/Región de América del Sur.

<sup>b</sup> ONG = Organización No Gubernamental.



# I. INTRODUCTION

## I.1 BACKGROUND

The United States Agency for International Development (USAID)/South America Region (SAR) contracted Banyan Global to undertake a gender analysis to inform the regional fishery and marine conservation strategy, with a focus on Peru, Ecuador, and Colombia. The gender analysis supports the USAID Automated Directive System (ADS) 201.3.4.4 and ADS 205 gender integration requirements and aligns with the 2020 USAID Gender Equality and Women's Empowerment Policy, the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally (2022), the Women's Entrepreneurship and Economic Empowerment (WEEE) Act of 2018, and the first U.S. National Strategy on Gender Equity and Equality (2021).

Global socioeconomic data reflect the importance of the fisheries sector to human well-being. The sector employs over 40 million people and supplies about 70 percent of the total protein intake in coastal areas across the globe. Fisheries are particularly important for artisanal fishing communities that rely on the employment and income opportunities they provide to support their livelihoods and food security.<sup>1</sup>

Both industrial and artisanal fisheries are analyzed in this report. For this analysis, we use the Food and Agriculture Office of the United Nations (FAO) definition for artisanal fisheries: "Traditional fisheries involving fishing households (as opposed to commercial companies), using relatively small amount of capital and energy, relatively small fishing vessels (if any), making short fishing trips, close to shore, mainly for local consumption."<sup>2</sup> The concept of industrial fishing is less well defined, however; it generally refers to fishing with a higher level of technology, investment, and impact; using more expensive and sophisticated boats equipped with the technology needed to take longer trips and efficiently capture larger catches.<sup>3</sup> For the purposes of this analysis, industrial fishing also refers to the industry as a whole, including the plants that process the catches from industrial fishing vessels.

The health of global fisheries is threatened by increasing levels of illegal, unreported, and unregulated (IUU) fishing.<sup>4</sup> IUU fishing, prevalent among industrial and artisanal fishers, and among international and national fishing vessels, result in overfishing, habitat loss, and reduction of fishing populations.<sup>5</sup> These negative outcomes lead to a loss of socioeconomic opportunities for those who depend on fisheries, negatively impacting food security and environmental protection.<sup>6</sup> Illegal fishing activities are sometimes associated with other crimes, such as the trafficking of drugs, wildlife, and humans.<sup>7</sup>

USAID's regional investment in the sector aims to reduce IUU fishing by increasing compliance and responsible fishing practices, thereby contributing to the sustainability of marine ecosystems and the well-being and resilience of coastal communities.<sup>8</sup> The investment will strengthen and formalize the organizational capacities of artisanal fishers, help government and value-chain actors provide effective market and regulatory incentives (to formalize and increase responsible practices), and improve national and subnational fishery policies and their application in support of evidence-based participatory decision-making.<sup>9</sup> The International Union for Conservation of Nature (IUCN) and USAID report entitled *Advancing Gender in the Environment: Gender in Fisheries—A Sea of Opportunities* presents several compelling reasons for integrating gender considerations into USAID's regional approach: (1) women are significant actors in fishery management; (2) there are potentially positive impacts of leveraging opportunities for promoting equity and economically empowering women; and (3) gender-based violence (GBV) is a specific concern within the sector that needs to be addressed.<sup>10</sup>

Women and men engaged in fisheries play distinct, but complementary roles.<sup>11</sup> Globally, women comprise approximately half of the fishery workforce and provide critical, yet often invisible, support to fishery enterprises. According to an estimate by FAO, 50 percent of the fishery and aquaculture workforce are women when accounting for both pre- and post-harvest activities. Available data for the processing sector indicate that women are over 50 percent of full-time workers and 71 percent of part-time workers. Women disproportionately engage in informal work, in less stable and lower-paid positions compared with men working in the sector.<sup>12</sup>

Programming aimed at enhancing fishery management must comprehensively understand and consider the distinct circumstances and opportunities for individuals of all genders working in fisheries.<sup>13</sup> Women's significant presence in the fishery workforce offers an opportunity to improve their economic opportunities and agency. Generally, women have a limited role in capture activities in the open water, yet they engage in significant roles near or on the shore. Women in the workforce provide an entry point for developing and applying new skills, such as business development and negotiations, that may lead to higher income and increased opportunities to influence decisions, thereby improving social and health outcomes for themselves and their families.<sup>14</sup>

Understanding the significant role women play in fisheries can inform gender-responsive approaches that involve women effectively in strengthening fishery management and improve gender equality outcomes. Evidence suggests that addressing gender issues in conservation programs improves governance and conservation results.<sup>15</sup> Women have proven to be effective stewards and enforcers of regulations that protect coastal ecosystems and fishery resources.<sup>16</sup>

The fisheries sector is characterized by structural inequalities and harmful social norms that expose women and girls to violence and abuse, increasing their vulnerability.<sup>17</sup> Research shows that GBV has detrimental long-term impacts on the health and productive capacity of survivors, with negative consequences on their families and communities.

## 1.2 METHODOLOGY

*USAID/SAR Gender and Fisheries Analysis* aims to provide recommendations for strategies and interventions to guide the USAID/SAR regional environment and sustainable development (RESO) Office in incorporating gender equality and women's empowerment into the design of its existing and future fishery and marine-conservation activities in the coastal regions of Peru and Ecuador (including the Galápagos). Additionally, the analysis seeks to identify high-level findings that are relevant to Colombia. The research was designed to improve understanding of (1) the gender roles, dynamics, and statuses (formal and informal) in fishery value chains, with a focus on octopus/benthic invertebrate, tuna [*Thunnus* sp.], mahi-mahi [*Coryphaena hippurus* sp.], and Humboldt squid [*Dosidicus gigas* sp.]<sup>18</sup>; and (2) the barriers to compliance, benefits received, and vulnerabilities experienced by women in relation to fishery and marine-conservation regulations.

USAID has invested significantly in fisheries and marine conservation activities worldwide, particularly in the Asia-Pacific region. This analysis represents USAID's initial effort to enhance the understanding of gender dynamics in fisheries and how to support gender-responsive programming in South America. The research builds on the existing global knowledge base and utilizes the limited number of regional studies available, such as the gender analysis conducted by the Nature Conservancy in the National Sanctuary *Manglares de Tumbes* and National Reserve *Illescas*. Primary data collection was limited to a handful of artisanal fishing communities in Peru and Ecuador, along with one major port in each country, as described in [section 1.2.2](#). Research on Colombia was limited to a desk review and minimal informational interviews.

## I.2.1 RESEARCH FRAMEWORK

This analysis addresses the research questions presented in the following research framework in response to the scope of work in [Annex A](#) of the report. Two key research questions guided the gender analysis:

- What are the gender roles, dynamics, and statuses (formal and informal) in fishery value chains, with a focus on the octopus, benthic invertebrate, tuna, mahi-mahi, and Humboldt squid?
- What are the barriers to compliance, benefits received, and vulnerabilities experienced by women in relation to fishery and marine conservation regulations?

To answer these guiding questions, the research team developed a gender analysis research framework. Secondary lines of inquiry were defined for each question organized by USAID ADS 205 domains.<sup>19</sup> The secondary lines of inquiry for the first question were categorized into the value chain phases of harvesting, processing, and trade, distinguishing between artisanal and industrial.

TABLE 3: RESEARCH FRAMEWORK			
WHAT ARE THE GENDER DYNAMICS AND ROLES (FORMAL AND INFORMAL) IN FISHERY VALUE CHAIN (HARVESTING, PROCESSING, AND SALES/MARKETING)?			
DOMAIN	HARVESTING	PROCESSING	TRADE
Analysis examined by value chain stage, as applied to the octopus, benthic vertebrate, tuna, mahi-mahi, and Humboldt squid in Peru and Ecuador. * Country differences are noted where applicable.			
LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL PRACTICES	<p><b>ARTISANAL</b> Describe the harvesting process. What are the relevant laws, policies, and regulations, and the level of enforcement?<sup>a</sup> Are the fishers engaging with industries? If so, which ones? How are they engaging with them?</p> <p><b>INDUSTRIAL</b> What is the harvesting process? What are the relevant laws, policies, and regulations, and the level of enforcement?</p>	<p><b>ARTISANAL</b> Describe the processing options. What are the relevant laws, policies, and regulations, and the level of enforcement? Are fisheries engaging with industries? If so, which ones? How are they engaging with them?</p> <p><b>INDUSTRIAL</b> What is the processing process? What are the relevant laws, policies, and regulations, and the level of enforcement?</p>	<p><b>ARTISANAL</b> Where are the goods sold? How are they transported? What are the relevant laws, policies, and regulations, and the level of enforcement? Are those in sales/marketing engaging with industries? If so, which ones? How are they engaging with them?</p> <p><b>INDUSTRIAL</b> Where are the goods sold? How are they transported? What are the relevant laws, policies, and regulations, and the level of enforcement?</p>
PERSONAL SAFETY AND SECURITY	<p><b>ARTISANAL</b> Are there practices that increase women's vulnerability (e.g., to GBV, occupational hazards)? What are these practices? Are they being prevented/mitigated? If so, how?</p> <p><b>INDUSTRIAL</b> Are there practices that increase women's vulnerability (e.g., to workplace harassment, occupational hazards)? What are</p>	<p><b>ARTISANAL</b> Are there practices that increase women's vulnerability (e.g., to GBV, occupational hazards)? What are these practices? Are they being prevented/mitigated? If so, how?</p> <p><b>INDUSTRIAL</b> Are there practices that increase women's vulnerability (e.g., to workplace harassment, occupational hazards)? What are</p>	<p><b>ARTISANAL</b> Are there practices that increase women's vulnerability (e.g., to GBV, occupational hazards)? What are these practices? Are they being prevented/mitigated? If so, how?</p> <p><b>INDUSTRIAL</b> Are there practices that increase women's vulnerability (e.g., to workplace harassment, occupational hazards)? What are</p>

	these practices? Are they being prevented/mitigated? If so, how?	these practices? Are they being prevented/mitigated? If so, how?	these practices? Are they being prevented/mitigated? If so, how?
GENDER ROLES, RESPONSIBILITIES, AND TIME USE	<p><b>ARTISANAL</b> Describe the gender-differentiated roles, the time required, and constraints.</p> <p><b>INDUSTRIAL</b> Which roles are typically fulfilled by individuals of different genders? Why do individuals of different genders typically assume these roles? What are the differences in terms of the time, physical demands, and skills/knowledge required?</p>	<p><b>ARTISANAL</b> Describe the gender-differentiated roles for each option, the time required, and constraints.</p> <p><b>INDUSTRIAL</b> Which roles are typically fulfilled by individuals of different genders? Why do individuals of different genders typically assume these roles? What are the differences in terms of the time, physical demands, and skills/knowledge required?</p>	<p><b>ARTISANAL</b> Describe the gender-differentiated roles for each option, the time required, and constraints.</p> <p><b>INDUSTRIAL</b> Which roles are typically fulfilled by individuals of different genders? Why do individuals of different genders typically assume these roles? What are the differences in terms of the time, physical demands, and skills/knowledge required?</p>
ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES	<p><b>ARTISANAL</b> What assets are required? Who owns the assets? Who controls the assets? Who is compensated for their labor? How?</p> <p><b>INDUSTRIAL</b> Are there significant differences in compensation across the various roles occupied by individuals of different genders? Which roles? Why?</p>	<p><b>ARTISANAL</b> What assets are required? Who owns the assets? Who controls the assets? Who is compensated for their labor? How?</p> <p><b>INDUSTRIAL</b> Are there significant differences in compensation across the various roles occupied by individuals of different genders? Which roles? Why?</p>	<p><b>ARTISANAL</b> What assets are required? Who owns the assets? Who controls the assets? Who is compensated for their labor? How?</p> <p><b>INDUSTRIAL</b> Are there significant differences in compensation across the various roles occupied by individuals of different genders? Which roles? Why?</p>
PATTERNS OF POWER AND DECISION-MAKING	<p><b>ARTISANAL</b> Who manages the harvesting process? Who decides when, where, and how much to harvest? What are the fishers' relationships with government officials? Commercial industries? Civil society groups? How are women's concerns communicated?</p> <p><b>INDUSTRIAL</b> Which positions of authority are occupied by individuals of different genders? What is the nature of their authority? How are the concerns of individuals, particularly those underrepresented in positions of authority, communicated?</p>	<p><b>ARTISANAL</b> Who makes decisions about how the harvested goods will be processed? Who manages the distribution among options? What are the fishers' relationships with government officials? Commercial industries? Civil society groups? How are women's concerns communicated?</p> <p><b>INDUSTRIAL</b> Which positions of authority are occupied by individuals of different genders? What is the nature of their authority? How are the concerns of individuals, particularly those underrepresented in positions of authority, communicated?</p>	<p><b>ARTISANAL</b> Who makes decisions about how the products will be marketed? Who manages the distribution of products among options? What are the fishers' relationships with government officials? Commercial industries? Civil society groups? How are women's concerns communicated?</p> <p><b>INDUSTRIAL</b> Which positions of authority are occupied by individuals of different genders? What is the nature of their authority? How are the concerns of individuals, particularly those underrepresented in positions of authority, communicated?</p>
GENDER-RESPONSIVE STRATEGIES AND ACTIVITIES	<p>What gender-responsive strategies and activities have been implemented? Have they been effective and, if so, why? If they have not been effective, why?</p> <p>What potential gender-responsive strategies and activities could be implemented? What needs to be done (i.e., resources, cultural/legal barriers, etc.) to enable effective implementation?</p>		

WHAT ARE THE BARRIERS TO COMPLIANCE AND BENEFITS RECEIVED? AND WHAT ARE THE VULNERABILITIES EXPERIENCED BY WOMEN IN RELATION TO FISHERY AND MARINE-CONSERVATION REGULATIONS?	
Analysis examined by country (Colombia, Peru, Ecuador)	
LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL PRACTICES	<p>What are the main marine fishery laws, policies, and regulations in each country?</p> <p>What are the institutional frameworks for applying the laws, policies, and regulations in each country (e.g., how are they implemented)?</p> <p>What are the main problems in applying the framework (i.e., political, cultural, institutional, etc.)?</p>
CULTURAL NORMS AND BELIEFS	<p>Are there cultural norms and beliefs that hinder application/compliance (e.g., conflicts over control and access to marine resources)?</p> <p>Are there cultural norms and beliefs that facilitate application/compliance?</p> <p>Is behavior determined by gender-differentiated vulnerabilities?</p> <p>Are there gender norms and beliefs that hinder or facilitate application/compliance? If so, what are they and how do they hinder or facilitate application/compliance?</p> <p>(Do the answers differ depending on whether the fisheries in question are artisanal or industrial? Or do they differ by value chain phase or geography?)</p>
GENDER ROLES, RESPONSIBILITIES, AND TIME USE	<p><u>Institutions</u> (service providers/enforcers): To what extent are the diverse needs and circumstances of individuals of different genders considered in the design and implementation of conservation/protection strategies/activities? If so, how are those needs and circumstances addressed? What is the gender composition of inspectors/service providers/enforcers? What are the reasons for the underrepresentation?</p> <p>Does the gender of an inspector/service provider/enforcer impact their effectiveness or how they are perceived? If so, in what way?</p> <p>Are there gendered differences in knowledge and understanding of laws and regulations? Why or why not?</p> <p><u>Communities</u>: What are the roles individuals of different genders in the protection and exploitation of marine natural resources (e.g., critical marine habitats and species)?</p>
ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES	<p>How are rights to marine resources (i.e., fish and other wildlife, mangroves, wetlands, reefs, etc.) defined and enforced?</p> <p>Who controls assets and resources? Who has access to the assets and resources? Is there gender-differentiated access?</p> <p>What role (if any) do the artisanal fishery organizations play? Do they have the right to manage the resources, or the responsibility for managing them? How do they do so? What are the roles of people of different genders in these organizations?</p>
PATTERNS OF POWER AND DECISION-MAKING	<p>Who (individuals or institutions) manages/enforces conservation regulations at the local level?</p> <p>Are citizens engaged in conservation strategies/activities? Which citizens and how? Are the needs/circumstances of women made known? If so, how? If not, why not?</p> <p>If a violation or conflict occurs, how is it managed? Are the needs/circumstances of women relating to the violation or conflict made known? If so, how? If not, why not?</p>
GENDER RESPONSIVE STRATEGIES AND ACTIVITIES	<p>What gender-responsive strategies and activities have been implemented? Have they been effective? If so, why? If they have not been effective, why not?</p>

<sup>a</sup> Policies and regulations refer to legal frameworks relating to fisheries that fall within the research framework. Examples include, but are not limited to, labor laws, fishery laws and by-laws, and marine-protection regulations.

## 1.2.2 METHODOLOGY

The analysis uses a desk review of secondary data and primary data collected through interviews in each country during September and October 2022. The documents consulted for the secondary data review are listed in [Annex E](#).

Semi-structured interview guides were developed for all the stakeholder groups, which included: government officials providing oversight of fisheries and marine conservation, leaders and members of

artisanal fishing organizations, representatives and employees of businesses engaged in commercial fisheries, and representatives of international organizations supporting improved fisheries and marine-conservation practices. Interview participants were identified using a list of stakeholders in USAID and USAID implementing partners, and then by supplementing the list through contacts identified by means of secondary research and referrals from other stakeholders. [Annex D](#) includes the guides in Spanish.

In Peru, a two-person team conducted 19 key informant interviews (KIs) and four small group interviews, speaking with 27 people in total (12 men, 15 women) in Lima, Matarani, and Paita. In Ecuador, the two-person team conducted 16 KIs and seven small group interviews, speaking with 33 people in total (11 men, 22 women) in Manta, the Galápagos Islands, and Quito. The analysis focused primarily on Ecuador and Peru, with limited research conducted in Colombia, including 3 virtual KIs. The interviewer explained the purpose of the interview and gained verbal consent from each interviewee prior to conducting the interviews individually or with up to three persons (one man, two women). [Annex C](#) lists the interviewees by organization, stakeholder group, and location.

TABLE 4: OVERVIEW OF PRIMARY DATA COLLECTION		
PERU	ECUADOR	COLOMBIA
27 people (12 men, 15 women) <ul style="list-style-type: none"> <li>10 in Lima, 5 in Matarani, 12 in Paita</li> <li>Four representatives of international donors or international organizations, six public sector representatives; ten civil society representatives, eight private sector representatives (including cooperatives)</li> <li>Eight interviews done remotely</li> </ul>	33 people (11 men, 22 women) <ul style="list-style-type: none"> <li>19 in Manta; 8 on Santa Cruz Island, Galápagos; 5 on San Cristobal Island, Galápagos; 1 in Quito</li> <li>4 representatives of international donors or international organizations, 13 public sector representatives, 4 individuals (merchants), 4 civil society representatives, 6 private sector representatives (including cooperatives), 2 educational institution representatives</li> <li>One interview done remotely</li> </ul>	3 people (1 man, 2 women) <ul style="list-style-type: none"> <li>Two representatives of international donors or international organizations, one academic</li> <li>All interviews done remotely</li> </ul>

Due to budget limitations, each team could devote approximately 11–12 days to travel or data collection, thereby limiting the number of interviews conducted. A larger number of interviews could have resulted in a greater range of perspectives across more stakeholders and locations. The research teams faced challenges in securing government interviews, including limited access to senior officials, which resulted in limited input from government officials. Due to the small scope and sample size, this gender analysis contains limitations in the extent of examining intersectional variables, including ethnicity, age, class, and marital status. Additionally, while the research teams collected data about women’s representation in the fishing sector, more in-depth research would be needed to assess the meaningful participation of women in decision-making at the household and organizational levels.

The teams recorded the interviews (unless otherwise requested by interviewees) and organized the information from the interviews into key findings related to: the focal value chains, the first research question (gender roles and dynamics in fishery value chains), and the second research question (barriers to compliance, benefits received, and vulnerabilities experienced by women in relation to fisheries and marine conservation regulations). Drawing from the synthesized information, the research team presented preliminary findings to USAID/SAR and implementing partners. The discussion and feedback from USAID/SAR and implementing partners enriched and validated the key findings. The key findings and recommendations are presented in [sections 2](#) and [3](#), respectively, of this report.



## 2. KEY FINDINGS

### 2.1 CONTEXT

Fisheries are an important economic sector in Latin America, accounting for approximately one-quarter of the world's production.<sup>20</sup> Although region-specific data are not available, IUU fishing is estimated at nearly 26 million tons globally, worth \$10 billion to \$23 billion annually. This amounts to approximately one in five wild-caught fish caught through IUU fishing practices.<sup>21</sup>

Figure 1 shows the locations of coastal fishery activities within the region, as well as the marine-protected areas (MPAs) to safeguard coastal resources and ecosystems. The research teams conducted interviews with individuals from the primary data-collection locations shown on the map. [Annex B](#) provides background information on each location.

The research team in Ecuador conducted interviews in a major industrial port and in artisanal fishing communities. The team visited Manta, the second-largest port in the country and largest exporter of

tuna, and the less-populated communities on San Cristobal and Santa Cruz islands, in the Galápagos, an MPA. In Peru, the research team selected representative ports in the northern and southern regions of the country, but did not visit Chimbote, Peru's largest fishing port. The team conducted interviews in Paita, the second-largest port, which is known for tuna and Humboldt squid and for many industrial processors.<sup>22</sup> The team also visited Matarani, a small southern port for artisanal fishing where mahi-mahi, octopus, and Humboldt squid are caught. Additionally, the researchers interviewed government and international organizations representatives in Lima.

There is limited published information on gender and fisheries in Latin America, especially on gender and IUU fishing. Most of the secondary literature on gender and fisheries stems from research conducted in the Asia-Pacific region and Africa. However, similar findings appear across continents based on the review of primary and secondary data for this analysis. Common general findings include the following: roles and responsibilities within artisanal fishery value chains are well defined and influenced by gender norms; women have a significant, but invisible role within the value chains; a large percentage of women work in industrial processing factories in suboptimal conditions; the incidence of GBV and workplace harassment is assumed to be significant, but there is limited available information; men hold most positions of authority in formal and informal decision-making bodies and in the industrial seafood



**Figure 1:** A map of maritime claims of Ecuador, Peru, and Ecuador with an overlay of locations where primary data was collected for this Analysis. The source of the original map was: PolGeoNow. 2011. "Maritime Claims of Peru and Ecuador." June, 2011. ([Link](#))



industry; and women lack access to opportunities to improve their skills and resources, and thus their earning capacity. The sections below present information that further describe the context of fisheries and gender within each country.

## 2.1.1 ECUADOR

**FISHERY ECONOMIC ACTIVITY.** Fisheries are an important part of Ecuador's economy, accounting for 1 percent of total gross domestic product (GDP) and 12 percent of agricultural GDP.<sup>23</sup> In 2015, artisanal fisheries provided around 58,000 jobs.<sup>24</sup> In that same year, the supply chain for marine products (fishing, processing, transportation, refrigeration, etc.) represented 1.5 percent of Ecuador's total GDP.<sup>25</sup> Approximately 1.3 tons of fish or fish products were produced in 2019 (47 percent from fisheries and 53 percent from aquaculture), and exports of fish and fish products totaled nearly \$5.5 billion. Most exports (by value) are unprocessed (75 percent, compared with 25 percent processed). Tuna and mahi-mahi are important fish products in Ecuador, accounting for nearly 90 percent of landings (from 2007 to 2018).<sup>26</sup> Manta, Guayaquil, and Posorja are the three main ports, notably serving as landing ports for tuna.<sup>27</sup> In 2019, Ecuador's artisanal fishery fleet consisted of 15,500 vessels, specializing in small pelagic and demersal fish, as well as other types.<sup>28</sup>

**GENDER DATA.** Women's contributions to the fisheries sector in Ecuador are not clearly reflected in the national economic statistics. Outdated statistics from the 2001 National Census revealed that women represented 30.44 percent of the overall economically active population, but only 8.98 percent of those working in fisheries.<sup>29</sup> According to 2019 employment data from the *Sistema de Inteligencia Comercial del Ecuador* (SICOM, Commercial Intelligence System of Ecuador), 96.7% of fishing sector jobs, not including shrimp farming, were held by men.<sup>30</sup> However, the data underrepresent women's role in the sector, as it does not encompass processing activities or unregistered jobs. Women rarely participate in industrial fishing (estimated at 10%), but they do comprise a majority of the processing workforce.<sup>31</sup> According to the *Ministerio de Comercio Exterior* (Ministry of Exterior Commerce), in 2017 at least 53 percent of the individuals employed in the tuna processing plants were women.<sup>32</sup> Up to 78.4 percent of the fishing jobs held by women are classified as inadequate employment, defined as less than full time or lower than minimum wage.<sup>33</sup> Of the women working in processing, around one-third are considered to have inadequate employment. Women do participate in fishing and shellfish-gleaning activities, but almost exclusively in nearshore fisheries, particularly in Esmeraldas Province, bordering on Colombia.<sup>34</sup> In artisanal fishing, less than 10 percent of fishers are estimated to be women,<sup>35</sup> but women play significant roles in artisanal fishery processing and trade. Most of the work is in support of a family enterprise, informal, and not compensated.

**GOVERNANCE STAKEHOLDERS.** The responsibility for overseeing the governance of fisheries in Ecuador lies with the *Viceministerio de Acuacultura y Pesca* (Vice Ministry of Aquaculture and Fisheries) and with associated technical institutions such as the *Instituto Público de Investigación en Acuacultura y Pesca* (IPIAP, Public Research Institute for Aquaculture and Fisheries). The authorities in charge of fisheries and tourism within the Galápagos Islands exclusive economic zones (EEZs) are the *Dirección del Parque Nacional Galápagos* (Directorate of the Galápagos National Park) and the *Gestión de la Participación Social* (Consultative Council for Participatory Management). Enforcement activities on the mainland and in the Galápagos Islands are led by the *Armada del Ecuador* (Navy), the *Subsecretario de Puertos y Transporte Marítimo y Fluvial* (Undersecretary of Ports and Maritime and River Transport), and the *Unidad Nacional de Policía de Protección del Ambiente* (National Environmental Protection Police Unit).<sup>36</sup> The *Sistema Nacional de Áreas Protegidas* (SNAP, National System of Protected Areas), under the *Ministerio de Ambiente, Agua, y Transición Ecológica* (MAATE, Ministry of the Environment, Water, and Ecological Transition, Ecuador), oversees the protection of the coastal network of MPAs. The Government of Ecuador works with partners—such as nongovernmental organizations (NGOs)—to support and sustain protection activities. For example, the MAATE and the Galápagos National Park initiated a partnership

with WildAid Marine in 2002 to strengthen enforcement and prevent illegal fishing within the Galápagos Marine Reserve.

**IUU STATUS AND REGULATORY CHALLENGE.** IUU fishing is of particular concern in Ecuador, as the country has the third-highest rate of IUU fishing in the Eastern Pacific Region and ranks 48th in the world. A fleet of approximately 340 Asian vessels operates off the coast of Ecuador and in the waters around the Galápagos Islands. This fleet targets mainly the Humboldt squid; but shark fins, a high-demand product that is banned in Asia, is often targeted in the Galápagos.

Ecuador is a signatory to the Agreement on Port State Measures to Prevent, Deter and Eliminate Illegal, Unreported and Unregulated Fishing (PSMA),<sup>37</sup> considered an important global policy mechanism for controlling IUU fishing in international and state port waters. To ensure the conservation and sustainable use of marine resources, the PSMA defines a minimum set of standard measures that foreign vessels entering state ports must take to verify they have not engaged in IUU fishing.<sup>38</sup> After the European Union issued a yellow card in 2019 to Ecuador for implementing inadequate IUU-prevention measures, Ecuador took steps to reduce IUU, including passing the Law on the Development of Agriculture and Fisheries in 2020. Table 5 summarizes drivers of IUU fishing in Ecuador.

**TABLE 5: CHALLENGES IN CURBING IUU FISHING IN ECUADOR**

• A legal framework that is outdated and does not comply with the international and regional standards for the conservation and management of fishery resources	• An “open access” model that lacks comprehensive harvest-control rules, resulting in ineffective restrictions on who can fish and how much
• Deficiencies in controls, particularly in the fishing and tuna-processing industries	• Capture documentation still based on physical documents
• Vessels flying the flags of other countries fishing in the EEZ without an authorization from the competent authorities	• Tendency among fishing vessels to turn off their tracking devices to avoid detection and sanctions
• No satellite monitoring devices in artisanal vessels due to current regulations	• National and foreign vessels conducting unauthorized operations on the high seas, in contravention of international regulations
• A lack of government technical and financial resources needed to implement a monitoring system to deter foreign vessels from entering protected waters	• Corruption in decision-making; distribution of public money, public jobs, and contracts; and in the implementation of procedures and fines

Source: Aller, Oscar, and Tjerk van Rooij. 2020. *Illegal, Unreported, and Unregulated Fishing in Peru and Ecuador: Status, Main Drivers, Stakeholders, Strategies, and Opportunities for International Donor Engagement*. Washington, DC: USAID. This source summarizes the drivers of IUU fishing that have been identified by the European Union Fisheries Commission, IUU Watch, and the National Oceanic and Atmospheric Administration (NOAA), under the U.S. Department of Commerce.

## 2.1.2 PERU

**FISHERY ECONOMIC ACTIVITY.** Fisheries are also an important part of the Peruvian economy. According to the 2019 Peru GLOBEFISH Market Profile, the fisheries sector accounted for 8 percent of agricultural GDP and approximately 0.5 percent of total GDP.<sup>39</sup> The artisanal fishing industry accounted for about 81 percent of jobs in the fishing sector in 2018.<sup>40</sup> That same year, it generated 74,677 jobs, representing 81.2 percent of the total jobs in the Peruvian fishing industry and nearly \$1 billion in exports.<sup>41</sup> In 2019, Peru exported approximately \$3.5 billion in fish and fish products, and produced nearly 5 million tons of fish and fish products, of which 97 percent were from fisheries and only 3 percent from aquaculture. Humboldt squid is among the top three products, while tuna ranks seventh.<sup>42</sup>

**GENDER DATA.** Statistics show that women do play a significant role in the Peruvian fisheries sector. Sex-disaggregated data on roles within the sector are unavailable; however, other statistics, albeit outdated, present a picture of women as a minority in the sector except for the stages of processing and

sales. The seafood sector employed approximately 232,000 people in 2009, and nearly 33 percent were women.<sup>43</sup> In 2009, out of the approximately 232,000 people employed in the fishing industry, 33 percent were women. Women's employment was mainly in processing (50 percent), and 57 percent of those women were in the retail sector.<sup>44</sup> Men are far more likely than women to be employed in harvesting (96 percent), although there are regions, such as Tacna and Ica, where the participation of women exceeds the national average: in Tacna, 16 percent of all artisanal fishermen in the region are women; and in Ica, women represent 9 percent.<sup>45</sup> Information on the artisanal fisheries sector is limited.

As is the case with artisanal fishery data globally, it is difficult to quantify women's participation and contributions to processing and trade, which are informal and rarely compensated. The 2012 *Censo Nacional de la Pesca Artesanal del Ámbito Marítimo* (CENPAR, National Census of Artisanal Fisheries in the Maritime Sphere) found that 3 percent out of a total of 44,000 people employed as artisanal fishers were women.<sup>46</sup> However, recent data collected by the *Sociedad Peruana de Derecho Ambiental* (SPDA, Peruvian Society of Environmental Rights) and by consortium partners of the USAID *Por La Pesca* project indicate a higher degree of women's participation in fishing than did the 2012 CENPAR. For example, data related to vessel owners engaged in the formalization process show that about 21 percent of the owners (475) are women, and they account for 708 of the 3,431 vessels currently involved in the process.<sup>47</sup>

**GOVERNANCE STAKEHOLDERS.** The fisheries sector in Peru is governed by the *Ministerio de la Producción* (PRODUCE, Ministry of Production) and related agencies and programs, which include the *Fondo Nacional de Desarrollo Pesquero* (FONDEPES, National Fisheries Development Fund); *Instituto del Mar del Perú* (IMARPE, Institute of the Sea of Peru); *Organismo de Sanidad Pesquera* (SANIPES, Fisheries Health Agency); *Instituto Tecnológico de la Producción* (ITP, Technical Institute of Production); *Instituto Nacional de la Calidad* (INACAL, National Institute of Quality); *Programa Nacional A Comer Pesquado* (PNACP, National Program to Eat Fish), *Programa Nacional de Innovación para la Competitividad y Productividad* (Innovate Perú, National Program for Innovation for Competitiveness and Productivity); *Programa Nacional de Innovación en Pesca y Acuicultura* (PNIPA, National Program for Innovation in Fisheries and Aquaculture); *Programa de Diversificación Productiva* (Program of Productive Diversification); and *Programa Tu Empresa*. The regional governments manage the permit-granting and formalization processes for artisanal fisheries. According to Legislative Decree 1392, Article 31, regional governments and PRODUCE aquaculture grants through the *Sistema de Formalización Pesquera Artesanal* (SIFORPA, Formalization System for Artisanal Fishing) are aimed at formalizing the designation of reserves for fishing activities. Enforcement agencies include the *Dirección General de Capitanías y Guardacostas* (DICAP, General Directorate of Harbormasters and Coast Guards), *Autoridad Portuaria Nacional* (APN, National Port Authority), *Superintendencia Nacional de Aduanas y de Administración Tributaria* (SUNAT, National Customs and Tax Administration), and *Fiscalías Especializadas en Materia Ambiental* (FEMA, Specialized Environmental Prosecutors). The *Ministerio del Ambiente* (MINAM, Ministry of the Environment) is the primary institution responsible for environmental planning, environmental standards, and protected areas, and for the design, establishment, implementation, and monitoring of environmental policy. The *Organismo de Evaluación y Fiscalización Ambiental* (OEFA, Environmental Evaluation and Enforcement Agency) oversees environmental evaluation and enforcement and is responsible for supervising and sanctioning environmental infractions in the fisheries sector. The *Servicio Nacional de Certificación Ambiental para las Inversiones Sostenibles* (SENACE, National Environmental Certification Service for Sustainable Investment) is responsible for the environmental evaluation and certification system, and the *Dirección General de Ordenamiento Territorial Ambiental* (DGOT, General Directorate of Land Management) controls spatial planning and promotes integrated coastal zone management (ICZM) in Peru.

**IUU STATUS AND REGULATORY CHALLENGES.** The Government of Peru has signed the PSMA and IUU fishing poses a significant challenge to the sector. A study analyzing data from 1950 to 2010 estimated that IUU fishing represented nearly one-quarter (24 percent) of catches.<sup>48</sup> Both artisanal

and industrial fleets, international and national, operate in banned or closed areas; both catch unauthorized species (such as sea turtles and threatened sharks), and some use prohibited gear and techniques such as the use of explosives.<sup>49</sup> In terms of international fishing, the situation is similar to that in Ecuador: IUU fishing is linked specifically to Asian vessels that target the Humboldt squid, which accounted for 8 percent of landings from 2008 to 2017.<sup>50</sup> The large number of unregistered or inaccurately registered fishing vessels is a significant problem. It is estimated that over 9,500 vessels are operating without legal permits.<sup>51</sup>

**TABLE 6: CHALLENGES IN CURBING IUU FISHING IN PERU**

• A high level of informality in the fishing sector	• Low levels of compliance with laws and regulations
• Ineffective decentralization efforts, with overlapping or conflicting jurisdictions	• Fishery management focusing on anchoveta ( <i>Engraulis ringens</i> sp.), while neglecting other value chains
• Prevalence of the “open access model,” making it difficult to trace and control harvests	• Lack of transparency in fishery information and data
• Reliance of the existing traceability system on paper documentation	• A sanctioning system that does not effectively penalize or deter IUU fishing
• Corruption in decision-making; distribution of public money, public jobs, and contracts; and in the implementation of procedures and fines.	

Source: Aller, Oscar, and Tjerk van Rooij. 2020. *Illegal, Unreported, and Unregulated Fishing in Peru and Ecuador: Status, Main Drivers, Stakeholders, Strategies, and Opportunities for International Donor Engagement*. Washington, DC: USAID. The authors summarize the drivers of IUU fishing that have been identified by SPDA and Proética (the Peruvian chapter of Transparency International).

### 2.1.3 COLOMBIA

**FISHERY ECONOMIC ACTIVITY.** The context for Colombian fisheries is diverse, with activities taking place in two bodies of water, the Pacific and Caribbean, as well as in freshwater habitats. According to the 2019 Colombia GLOBEFISH Market Profile, the fisheries sector accounted for nearly 3 percent of agricultural GDP and 0.2 percent of total GDP. Just over 270,000 tons of fish and fish products were produced in 2019 (37 percent from capture fisheries and 63 percent from aquaculture), and exports of fish and fish products amounted to roughly \$151 million. *Tilapias nei* (multispecies) was the top species by total production volume and value.<sup>52</sup>

**GENDER DATA.** Research and published information related to gender and fisheries in Colombia is minimal. However, the limited available data show that women do play a significant role in the sector, although often in informal work—with less pay, stability, and benefits than men. In 2018, 23 percent of permits for artisanal fishing, commercial fishing, processing, and aquaculture were granted to women or to women-owned or women-led businesses.<sup>53</sup> Women represent 70 percent of operational employees in larger companies, such as tuna, shrimp, and industrial fishing processors with their own vessels.<sup>54</sup>

A study conducted in 2022 by Barreto et al. in Colombia’s Pacific Coast region provides a closer look at women’s roles. The region’s communities are among the country’s poorest and rely on artisanal fishing for protein and income. Approximately 65 percent of the population consists of marginalized groups: 86 percent identify as Afro-Colombians and 14 percent as indigenous peoples. The region is further challenged by populations that have been displaced by conflict or hindered by low levels of education. Women represent 59 percent of employees in the fishing sector in this region. The study identifies a gender compensation gap in the city of Buenaventura, where women earn 8 percent less than men on an hourly basis. Additionally, women work fewer hours, resulting in 20 percent lower monthly earnings overall, often in temporary jobs. Among the wholesale vendors, 23 percent are women. The value chain is characterized by high levels of informality.<sup>55</sup>

**GOVERNANCE STAKEHOLDERS.** The management of fisheries in Colombia is supervised by the *Autoridad Nacional de Acuicultura y Pesca* (AUNAP, National Aquaculture and Fisheries Authority), which is under the *Ministerio de Agricultura y Desarrollo Rural* (Ministry of Agriculture and Rural Development). AUNAP is supported by the *Dirección General Marítima* (DIMAR, General Maritime Directorate) and by autonomous regional corporations. Environmental oversight is provided by the *Ministerio de Ambiente y Desarrollo Sostenible* (Ministry of Environment and Sustainable Development), which includes the *Instituto de Investigaciones Marinas y Costeras* (INVEMAR, Institute of Marine and Coastal Research).

**IUU STATUS AND REGULATORY CHALLENGES.** The Government of Colombia has not signed the PSMA. However, IUU fishing is a concern. Colombia ranks 5th out of 10 South American countries and 73rd in the world in the 2021 IUU Fishing Index.<sup>56</sup> According to a 2020 study, activities to manage the fishing sector, such as monitoring, control, and surveillance (MCS), have not been a priority for the Colombian government until recently, and there appears to be a lack of clarity in the roles and responsibilities related to MCS among Colombian institutions.<sup>57</sup> IUU fishing in Colombia has also been associated with criminal activities like human trafficking and drug smuggling.<sup>58</sup> Artisanal and industrial fishers find themselves in conflict as they compete for fish, with a lack of clarity regarding legal fishing zones, established quotas, and mandates from the multiple government agencies that provide oversight and enforce the regulations. The Government of Colombia has tried to reduce conflict between fleets by establishing an exclusive zone for artisanal fishers. Even though a larger share of the catch has been going to small-scale fishers, the resources remain overexploited (e.g., shrimp).<sup>59</sup>

## 2.2 KEY FINDINGS BY DOMAIN

In analyzing the primary and secondary data, the research team found that the key findings were relevant to both Ecuador and Peru; and for this reason, the findings are combined, with country-specific information presented in support of the key findings. Secondary data collection for Colombia suggest that the key findings also apply to Colombia. Unless a specific secondary source is cited, the data comes from participants in the interviews identified in [Annex C](#). The analysis is organized according to ADS 205 gender analysis domains (laws, policies, regulations, and institutional practice; cultural norms and beliefs; gender roles, responsibilities, and time use; access to and control over assets and resources; and patterns of power and decision-making).

### 2.2.1 LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL PRACTICES

**Much of artisanal activity is informal and not officially registered, and there is no evidence that the differential gender needs and circumstances of fishers are considered in the policy process.** The reasons behind fishers' noncompliance with official registration regulations are complex and context-dependent, varying based on individual roles. Additionally, the impacts of noncompliance on individuals varies depending on their respective gender-informed roles.

**Women buying and selling undeclared catch is a common livelihood strategy, and most women do not consider the practice illegal.** A significant number of boats are not registered, and unregistered boats do not register their catch as required by law. Boats that fish without permission do not arrive at the official ports to unload their fish; instead, they do so in coves where they cannot be seen by inspectors. Women travel to these places to purchase and transport the fish to market, often without engaging in the value-added tasks they typically perform at processing platforms within legally inspected ports (e.g., cleaning, washing, weighing, and packing fish).

- In Peru, all artisanal fishing vessels must be registered and receive a permit from the *capitanía de puerto* (port captain) to operate on the open seas. The many unregistered boats usually need to



sell their fish where officials are not monitoring catches or take advantage of a loophole that allows boats to fish while in the process of registration. According to PRODUCE estimates, 60 percent of artisanal fishing vessels do not have formal fishing permits.<sup>60</sup>

- In Ecuador, all vessels need to be registered, and they must off-load their catch on the mainland in the presence of an official from the Subministerio de Recursos Pesqueros (SRP, Subsecretariat of Fishermen's Resources), while in the Galápagos Islands, the supervision is provided by Marine Reserve officials.

**The time and resources required for maintaining compliance is burdensome, and often conducted by wives on an unpaid basis.** Within artisanal fishing households, women are frequently responsible for conducting transactions related to registration and permits, in addition to their household duties. Women assume these administrative responsibilities to support their husbands, adding to their own uncompensated work burdens and increasing the invisible costs of doing business. Interviewees mentioned that maintaining papers in order necessitates frequent trips to and from offices. If they fail to maintain the process, they risk losing their legal status.

- The cost of the transport and time required to travel, which is usually the wife's responsibility, is an obstacle. According to a group of artisanal fishers operating near the Port of Paita, in Peru, fishers pay between \$4 or \$5 to travel 60 minutes round trip on an unpaved road to register a fishing expedition.

Most artisanal fishing families depend on fishing for their livelihoods and well-being, and they are faced with decisions on how to allocate their scarce resources. Time-consuming and costly formalization processes compound the economic stresses artisanal households face. During difficult times, such as when a household is low on resources and food is insecure, household stress can exacerbate GBV. Expediting and improving the clarity of the procedures would reduce household economic stress.

**Boat owners know they need official permission to fish, but knowledge and education requirements are obstacles to compliance, and so are the complex regulations and burdensome paperwork.** The requirements can vary by geographic location, vessel size, and fish species. Access to information on how to comply with the complex regulations appears to be uneven. Some fishing associations and cooperatives share this information and even offer services aimed at facilitating transactions. Even though women often assume the responsibility for facilitating the transactions, their husbands (in their capacity as boat owners) are usually the members of associations and cooperatives, with direct access to regulatory information and authorities. Simplifying the requirements and improving access to regulatory information would help both fishers make informed compliance decisions.

- In Peru, artisanal fishers noted that they would like to respect the legally mandated fishing restrictions, but compliance is challenging. Fishers interviewed said they were aware of the legal fishing parameters, such as the calendar determining when fishing is permitted (*veda*), prohibited fishing practices, and restrictions against keeping juvenile fish and fish under the permitted size. However, there are gaps and confusion in the *Reglamentos de Ordenamiento Pesquero* (ROPs, Fisheries Management Regulations) with regard to the handling of different species. The ROPs cover such areas as quotas, registration processes for authorized fishers and boats, size limitations, and the enforcement of an annual period of *veda*.<sup>61</sup> There are complexities within ROPs; for example, there is a ROP for Humboldt squid that applies to industrial fishing vessels, but not to the artisanal fishers that do most of the fishing in Peruvian waters.<sup>62</sup> Mahi-mahi are not yet regulated by an ROP, but related ROP legislation (R. M. N° 00141-2021-PRODUCE) is currently in development.<sup>63</sup>
- In Peru, some recently formed fishing cooperatives offer registration services to their members. Some fishers look to their *Organizaciones Sociales de Pescadores Artesanales* (OSPAs, Social Organizations of Artisanal Fishing) for guidance.

- Education qualifications are a factor in Peru. Pilots and crew members must have a secondary school degree to be licensed. As women are rarely crew members, the education limitation primarily affects men fishers; in any case, women have lower rates of secondary education. In Paita and Matarani, relatively low education levels present an obstacle to aspiring crew members who are obliged to have a license, which requires a secondary education degree. According to the 2017 census, 47.9 percent of men and 39.2 percent of the women in Paita had completed their secondary education; and in the Mollendo District (Matarani) only 43 percent of men and 36.4 percent of women had completed their secondary education.

Interviewees noted that **some boat owners, most of whom are men with influence and resources, overcome the regulatory obstacles by resorting to corrupt practices.** As shown in the subsection below on gender roles and responsibilities, most boat owners are men, and men are more likely to be exposed to situations that involve corruption. Examples of potential corruption or circumvention of regulations are presented below:

- In the Galápagos, there is a moratorium on issuing *Pescador Artesanal de la Reserva Marina de Galápagos* (PARMA, Galápagos Marine Reserve Artisanal Fisherman moratorium) fishing licenses. The moratorium is perceived by fishers as hindering their progress and well-being while leaving those who have influence and resources unaffected. According to the president of a local fishing cooperative, many members between 25 and 30 years old cannot obtain PARMA licenses, and are therefore unable to fish. Meanwhile, there are reports of boat owners obtaining PARMA licenses who are not fishers or members of fishing cooperatives. One interviewee reported that, of the 1,117 existing licenses, only 300 to 400 belong to active fishers.<sup>64</sup> This may also be attributable to the moratorium and inefficient processes; however, there is a perception among the people interviewed, primarily women, that corruption and influence are factors.
- In Ecuador, interviewees observed that it is a common practice on artisanal and industrial vessels to not declare the whole catch and then divide the unreported catch among the crew members. These decisions are made by male vessel owners or managers.
- In Peru, irregularities were reported in the formalization process in which boat owners did not comply with the correct procedures. Fishing groups reported that many inspectors charge fines during the formalization process that are not required by law. Interviewees explained that it takes several years for ROPs to become law, and during this period some inspectors take advantage of the lack of legal clarity by charging boat owners fines, even though fines should not be issued until the ROP is fully approved. There are also signs that laws are not evenly enforced. According to Supreme Decree 005-212, an artisanal fishing fleet is not permitted to expand, yet the ongoing construction of new boats is evident, especially in Paita and Matarani.

**Interviewees perceive that men working in the public sector are more inclined to corruption than women.** Women are seen to have stronger morals and are believed to be more vigilant. In Peru, interviewees said that women inspectors are perceived to be stricter enforcers of the regulations. Global research indicates that women commit fewer acts of corruption because of differences in their social interactions and power dynamics. Men interact within their networks to promote their economic interests, while women generally do not participate in these networks, instead interacting with one another in different contexts such as social functions.<sup>65</sup> Although specific sex-disaggregated data on roles in addressing corruption and enforcing regulations are not available, these gender perceptions are important to consider in light of the male-dominated government institutions responsible for fishery enforcement.

**Women working informally with limited means of generating income sometimes resort to illegal practices** such as harvesting during prohibited periods (e.g., gleaning crustaceans). This practice is common, in addition to buying and selling unregistered catch.



- A group of women in Manta referred to as *chumumeras*, most of whom are single mothers, resort to gleaning throughout the year, including during prohibited periods, out of necessity to support their families.

**Individuals, regardless of gender, are reluctant to report illegal activity.** They want to avoid conflict with other community members, and are fearful of attracting the unwanted attention of an inspector. Generally, community members do not trust the fishing authorities, believing many of them to be corrupt.

- In Ecuador, artisanal fishers in Manta stated that when they reported vessels operating outside the legal fishing areas to officials, it turned out that the officials had accepted bribes.
- In the Galápagos, many women fish without licenses, but other fishers will not report them because they are often the women's fathers, husbands, or sons.

The findings above illustrate the varying needs and experiences of individuals of different genders when maintaining compliance, understanding and interpreting regulations, and navigating regulation and oversight. Best practice recommends that policymakers take a bottom-up approach that develops and enforces regulations based on a solid understanding of the distinct needs and circumstances of all genders within the fishing community. The FAO's *Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries* include a focus on strengthening human rights in fisheries and recommend that men and women participate in decision-making related to policies and regulations that affect their livelihoods.<sup>66</sup> When policymakers consider the differential circumstances, needs, and local knowledge of fishers, regulatory and enforcement policies are likely to be more appropriate and compliance will likely improve.

**Industrial fishing companies are more formal than the those in the artisanal sector, and thus more compliant with fishery regulations and, to a limited extent, more willing to enforce workers' rights for employees.** These companies generally have systems in place to ensure compliance with the procedures for registering and obtaining permits, although they also experience bureaucracy and corruption as they navigate the legal processes. Companies are also required to comply with local labor laws, which provide labor protections and benefits (e.g., social security and lactational periods for breastfeeding mothers), as well as an established procedure for addressing rights violations. Informal enterprises such as artisanal fisheries are more susceptible to noncompliance and more vulnerable to corruption than industrial enterprises. They lack the infrastructure, personnel, and systems that industrial companies have to manage procedures in a cost-effective manner. Informal workers thus have little formal recourse if their rights are violated within their family enterprises. Accordingly, women in artisanal fishing are among the more insecure and vulnerable workers in the sector, as they are employed by enterprises that are less legally compliant and are in positions that are not formalized.

**Some private fishing companies have implemented women-friendly employment policies and practices, usually to the extent required by labor laws.** The companies consulted for this analysis stated that they had instituted policies that comply with the national mandates for employment benefits (e.g., maternity leave, health coverage, and social security for full-time employees), although there are reports of noncompliance, as well. As described in the subsection below on gender roles and responsibilities, many women employees are engaged in temporary and part-time work at processing plants. Part-time and temporary employees usually do not qualify for benefits.

- In Ecuador, an interviewee who oversees a fish-processing facility observed that facilities that have women in leadership positions are more likely to offer better access to advancement opportunities for female employees, and to support practices that benefit them, such as effective grievance procedures. Although the labor law requires companies with more than 50 employees to provide a day-care service on site, not all employers comply.

- In Peru, some industrial fishing companies have instituted improvements that benefit women workers, such as breastfeeding rooms and day-care facilities. *El Decreto Supremo No.023-2020 MIMP aprobo la Ley 29896* establishes the obligations regarding breastfeeding rooms. Other developments have occurred due to union demands or companies' social responsibility efforts. The *Sociedad Nacional de Pesquería* (SNP, National Fishery Society), a society with 64 private business members from the fishing industry, (including extraction and processing), has spearheaded social responsibility efforts. For example, SNP has assisted fishing communities in improving their food security and addressing infant anemia; and it has implemented workshops throughout the country on children's rights, mental health, and GBV. SNP also coordinates its work with government agencies. Notably, two women presidents have led SNP since 2013, but the current 27-member Board of Directors includes only four women.

**Government institutions engaged in fisheries do not have gender or social inclusion strategies.**

The lack of such strategies hinders workforce diversity, recruitment of women for leadership positions, and the gender responsiveness of government services. Although public information indicates that some institutions have implemented one-off trainings or started working groups on gender equality, the research team found it difficult to meet with government representatives who are knowledgeable about previous gender-mainstreaming efforts.

- Peru passed a Supreme Decree 164/2021, codified within the *Política General de Gobierno para el Periodo 2021-2026*, obliging government agencies to comply with *Eje 5.3 Fortalecer*, 5.3.5, which meant mainstreaming intercultural considerations such as gender, multigenerational issues, and people with disabilities into public management to guarantee the rights of everyone. Steps have apparently been taken to effect public sector gender mainstreaming, but further efforts are needed to integrate gender considerations into workplace practices and policymaking. Given the small number of interviews with government officials and the limited supply of publicly available information, it is difficult to determine the extent and focus of these efforts. For example, no information was available on the progress of a mechanism for gender equality established under FONDEPES in 2020.<sup>67</sup> Interviewees noted that although there is a law prohibiting sexual harassment (Ley N°27942, Ley de Prevención y Sanción del Hostigamiento Sexual) and an implementation guide for employers, PRODUCE had admitted that it had no gender plan and no code of conduct for preventing harassment in the workplace. PRODUCE formed a permanent working group charged with promoting gender equality, and in 2017 and 2018 seven government organizations working with fisheries and protected areas also created working groups to implement gender-responsive activities. To date, they do not appear to have achieved any tangible results. IMARPE has developed a gender plan, but the details and status of the plan are unknown.
- Similarly in Ecuador, it is difficult to determine the focus and extent of gender mainstreaming efforts based on the limited government interviews and publicly available information. Interviewees reported that SRP does not have a code of conduct for preventing harassment in the workplace. However, last year SRP trained 115 officials and authorities in key gender concepts, ways to address harmful stereotypes, and methods for assessing and monitoring gender responsiveness (gender responsive index).<sup>68</sup> In the Galápagos, the *Consejo de Gobierno del Régimen Especial de Galápagos* (Governing Council of the Special Galápagos Regime) has not integrated gender considerations into its policies and programs.

## 2.2.2 CULTURAL NORMS, PERSONAL SAFETY AND SECURITY

**Fishing is commonly perceived to be a masculine activity, especially at the harvesting stage, when it takes place on the open sea.** Women's engagement in activities aboard fishing vessels is considered unacceptable due to the perceived danger and accommodation conditions.

Conditions on artisanal vessels are considered particularly unsafe for women. In addition to the perceived danger, the scarcity of separate sleeping and bathroom facilities for female crew members further deters women from participating in capture and inspection activities. **Gleaning, processing, and trade activities are generally considered more appropriate for women, although secondary to household responsibilities.** The research team observed some regional differences in the rigidity of gender norms. For example, in Paita gender roles are more rigid than in other parts of Peru, and women are seen as breaking cultural norms even when they are participating in fish processing activities.

**Very few companies have codes of conduct that protect female employees from harassment in the workplace.** Grupo DEGFER (De Genna Fernandez), a fishing company in Ecuador with a woman in a management position, acknowledges the importance of improving employee awareness about GBV and survivors' rights. The group plans to conduct workshops for employees on GBV prevention in the workplace and at home.

**Women in fishing communities experience various forms of gender-based violence.** Data related to GBV in Ecuadorian and Peruvian fishing communities is limited. Table 7 summarizes the secondary data on GBV rates, including, when possible, data specific to the fishing communities examined for this study. However, official data likely underestimates the extent of the problem because survivors of GBV are reluctant to come forward due to stigma and potential risks involved. The points below describe the GBV vulnerabilities specific to fishing communities:

- Restricted or erratic access to fishery resources can increase the vulnerability of women to GBV. Primary research did not identify specific evidence of this; however, FAO has observed that coastal fishing communities experience harassment by authorities patrolling the areas, such as when fishers are securing boat licenses.<sup>69</sup> Another study found that strong gendered divisions of labor and long periods away during fishing trips can reinforce negative masculine behaviors among male peers, including risk-taking behaviors.<sup>70</sup> Increasing women's access to resources such as microfinance without understanding and addressing gender dynamics can upset household patterns of decision-making and resource allocation, inadvertently increasing GBV.<sup>71</sup>
- In Peru, fisherman commonly experience with issues of alcoholism and engaging in transactional sex, which can deplete their limited household incomes and potentially contribute to GBV and sexually transmitted diseases. When fishermen return to port and receive their pay, some may spend earnings on drinking and sex work before arriving home. The Peru Demographic and Family Health Survey 2018, conducted by the *Instituto Nacional de Estadística e Informática* (INEI, National Institute of Statistics and Informatics), reported that 52 percent of the women who had experienced intimate partner violence (IPV) were assaulted when their partner was under the influence of alcohol or drugs.<sup>72</sup> While the data on the links between alcohol use and GBV are complex, a review of 55 studies of the relationship between alcoholism and GBV globally confirmed that alcohol use is associated with IPV abuse of women.<sup>73</sup> According to a study from the *Peruvian Journal of Experimental Medicine and Public Health* and the National Health Institute, women with partners who drank alcohol frequently faced seven times the risk of suffering physical violence from their partner than those with partners who did not consume alcohol frequently.<sup>74</sup>

**TABLE 7: SECONDARY DATA ON GBV RATES**

PERU	<ul style="list-style-type: none"> <li>According to the Peru Demographic and Family Health Survey 2019, three out of five women reported being exposed to some form of violence, including psychological abuse (53 percent), physical violence (30 percent), and sexual abuse (7 percent).<sup>75</sup> The survey in 2021 found that only a third of GBV victims sought help from public institutions after being physically assaulted.<sup>76</sup></li> <li>Although no direct correlation can be drawn, it is worth noting that the two provinces where the primary data were collected were higher than the national average for IPV. Compared with the national average of 63.2 percent in 2018, 65.6 percent of women in Arequipa Province and 67.4 percent of women in Piura Province experienced violence from their husband or partner.<sup>77</sup></li> </ul>
ECUADOR	<ul style="list-style-type: none"> <li>According to the <i>Instituto Nacional de Estadística y Censos</i> (National Institute of Statistics and Census) in 2019, three out of five women had experienced some form of violence.<sup>78</sup> Psychological violence was the most common (56.9 percent), followed by physical violence (35.4 percent), sexual violence (32.7 percent), and violence in the workplace (16.4 percent).<sup>79</sup> Additionally, 40.8 percent of women experienced psychological IPV and 25 percent experienced physical IPV.<sup>80</sup></li> <li>In the Galápagos, the levels of different types of GBV are higher than the national averages, but further study is needed to analyze the different types of violence, as well as the exacerbating conditions in the region.<sup>81</sup></li> <li>An official of the Centro Emergencia Mujer (CEM, Women's Emergency Center) in Paíta confirmed that her CEM had received reports of violence, primarily psychological. Data from the <i>Ministerio de la Mujer y Poblaciones Vulnerables</i> (MIMP, Ministry of Women and Vulnerable Populations) show that the three CEMs in Paíta Province attended to 505 women between January and August of 2022,<sup>82</sup> the majority of whom worked in fisheries.</li> </ul>
COLOMBIA	<ul style="list-style-type: none"> <li>In 2018, 11.9 percent of women aged 15–49 years reported that they had been subject to physical or sexual violence by a current or former intimate partner in the previous 12 months.<sup>83</sup> The percentage of women who experience GBV in their lifetime was estimated at 37.4.<sup>84</sup></li> </ul>

### 2.2.3 GENDER ROLES, RESPONSIBILITIES, AND TIME USE

**In the fishing industry, there are no sex-disaggregated data on personnel**, making it difficult to assess gender-differentiated roles, gender-specific barriers, and opportunities for advancement. Furthermore, some government data do not disaggregate for the fishing industry. For example, the last Population and Housing survey conducted in Ecuador grouped agriculture, livestock, forestry, and fishing occupations together.

As mentioned earlier, **women generally do not engage in fishing activities at sea**. Fishing offshore is considered a masculine activity and dangerous. There are a few exceptions when women accompany spouses on fishing expeditions for short periods and for certain forms of fishing, or when women boat owners venture out. Also, some women glean, harvesting seaweed and invertebrates not far from the shore.

- In Matarani, Peru, some women accompany their husbands on fishing expeditions, but do not perform physically intensive tasks. Some of these expeditions last several weeks, and the women contribute by harvesting flying fish roe. These expeditions are on smaller boats, which require less physically intensive fishing methods. In Ancón and Marcona, women harvest seaweed and crustaceans from along the shore.
- In Ecuador, some women boat owners who fish are members of the *Cooperativa de Producción Pesquera Artesanal “20 de septiembre,”* in San Mateo, a fishing village nearby Manta. In the Galápagos, interviewees noted that a number of women fish is sporadic throughout the year, though they are the exception: seven women in all, four on Santa Cruz Island, two on San Cristobal Island, and one on Isabela Island.<sup>85</sup>

**Women work in artisanal fisheries is predominantly informal and spans the phases of preparation, processing, and marketing. Their labor is seldom compensated.** Balancing these tasks with numerous household duties, women's time and contributions in fisheries is undervalued. The

prevailing perception is that a woman's involvement in supporting artisanal fisheries is simply an extension of her domestic responsibilities, resulting in unpaid labor. Box 1 contextualizes unpaid household work as a critical source of gender gaps within the labor market. In the fisheries sector, most value chain descriptions overlook pre-capture activities and instead focus on activities related to capture, processing, and marketing. Pre-capture activities are essential for fish production, and are usually performed by women. These tasks include preparing food for fishing trips, repairing nets and equipment, obtaining ice, and assisting with boat preparation and loading. Despite their importance, these often unseen and underappreciated activities are regarded as an extension of women's domestic obligations.<sup>86</sup>

In the preparation phase, **women perform administrative tasks, including the preparation of provisions (fuel, food, ice, repairing gear, etc.) and the acquisition of legal permits for the fishing expeditions**, usually in support of their spouses.

- In Ecuador, boat owners said that going through procedures such as applying for permits or seeking advances is considered a poor use of the pilot's and the crew's time. They usually pay someone else or depend on their wives to complete them. A boat owner pays an average of \$10 to a third party for the service, but wives are usually not compensated for completing the same work.
- In Peru, interviewees reported that, depending on the size of the boat, two to eight people are needed to prepare for an expedition. Men carry and board heavier materials and equipment, while women buy provisions and obtain the permits.

#### BOX 1: UNPAID DOMESTIC AND CARE WORK

Women disproportionately perform unpaid domestic and care work, compared with men. They perform 71.4 percent of total unpaid care work in Peru, 77.8 percent in Ecuador, and 76.6 percent in Colombia. Women's unpaid care work is not reflected in economic data; contributes to gender pay gaps; and increases the probability that women will be limited to part-time or seasonal work, accepting work below their skill levels and in poorer conditions. In the fisheries sector, gendered care work is reflected in women seeking roles that are less likely to interfere with household responsibilities, with men holding and being promoted to more stable jobs.

Sources: Charmes, Jacques. 2019. *The Unpaid Care Work and the Labour Market. An Analysis of Time Use Data Based on the Latest World Compilation of Time-use Surveys*. Geneva: International Labour Organization (ILO); Ferrant, Gaelle, Luca Maria Pesando, and Keiko Nowacka. 2014. *Unpaid Care Work: The Missing Link in the Analysis of Gender Gaps in Labour Outcomes*. Paris: Organisation of Economic Co-operation and Development (OECD) Development Centre.

In the processing and marketing phases, **women and men work together in gutting, cleaning, and selling a portion of the catch at piers or local markets**. Generally, men unload the catch and dock and clean the vessel. Similar to women working in fish-processing factories, women in artisanal fisheries are perceived to be more careful and agile in carrying out processing tasks compared to men. In cases where the artisanal fishing vessel is large, most of the catch is sold to an intermediary, and families benefit from the husband's salary as a member of the crew. Some women are intermediaries, while others benefit from selling pieces of fish that they procured during the off-loading process (known as *cataneo*).

- In Peru, women weigh, grade, wash, cut up, and pack the fish. These responsibilities are perceived to be more commonly held by lesbian, gay, bisexual, transgender, queer, intersex, and people of diverse genders and sexualities (LGBTQI+) persons, as well. Women are more likely than men to add value by preparing the fish to sell in markets and to restaurants for direct consumption. In the squid value chain, however, men peel, remove the fin, and cut up the squid because these activities require more physical strength.
- In Peru, only men oversee the commercial transport of fish in refrigerated trucks. Trucks must be certified by SANIPES as compliant with refrigeration and security standards and protocols. In Ecuador, inspectors from SRP have this responsibility, and some of them are women.



**Most of the employees cleaning and gutting fish in the processing plants are women.**

Women are perceived as performing the required tasks more carefully and delicately than men.

- In Peru, many of the women working in fish processing plants are single mothers, separated from the fathers of their children for different reasons. According to INEI, 31.8 percent of households in Peru are headed by women, and this figure increased by 6.8 percent over the last ten years.<sup>87</sup> Some fathers remain in their fishing communities to fish and some women leave due to problems such as the prolonged absence of fathers at sea, alcoholism, GBV, and infidelity.
- In Peru, women are attracted to these jobs even though they are part-time and lack benefits because they usually pay two to three times the minimum monthly wage (approximately \$250).<sup>88</sup>

**Processing plant jobs are usually seasonal, requiring sporadic and intense periods of work, and women workers have limited advancement opportunities.**

In Peru and Ecuador, a small number of processing jobs are full-time with benefits, but most women workers do not receive any benefits because of the temporary nature of their work. Box 2 contextualizes the informal nature of processing jobs within the national environment as experienced by most women workers in Peru and Ecuador, without the labor law protections provided for formal employment. The long hours present a challenge to women who must juggle the tasks of work and home. Women factory workers have limited opportunities for advancement and they generally receive hourly wages. Most processing jobs are manual and do not require specialized skills. Some employees, including both men and women, are trained to manage equipment, and some work full-time and receive benefits. Most fishing company management positions are held by men, whereas women are generally employed in administrative support positions. If a management position is held by a woman, she will usually have a higher level of education and a higher socioeconomic status. Management positions are generally full-time and come with benefits.

**BOX 2: INFORMAL EMPLOYMENT IN PERU AND ECUADOR**

In Peru, 60 percent of women workers are informal laborers. Only 15 percent of them receive health coverage and 4 percent receive retirement benefits. In Ecuador, 66 percent of women workers are informal laborers, and they are not able to benefit from labor law protections, including maternity leave and social security.

Sources: Council on Foreign Relations. n.d. "Peru's Legal Reforms Effectively Increased Female Labor Force Participation"; Jara, H. Xavier, and Pia Rattenhuber. 2022. "Female Labor Supply and Informal Employment in Ecuador." WIDER Working Paper Series 2022/47, United Nations University World Institute for Development Economics Research, Helsinki, Finland, May 2022.

## 2.2.4 ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES

**Artisanal fishers operate in a variety of ways, making it difficult to understand the gender dynamics of investment decision-making within households and enterprises.** Some interviewees indicated that in artisanal fishing families, decisions regarding larger family investments (e.g., loans and asset purchases) are usually made jointly by the husband and wife. However, no research is available that examines these household-level decisions. Boat owners, regardless of gender, seek capital to fund fishing expeditions. Some owners serve as captains, while others contract a captain and crew members. Other boat owners contract an administrator to manage the expedition, with the owner receiving the income. Some owners have as many as ten boats, while many others have just one.

**Most fishing vessels are owned by men, however, there are instances of women owning boats.**

- In Ecuador, some boats are owned by women to facilitate legal transactions (e.g., licenses departure permits) when their husbands are at sea.

- In Peru, women who own boats in Paita have usually inherited them, while women in Callao and Matarani generally utilize their savings and loans to purchase them. In Matarani, husbands and wives often own the vessels jointly.

**Most artisanal fishers are highly dependent on advances to fund activities, increasing their vulnerability if a fishing expedition is not successful.** According to the *Tercera Encuesta Estructural de la Pesquería Artesanal Peruana* (ENEPA III, Third Structural Survey of Peruvian Artisanal Fisheries), only 25 percent of artisanal fishing investments in Peru came from the fishers' own sources, with 34 percent funded through advances from a commercial vendor (intermediary) and 31 percent from the boat owner.<sup>89</sup>

**Women have particularly limited access to formal financial resources.** All individuals in fishing communities have limited access to financial services because such services are not readily available. Where financial services are present, products have not been developed for artisanal fisheries. Women, and to some degree men, are further hindered in accessing these services because they lack the necessary collateral. In a 2021 study, only 38 percent of women in the Piura region who work in the fishing sector were clients of a financial institution.<sup>90</sup>

**Women lack access to training and capacity building to develop the skills necessary to engage formally within the fishing sector.**

- In Ecuador, vocational training institutions such as the *Escuela de Pesca del Pacífico Oriental* (EPESPO, Pacific Orient Fisheries School) and the Marine School, train individuals for technical roles within the fisheries and marine sector. However, these institutions currently do not offer schedules and facilities that cater to women. For instance, they do not offer flexible course schedules that would allow women to participate more easily. Moreover, the perception that many of the skills taught are masculine or not suitable for women contributes to low enrollment of women.
- In Peru, individuals can access to training in fishing enterprise management through the OSPAs, but Peruvian women face obstacles similar to those in Ecuador when seeking admittance to training institutions such as FONDEPES and the *Centros de Innovación Productiva y Transferencia Tecnológica* (CITEs, Centers for Productive Innovation and Technological Transfer) in Ilo and in Piura (“CITEpesquero Ilo” and “CITEpesquero Piura”). Women in leadership positions, however, have better access to training.

**Women often lack the technical and commercial skills to plan and undertake fishing expeditions,** as was discovered in a study of women's associations in Ecuador. The lack of knowledge of commercial practices, such as business planning and commercialization, makes it practically impossible for women to attract the necessary financing for fishing businesses to start up and remain sustainable.<sup>91</sup>

## 2.2.5 PATTERNS OF POWER AND DECISION-MAKING

**Fishing cooperatives and fishing associations are composed primarily of men.** The fact that they have mostly male members contributes to asymmetries in information, resources, assets, social networks, and bargaining power.

- In Peru, 95 percent of the members of the fishing cooperatives are men.<sup>92</sup> According to PRODUCE, there are 1,752 OSPAs throughout the country, and there are three categories based on the type of members: boat owners, fishers, and processors. The OSPAs are not only composed primarily of men, but they are generally led by men. However, the OSPAs for processors include more women members, some of them in leadership positions. In Paita and Matarani, the associations are a little more diverse, as they include women boat owners and processors. Some of these women hold positions on the boards of directors, including the position of president. There are a few associations for workers in washing, fileting, and trading roles, and these are composed primarily of



women. Whether an association will have predominately men or women members depends on the gender-segregated categories of workers it recruits from.

- A 2021 study of the members of Galápagos fishing cooperatives found that women comprised 2 to 5 percent of the members, with only one woman in a key leadership position and few women as asset-owning members.<sup>93</sup> The members and leaders of cooperatives who were interviewed noted the limited role of women in cooperatives, estimating that 90 to 97 percent of cooperative members were men.<sup>94</sup>

**Despite some women occupying leadership roles in fishing associations and cooperatives, they encounter reservations and inadequate support, including from their husbands and other fishing leaders.** Women who attend meetings are perceived to be neglecting their household responsibilities. Some interviewees perceive that the voices of women boat owners and women leaders are not respected and listened to by men in the sector. Women may work harder to demonstrate their value and experience. In Manta, Ecuador, one women boat owner who participated in decision-making for a local Fishery Improvement Project (FIP) stated that it gave her access to new knowledge that enabled her to contribute more to the governance of the *Asociación De Producción Pesquera De Armadores De Manta* (ASOAMAN, Fishery Production Association of Manta Shipowners). Also in Manta, women inspectors commented that male fishermen and fish transporters often do not address them directly, but instead communicate with them through their male colleagues.

**The owner or captain, usually male, assumes the leadership role and exercises the highest authority within an artisanal fishing boat enterprise.** The vessel owner and the men who are engaged in fishing at sea hold most of the power and authority over the fishing enterprise. As previously mentioned, women are generally not present on fishing vessels. The captain and crew manage all fishing activities that take place on the boat, as well as the off-loading and distribution of the catch.

**Women have some authority over the enterprise on land, making administrative decisions related to preparation, processing, and marketing.** The decisions made by women are often perceived as supportive in nature, resembling the type of support typically associated with a wife rather than that of a business partner. Similarly, in the household there is usually an adult male who is considered the primary authority; however, spouses reportedly share some of the decision-making related to managing both the household and the fishing enterprise from their home.

- Only a limited amount of research is available on decision-making within artisanal fishing households, although one study noted the role of patriarchal culture. In Ecuador, a 2017 study of eight artisanal and small-scale fishing cooperatives found that basic family needs such as food, education for the children, and sometimes health care informed household decision-making and spending. However, women interviewees attributed the patriarchal division of labor, which relegates women to household chores and caregiving for other family members, to a culture of “machismo.”<sup>95</sup>

**Most of the government positions overseeing the fisheries sector, developing or enforcing the relevant laws and regulations, are occupied by men at the national and local levels.**

- In Peru, there are few women directors, though PRODUCE has employed women to lead the development of policies and regulations. Women account for only 25 percent of the inspectors accredited by the *Dirección General de Supervisión, Fiscalización y Sanción, del PRODUCE* (General Directorate of Supervision, Inspection and Sanction, at PRODUCE). They perform the same functions as their male peers.
- In Ecuador, during the last few years women have assumed leadership positions, some as directors, in government institutions. In fact, SRP currently has a woman director.

**There are very few women fishery observers assigned to industrial vessels.**

- In Peru, women investigators form part of marine research crews under IMARPE. PRODUCE has a few women supervisors who join day-long expeditions.
- In Ecuador, 15 of the 50 inspectors who work for SRP in Manta are women. An interviewee in Manta observed that among veteran male observers there is skepticism about women entering the profession because it is perceived to be too dangerous for them. One woman interviewed reported that she had tried to apply for a position as an observer, but was told that she could not because she is a woman. Boats are not equipped with separate cabins and bathrooms for women, and ports also lack separate bathroom facilities.

**In the industrial fishing industry, women have been increasingly assuming directorships, other positions of authority, and technical positions.** This has been the case with the SNP in Peru and DEGFER in Ecuador.

**However, a gender salary gap persists in comparable positions in government and in the private sector.** Peru has an equal pay law requiring employers to ensure that men and women are paid the same for jobs of equal value,<sup>96</sup> and Ecuador’s Constitution guarantees equal pay for equal work.<sup>97</sup> Colombia does not have a law requiring equal pay for equal work.<sup>98</sup> Equal pay legal protections are one tool for reducing gender wage discrimination in formal labor, however gender wage gaps persist due to structural problems, including gender differences in unpaid care responsibilities, time out of the workforce, differences in education and training, job sorting, and leadership representation.<sup>99</sup>

- In Peru, the 2018 *Encuesta Nacional de Hogares* (ENAHOG, National Household Survey) documents the gap and the fact that it is larger in the private sector than in the government.<sup>100</sup>
- In Ecuador, a study conducted in 2020 to analyze the gender pay gap in the public and private sectors found that, overall, men received higher salaries. But while the gap in the public sector is closing, and was minor to begin with, the wage gap is more noticeable in the private sector, where it is attributed to gender discrimination. Women with higher levels of education and who dedicate most of their adult life to paid work can narrow the gap.<sup>101</sup>

**3. RECOMMENDATIONS FOR IMPLEMENTATION STRATEGIES AND INTERVENTIONS**

**3.1 STRATEGIC FRAMEWORK**

Based on our knowledge of the strategic direction of the RESD activities, under the USAID/SAR, and on the findings presented in this report, we recommend the following organizing framework for integrating gender considerations into USAID’s existing and future fishery and marine conservation activities. The framework consists of four strategic objectives with related lines of action as summarized in table 8. The following sections present potential approaches and interventions, organized by thematic areas, and their related lines of action.

TABLE 8: STRATEGIC FRAMEWORK FOR GENDER INTEGRATION		
STRATEGIC OBJECTIVE	DESCRIPTION OF OBJECTIVE	RELATED LINES OF ACTION
INSTITUTIONAL GENDER INTEGRATION	Strengthen the capacity of institutions engaged in fisheries (government, private sector, and NGOs) to integrate gender considerations into their policies, regulations, and programs	<ul style="list-style-type: none"><li>● Position USAID/SAR as a regional thought leader on gender in fisheries</li><li>● Advocate for and support the implementation of gender and inclusion strategies</li><li>● Improve employment opportunities and labor conditions</li></ul>

AGENCY AND LEADERSHIP	Strengthen women's participation and leadership in processes that influence fishery management and outcomes.	<ul style="list-style-type: none"> <li>Promote representation of women in cooperatives, associations, and fishery management activities</li> <li>Foster development of women support groups and their participation in fishery management</li> <li>Invest in women's leadership</li> </ul>
SOCIOECONOMIC DEVELOPMENT	Promote capacity building for women dependent on fisheries for their livelihoods.	<ul style="list-style-type: none"> <li>Foster educational and training opportunities for women</li> <li>Develop and promote conservation-friendly livelihoods that benefit women and their families</li> <li>Improve women's access to finance</li> </ul>
KNOWLEDGE AND AWARENESS	Improve knowledge and awareness of women's vulnerabilities, as well as their actual and potential roles and contributions in the fisheries sector.	<ul style="list-style-type: none"> <li>Improve the understanding in the sector of women's vulnerabilities and how to reduce them</li> <li>Promote positive gender roles and behaviors</li> <li>Improve awareness of women's roles and contributions in the sector</li> </ul>

## 3.2 INSTITUTIONAL GENDER INTEGRATION

### POSITION USAID/SAR AS A REGIONAL THOUGHT LEADER ON GENDER IN FISHERIES

Considering that Latin America and the Caribbean (LAC) are relatively new to addressing gender and inclusion in the fisheries sector, USAID/SAR is in a unique position to establish itself as a convener and thought leader on the topic, along with partners such as the Walton Family Foundation. USAID can work with platforms such as Gender Equality Dialogues, convened by Seafood and Gender Equality (SAGE) and the International Organisation for Women in the Seafood Industry (WSI) to organize virtual learning events specific to the LAC region. Similarly, USAID/SAR can leverage working groups such as the USAID Women's Economic Empowerment Community of Practice to bring together colleagues from other fishery activities to share longitudinal learning and discuss what is relevant to the LAC region. Examples of USAID fishery activities include the Feed the Future Ghana Fisheries Recovery Activity; Sustainable Fish Asia Local Capacity Development project, in the Indo Pacific region; and Ecosystems Improved for Sustainable Fisheries (ECOFISH) project, in the Philippines.

### ADVOCATE FOR AND SUPPORT THE IMPLEMENTATION OF GENDER AND INCLUSION STRATEGIES

A successful gender integration process strives to achieve transformative changes by challenging established and broadly accepted gendered power dynamics and discriminatory norms within institutions, communities, and households. The findings of this analysis can serve as a starting point for understanding gender concerns and considerations, but effective gender integration must become part of normal work practices and catalyze an ongoing learning process that will continually improve the capacity to address gender inequities and support women's empowerment. USAID and implementing partners should model, advocate for, and provide capacity-strengthening support to institutional counterparts (cocreators—national and local actors from government, the private sector, and civil society) working for gender integration. This section outlines four priorities for strengthening gender mainstreaming: (1) integrate gender objectives and requirements into the USAID project cycle, (2) create gender action plans with sufficient human and financial resources to facilitate their successful implementation, (3) collect and analyze gender-responsive data, and (4) strengthen consultative mechanisms that will enable diverse perspectives to inform planning and decision-making.

**Integrate gender objectives and requirements into the USAID project cycle.** Using this analysis as a first step, USAID should embed gender requirements in new solicitations and require projects to articulate gender-specific objectives and indicator targets. For active programming, implementing partners should engage their counterparts in reflecting on the findings of this analysis and in defining and monitoring gender-responsive interventions for their work plans. It is critical that gender

analysis and integration be treated as an ongoing process that will entail filling gaps, reviewing integration strategies and results, and adjusting work plans. Indicators disaggregated by gender and age should, whenever possible, reflect clear gender-specific objectives across all program components.

Implementing partners should deploy designated staff or consultants with expertise in integrating gender considerations into natural-resource-management programs, and in prioritizing gender integration into staffing approaches to counterparts. (Refer to box 3 on the importance of investing in staff specialized in gender integration.<sup>102</sup>)

**Develop costed gender action plans.** USAID can advocate for government agencies to prioritize gender integration by dedicating human resources and developing a gender-integration strategy or action plan. Using this analysis as a point of departure, USAID can support government partners in conducting participatory gender reviews to gauge the extent to which their environments enable gender mainstreaming—taking into account human resources, internal structures, organizational practices, political will, policymaking, and initiatives. Government entities should designate gender focal units with defined authorities and priorities. The government budget would ideally include funding for gender focal points at the subnational level.

For an example of government gender-mainstreaming policies, refer to [Ghana's National Gender Mainstreaming Strategy for the Fisheries Sector](#). In the SAR region, USAID can connect with and learn from the *Plan de Acción de Género y Cambio Climático (PAGcc, Action Plan for Gender and Climate Change, Ecuador)*, developed by Ecuador's MAATE with support from the United Nations Development Programme (UNDP).<sup>103</sup> Although we were not able to find guides on gender mainstreaming in fishing institutions in Latin America, there are several that were developed in other regions that may be useful for this study: *Southeast Asian Fisheries Development Center (SEAFDEC) Gender Strategy: Mainstreaming Gender in SEAFDEC and Its Programs*, produced by the Southeast Asian Fisheries Development Center;<sup>104</sup> *Pacific Handbook for Gender Equity and Social Inclusion in Coastal Fisheries and Aquaculture*, by the Pacific Community;<sup>105</sup> and the *Gender Equality and Social Inclusion (GESI) Policy*, developed by the Coral Triangle Initiative.<sup>106</sup>

One objective of a gender action plan could be to focus more on gender and inclusion issues within each relevant government agency; that could mean increasing women's representation, promoting an inclusive culture, and updating policies to achieve more equitable professional development. For example, a government agency could develop and implement a strategy to recruit and promote more women at all levels, enhance their participation, develop meaningful roles for them, and foster their professional advancement within the institution. The Coastal Fisheries Initiative (CFI) is working with SRP in Ecuador to develop and implement mainstreaming activities such as assigning gender focal points for the inspectors and their departments and working with human resources (HR) departments to develop and implement a process for addressing discrimination. In their effort to train inspectors, USAID and the NOAA should consider identifying pathways for increasing women's representation and professional opportunities, such as by embedding a training track for women in regulatory agencies. Identifying and supporting male champions in these institutions will be critical for continually demonstrating allyship and changing institutional cultures.

### BOX 3: INVESTING IN GENDER EXPERTISE FOR HUMAN RESOURCES

Requiring dedicated and trained gender specialists results in stronger gender integration. A review of Asia Development Bank projects found that even when projects had weak gender plans, projects with a gender specialist staff member had stronger gender equity results than projects without a specialist. Gender specialists should train other staff members and partners during the initial stages of implementation, and gender-integration responsibilities should be included in all staff job descriptions and evaluations.

**Collect and analyze gender-responsive data.** Efforts to monitor, evaluate, apply lessons learned, and adjust interventions are essential for adaptive management. Gender indicators and learning questions should be integrated into each project’s monitoring, evaluation, and learning activities. USAID should engage counterparts in the process of reviewing the information, adjusting the activities, and improving gender responsiveness based on this learning. Implementing partners should involve women and other underrepresented groups into project monitoring and participatory planning activities. For example, train and include women in community-based efforts to monitor the health of fish stocks and coastal ecosystems.

Monitoring and evaluation systems need to go beyond tracking the number of women reached; resources should also be devoted to capturing metrics related to participation in decision-making, agency, and empowerment. The Women’s Empowerment in Fisheries and Aquaculture Index (WEFI) is an example of a tested survey tool for measuring women’s empowerment, agency, and inclusion in fisheries and aquaculture that has been applied to monitoring project performance.<sup>107</sup>

Women’s contributions to the sector are nearly invisible because they are not reflected in fishery data. Beyond project monitoring and evaluation, USAID could have a lasting impact by investing in improvements in gender data within fishery management. It should help finance the efforts of government agencies and private enterprises to collect sex-disaggregated data on employment in the various activities along the fishing-industry value chains; the gender pay gap; occupational health and safety, including hygienic toilet facilities and workplace health policies; and affordable childcare. It should also finance the collection of qualitative and quantitative data on the incidence and risks of GBV and harassment in factories as a baseline for tracking changes, remediation, and action.

**Strengthen consultative mechanisms that will enable diverse perspectives to inform planning and decision-making.** Ongoing inputs and feedback from women and other underrepresented groups will be critical for ensuring that policies and benefits take into account their unique needs and do not disproportionately advantage or disadvantage certain groups. Valuing and responding to diverse perspectives are critical for any gender-integration strategy. Women must be involved in consultations so they can influence policymaking on such issues as the effects of climate change and overfishing on artisanal fishing; the projected rapid growth of aquaculture,<sup>108</sup> the procedures for obtaining permits and the number of permits granted; ensuring access for households that depend on fish for consumption; and programs for skills development, which are usually disproportionately accessed by men.<sup>109</sup> USAID’s implementing partners and counterparts should strengthen the representation and participation of women, and incorporate their unique perspectives into community consultations (e.g., project-related meetings with community groups, cooperatives, and associations; and meetings to gain free, prior, and informed consent [FPIC]). USAID should develop capacities in gender-inclusive facilitation techniques to ensure that women’s perspectives are heard in community consultations,<sup>110</sup> and coach cooperatives and government institutions in the design and conduct of inclusive facilitation processes. Box 4

#### **BOX 4: CONSULTATIVE PROCESSES FOR IDENTIFYING DIGITAL SOLUTIONS**

Interviewees described maintaining artisanal fishing permits as a time-consuming process that requires multiple trips to offices. Government counterparts should ask artisanal fishers, including women, to identify ways to expedite the compliance procedures and improve access to information. Digital platforms could be explored, while considering possible constraints such as the lack of internet access and digital skills. Engaging associations and cooperatives is one entry point for consultations, but government counterparts should also seek the participation of other groups, in addition to association and cooperative leaders and members.



provides an illustrative example of how government counterparts can utilize consultative processes to engage women.

## IMPROVE EMPLOYMENT OPPORTUNITIES AND LABOR CONDITIONS

USAID should promote interventions by counterpart institutions to improve labor conditions and opportunities for advancement, especially for informal female workers, workers in processing factories who have weak negotiating power, and workers in male-dominated environments. Programming should aim to increase the utilization and enforcement of labor laws and national policies that promote women's rights, provide decent workplace protections, and improve access to job opportunities. Underlying these efforts to improve labor conditions, USAID and its implementing partners can help counterpart industries understand the benefits of investing in women and the actions they can take. The following section describes actions for (1) engaging governments to strengthen labor protections and (2) partnering with the private sector to improve labor practices.

**Engage governments to strengthen labor protections.** This analysis identified possible areas of collaboration with public sector entities in Peru and Ecuador to address gaps in labor protections and services. Potential opportunities are identified below, but it would be advantageous to conduct a thorough review that examines policies and legislation for protecting the human rights of fishers. As an example, refer to *Gender and Human Rights in Coastal Fisheries and Aquaculture: A Comparative Analysis of Legislation in Fiji, Kiribati, Samoa, Solomon Islands, Tonga and Vanuatu*.<sup>111</sup>

In Peru, institutions may not be aware of the equal pay law, Law No. 30709, *Ley que prohíbe la discriminación remunerativa entre varones y mujeres* (Law Prohibiting Pay Discrimination between Men and Women), which promotes socioeconomic rights, including those of women (lineamiento 4.3). The *Estrategia Nacional de Prevención de la Violencia de Género contra las Mujeres* (National Strategy for the Prevention of Gender Violence against Women), referred to as “*Mujeres Libres de Violencia*” includes several services:

- Service 1, implemented by the *Ministerio de la Mujer y Poblaciones Vulnerables* (MIMP, Ministry of Women and Vulnerable Populations), certifies companies deemed free of violence and discrimination with a seal called the “*Empresa Segura*.”
- Service 22, implemented by the *Ministerio de Trabajo y Promoción del Empleo* (MTPE, Ministry of Labor and Employment Promotion), promotes and supports women in the workplace.
- Service 29, also implemented by the MTPE, fosters educational and training opportunities for women by recognizing, documenting, and certifying positions and related competencies mastered by women.

In Ecuador, USAID should assess the feasibility of supporting policies and programs that aim to reduce gender gaps in the workplace, including actions defined during *mesas* (roundtables) including government and private sector stakeholders. USAID can convene multi-sectoral platforms, such as the *mesas* established in Manta and the Galápagos, to identify collaborative actions that could support women's economic empowerment in fisheries. Possible areas for collaborative actions identified during the third *mesa sectorial* (sector roundtable) on gender and employment, held in 2021 (sponsored by the Chamber of Commerce in Quito and the Ministerio de la Mujer), were the following:

- Support the establishment of new legislation that aims to reduce gender barriers in the workplace (public and private), including closing salary gaps, addressing discrimination, and improving maternity and breastfeeding benefits.
- Advocate for transparent, inclusive, and data-driven processes.

- Support research that improves understanding of women’s employment barriers and opportunities.
- Strengthen the labor rights of women, formal and informal, in the workplace and at home.

**Partner with the private sector to improve labor practices.** USAID implementing partners could support local companies interested in addressing gender issues in the workplace and in gaining recognition as model employers in the industry. One potential partner is Grupo DEGFER, in Ecuador. Box 5 cites an example of a seafood company in Chile, PacificBlu, that is mainstreaming gender considerations into its operations.<sup>112</sup> The UN Women’s Empowerment Principles (WEPs) and EDGE Certification are two methodologies that can be used to guide businesses in assessing and promoting gender equality and women’s empowerment in the workplace.<sup>113</sup>

One area of technical assistance could be the development of codes of conduct and ethics guidelines to prevent and respond to GBV, reduce harassment in the workplace, and improve compliance. Partners should increase awareness of GBV through training for staff—what it is, how to spot it, how to react, and how to prevent it—and establish safe grievance mechanisms through which cases of GBV can be reported.

In male-dominated institutions of the industry (e.g., industrial fishing companies, fish-processing factory management, cooperatives), consider offering an executive leadership program to train and coach leaders in gender-equitable human resources practices, similar to the program implemented by [USAID Engendering Industries program](#).<sup>114</sup>

Additionally, foster alliances between institutional counterparts, especially HR departments, to improve understanding of institutional gender issues and how to best address them. For example, counterparts can exchange insights on how to define and institute policies that prevent or reduce rates of workplace harassment and GBV, or that improve working conditions and opportunities for working mothers. In Peru, consider forming an alliance with the SNP to share and promote promising practices among their extensive membership. Industry and government partners can also learn from identifying, documenting, and sharing policies and practices implemented by institutions in the region that have proven to be successful at improving employment opportunities and labor conditions for women.

#### BOX 5: PACIFICBLU

PacificBlu’s Gender Mainstreaming Initiative, launched in 2020, adheres to the Women’s Empowerment Principles (WEPs), which inform the program called “Win-Win: Gender Equality is Good Business,” cofounded by the European Union, UN Women, and International Labour Organization. The company formed a Committee for Gender Equality, made up of a diverse team of workers from different areas of the company. The Committee spearheads the Initiative, which promotes equality between men and women and seeks to balance the work, family, and personal lives of workers.

### 3.3 AGENCY AND LEADERSHIP

#### STRENGTHEN REPRESENTATION OF WOMEN IN COOPERATIVES, ASSOCIATIONS, AND FISHERY MANAGEMENT ACTIVITIES

**Provide technical assistance to strengthen the capacity of fishing cooperatives and associations to understand and integrate gender considerations as part of an institutional strengthening process.** By engaging resource organizations and consultants with expertise in gender and institutional capacity building, USAID and its implementing partners could work with cooperatives and associations to (1) design and implement a participatory analysis of women’s needs and their own institutional capacity to deliver services to their memberships, incorporating the perspectives of all persons (leaders, current members, potential members, and underrepresented voices); and (2) develop a process in which the findings are used to define and implement a plan to improve institutional services



for all members, with a focus on women and underrepresented groups. Examples of potential partners include the OSPAs in Peru; on mainland Ecuador, Cámara Nacional de Pesquería (CNP, National Chamber of Fisheries), the *Asociación de Atuneros del Ecuador* (ATUNEC, Ecuadorian Tuna Fishing Association), and the *Federación de Cooperativas Pesqueras Artesanales del Ecuador* (FENACOPEC, National Federation of Artisanal Fishing Cooperatives of Ecuador); and in the Galápagos, the *Cooperativa de Producción Pesquera y Productos del Mar* (COPESPROMAR, Fish Production and Seafood Products Cooperative), *Cooperativa de Producción Pesquera Artesanal de Galápagos* (COPRPAG, Galápagos Artisanal Fisheries Production Cooperative), *Cooperativa de Producción Pesquera Artesanal Bahía Pelican Bay* (Pelican Bay Artisanal Fish Production Cooperative), and the *Cooperativa de Producción Pesquera Artesanal Horizontes de Isabela* (COPAHISA, Horizontes de Isabela Cooperative).

Programs should identify and support the skills development of women who have the potential to lead or manage cooperatives and associations; they should also work with male champions who support the engagement of women. The programs should offer skill-building workshops and hands-on opportunities to apply newly learned skills. Relevant skills include negotiation and consensus building, basic finance, communications, digital tools, business and natural resource management, and organizing for collective action.

Practical steps at the institutional level could also be taken to bolster the participation of women as members of fishing associations and cooperatives. For example, allowing women to become members in their own right, not just through family memberships, could encourage more of them to participate and vote if it is financially feasible. In some Peruvian associations, there are no membership fees, so cost should not be a barrier to joining. Paid membership organizations could explore membership payment structures, including multiple levels and subsidized or sliding-scale memberships. Fishing associations and cooperatives could establish quotas to increase women's membership and utilize methods to encourage women to attend informational meetings and trainings. Offering childcare on site or holding meetings when all members can attend are examples of steps that may encourage greater attendance by women. Associations and cooperatives could also design offerings that will appeal to women members. For example, they could increase the agency of women working in the fisheries industry by holding meetings, workshops, and training programs to improve the women members' awareness of their rights with respect to their jobs and how their gender rights are ensured through existing legal instruments. Associations and cooperatives should facilitate women's access to information that will enable them to engage in discussions and influence outcomes.

USAID and its implementing partners can support joint learning activities involving fishing associations and cooperatives, including women-focused organizations. They could hold workshops that share lessons learned concerning institutional capacity building for effective governance, gender integration, and administrative procedures. They should support women's fishing cooperatives, where they exist, as successful women's fishing cooperatives could provide a unique model for potential replication. Box 6 describes the Pescado Azul Cooperative the Galápagos.<sup>115</sup>

#### **BOX 6: PESCADO AZUL**

Pescado Azul was created by local women to improve their employment opportunities and food security. The cooperative connects women to new markets for sustainably sourced tuna by selling it to tourists—the Islands' main industry. It also adds value by selling smoked products, thereby reducing the pressure on local tuna populations.

## FOSTER DEVELOPMENT OF WOMEN SUPPORT GROUPS AND WOMEN'S PARTICIPATION IN FISHERY MANAGEMENT

USAID and its implementing partners should foster the development of nascent formal and informal women's networks that provide support to and advocate for women fishers. Local and regional networks of women in fisheries could address barriers and advocate for the advancement of women in that sector. They could share information, for instance on regulations, markets, and new techniques; provide training in such areas as marketing, management skills, and developing value-added product lines); enable access to credits and loans; and facilitate engagement with government institutions and policymakers. For example, the Network of Women in Artisanal Fisheries and Aquaculture of the Pacific Alliance was recently established with members in Chile, Colombia, Mexico, and Peru (See box 7).<sup>116</sup> USAID and its implementing partners could support similar groups and networks to improve their ability to communicate their unique opportunities and circumstances within the fishing sector and to advocate for improvements and solutions. They should work with their government counterparts to engage these groups and networks as part of inclusive feedback processes.

### BOX 7: RED DE MUJERES DE MAR DE LA ALIANZA DEL PACÍFICO

In August 2021, the Subsecretaría de Pesca y Acuicultura (SUBPESCA, Undersecretariat for Fisheries and Aquaculture), in Chile, formed the Red de Mujeres de Mar de la Alianza del Pacífico, which will bring together woman fishers from Chile, Colombia, Mexico, and Peru and provide them with a space for collaboration, training, and future business development.

Informal groups may exist in communities that support the health, education, and livelihoods of women. Consider engaging resource organizations or consultants to assist in identifying and strengthening these support groups, and in building relationships between fishing-focused organizations and larger networks of organizations supporting women. Actively connect women's groups to resources (e.g., community savings and loan groups such as *Uniones de Crédito y Ahorro* (UNICAs, Credit and Savings Unions) in Peru, and entrepreneurial trainings) and opportunities to influence decision-making (e.g., membership in associations and cooperatives). These groups could also be helpful in identifying and supporting emerging women leaders who could be trained and mentored via the associations, cooperatives, and possibly, NGOs.

## INVEST IN WOMEN'S LEADERSHIP

When working with the government, private sector, and civil society counterparts, USAID's implementing partners should identify and support women with leadership potential, providing them with targeted skills building, facilitating opportunities to lead initiatives, and promoting their participation in decision-making processes that affect the sector (e.g., within associations and cooperatives, public consultations, etc.). In Peru, the implementing partners should consider forming a partnership with SNP to develop and implement a strategy for strengthening the leadership of women throughout the industry.

USAID's implementing partners should help emerging women leaders and male allies articulate and advocate for improvements and solutions that will benefit fisheries, women, and their families. They should support the participation of women's leaders in networks to develop their skills and foster collaboration with other leaders in the country or region.

### 3.4 SOCIOECONOMIC DEVELOPMENT

#### FOSTER EDUCATIONAL AND TRAINING OPPORTUNITIES FOR WOMEN

Programming should aim to improve fishers' knowledge and application of fishing and conservation regulations. Working in partnership with cooperatives or government entities, USAID and its implementing partners could hold workshops with fishers to improve their understanding of the barriers to the application of regulations and how to address them effectively. Because associations are predominately composed of and led by men, governments may consider targeted information campaigns to reach women in the sector, such as those who are responsible for registration and permits. Box 8 presents one approach that governments could follow to foster dialogue and information sharing with women fishers.<sup>117</sup> Government stakeholders in fishery management should determine if they are currently reaching women and if steps could be taken to communicate better with women and engage them directly.

##### **BOX 8: REGISTRO PESQUERO ARTESANAL**

A communication channel was established in Chile by SUBPESCA that facilitates dialogue among artisanal women fishers. The channel serves as a venue where women can send their queries, resolve their doubts, and share their concerns with the government. It currently has 23,000 women participants.

The implementing partners should support initiatives to target women fishers' barriers to education, and work with the families and support groups to assist women, particularly girls, in overcoming them. They should identify ways to help women fishers complete their basic education and support skills development for them, including financial management, marketing/sales, planning, and negotiation strategies. In Peru, support for continuing education could be delivered through the *Centros de Educación Básica Alternativa* (CEBA, Alternative Basic Education Centers), and box 9 describes a project that provides technical assistance to woman fishery entrepreneurs in Piura.<sup>118</sup> Mentorship and intergenerational programs should be encouraged, with companies providing guidance to women-led organizations, startups, and small-scale systems. These programs could include workshops featuring successful young women entrepreneurs.

##### **BOX 9: INCUBATING WOMAN-LED FISHING ENTERPRISES IN PIURA**

The *Iniciativa de Pesquerías Costeras—América Latina* (IPC, Coastal Fisheries Initiative—Latin America) and *Acuipisca Perú* are working together to support the training of 30 women entrepreneurs, with technical assistance to improve production and marketing by strengthening fish value chains, introducing improved technology, and fostering cooperation.

In Peru, USAID could convince the *Ministerio de Trabajo y Promoción del Empleo* (Ministry of Labor and Promotion of Employment) to formalize fish-processing and retail jobs that are typically occupied by women (e.g., cleaning, quality control, packing). This could be done by defining occupational profiles. A formal profile exists for artisanal fishing, but not for processing or retail. This would enable women to certify their skills and thus possibly gain better compensation and working conditions.

USAID and its implementing partners should work with vocational and higher education partners to support educational opportunities that will advance women in the fisheries sector. They could encourage formal vocational training programs to improve women's access to their courses, including the EPESPO in Ecuador; *CITEpesquero Piura*, *CITEpesquero Ilo*, and the FONDEPES in Peru; and the *Servicio Nacional de Aprendizaje* (SENA, National Apprenticeship Service) in Colombia. They should also encourage training programs to offer flexible hours and weekend courses, and implement communications and outreach strategies to challenge stereotypes regarding typically male-dominated

skill sets and professions. With higher education institutions, they should support emerging women leaders by promoting and supporting women in relevant fields such as biology, marine science, and environmental conservation. Role models of successful women in the field, such as researchers who develop or refine fishing and aquaculture technologies, could broaden understanding of the diversity of professional paths within the sector.

## **DEVELOP AND PROMOTE CONSERVATION-FRIENDLY LIVELIHOODS THAT BENEFIT WOMEN AND THEIR FAMILIES**

When rolling out livelihood interventions to be supported by its investments, USAID should consider the unique circumstances of and opportunities for women. For example, it should assess the feasibility of investing in improved technologies and labor-saving strategies for boat provisioning (e.g., equipment and food preparation, permit processing), fish processing (e.g., cleaning, filleting, preparing), and marketing/transport (e.g., display, packing, cold storage, transport), including how such investments would affect the livelihoods of women, men, and gender-diverse individuals.

Programming could also identify and support the development of alternative livelihoods that benefit women and their families and are conservation friendly. Examples of alternative livelihoods include providing services for marine tourism, promoting marine conservation practices, monitoring coastal ecosystem health, and managing coastal cleanup and recycling campaigns. USAID could create opportunities for women and girls to engage in project-related activities that develop skills, at the same time improving the natural resource base they depend on for their livelihoods. Implementing partners could support skill development, so women can participate in activities that generate additional income and are conservation friendly, such as piloting boats for marine tourism, serving as guides for marine tourism, recycling coastal garbage (e.g., plastics), and promoting improved environmental conservation practices.

The implementing partners should consider applying the EAFM, which, if carried out effectively and inclusively, can result in improvements in livelihoods, economic benefits, and public health. EAFM is briefly described in box 10.<sup>119</sup> In Ecuador, the World Wildlife Fund (WWF) applied a family-centered approach by engaging family members, including girls and mothers, to use cameras and tablets to monitor their fish enterprises and related catch. In Peru, the implementing partners should consider the feasibility of engaging women in the sustainable harvesting of octopuses, which can be done close to shore without boats and has a ready market.

### **BOX 10: WHAT IS THE ECOSYSTEM APPROACH TO FISHERIES MANAGEMENT (EAFM)?**

EAFM aims to maximize ecosystem benefits that result in increased food security and reduced poverty. It provides a planning and management framework that focuses on problems affecting communities and on what is causing those problems across the ecological, social, and economic dimensions of sustainable development.

## **IMPROVE WOMEN'S ACCESS TO FINANCE**

USAID programming in the fisheries sector should examine ways to improve women's access to finance. Institutions may be providing, or have the potential to provide, business and financial services to women fisher entrepreneurs (i.e., boat owners, processors, and retailers) at low interest rates and with minimal collateral. USAID could consider forming a strategic alliance between multilateral or development banks and second-tier organizations (fishing associations and cooperatives) that have at least 40 percent women members and a strong representation of women on their boards.<sup>120</sup>

USAID should provide business and financial services to women in the fishing sector by developing and strengthening strategic alliances between financial institutions and associations and cooperatives that include women members and women's groups. In Peru, it could work with OSPAs or women's groups to form alliances with *Crédito FONDEPES*, and *Agencia Adventista para el Desarrollo y Recursos Asistenciales* (ADRAC Perú, Adventist Development and Relief Agency), which support the development of community banks, or with *CrediVida*, a program of *Fomento de la Vida* (FOVIDA) that provides funding to microenterprises. Box 11 describes a recent example of the formation of savings and credit unions for women living in fishing communities in Los Tumbes.<sup>121</sup>

#### BOX 11: UNICAs IN PERU

In the Los Manglares de Tumbes National Sanctuary, the Ministry of the Environment of Peru, through the CFI project, supported by the UNDP, is implementing a collective savings-and-credit mechanism. The mechanism is facilitating the formation of UNICAs, which are groups comprising 10 to 30 people, mostly women, who save a monthly amount and take out loans for investment in business ventures.

Local partners should identify women fisher entrepreneurs through the fishing groups and work with the groups to facilitate access to financial and business services. Fishing-related financial and business services could include training in such areas as setting up and running a business, accessing capital, financial management, fishery data management, fishery technology, fish processing, and post-harvest technologies, as well as other relevant technical topics such as climate change.

USAID could also assist progressive fish-processing companies in developing and implementing regular, short, and intensive skills-development courses focused on women (e.g., business development skills such as financial management, personal development skills such as improved access to health and education services, or new job-related skills). In Peru, this could be done in partnership with SNP or other institutions that can deliver courses or connect women to resources for basic education, business, and financial services.

### 3.5 KNOWLEDGE AND AWARENESS

#### IMPROVE UNDERSTANDING OF WOMEN'S VULNERABILITIES AND HOW TO REDUCE THEM

As there is a significant lack of research focused on GBV in the fisheries sector, USAID and its implementing partners should aim to develop a body of knowledge to fill this gap, by commissioning studies or including GBV-specific questions in project learning agendas. Commissioning specific research on GBV in the fisheries sector would improve integrated GBV programming, as well as opportunities for dedicated programming elements to prevent and respond to GBV. Although limited stand-alone GBV programming was identified in the research, the Women in Fisheries Against Violence project funded by the European Union in Ghana may be worth learning from.<sup>122</sup>

At a minimum, the implementing partners should analyze GBV risks during a project's planning stage and develop a mitigation strategy to ensure that their interventions will not inadvertently exacerbate GBV. Risk mitigation is particularly critical for women's economic empowerment interventions because increased risks of GBV may be experienced by women who challenge gender roles and become more economically independent.<sup>123</sup> The USAID Collective Action to Reduce Gender-Based Violence (CARE-GBV) sector-specific guides include relevant strategy ideas, notably *Addressing GBV through Environment and Natural Resource Management Programs* and *Addressing GBV through Economic Growth and Trade Programs*.<sup>124</sup> Risk analysis tools developed by humanitarian organizations can also be adapted to rapidly

assess risk, including the CARE's risk analysis matrix <sup>125</sup> and United Nations International Children's Emergency Fund's (UNICEF) Gender-Based Violence in Emergencies Programme Resource Pack.<sup>126</sup>

USAID implementing partners can also work with community-level programs to analyze GBV and design targeted initiatives. For example, they could provide grants to local partners such as women's groups to facilitate a participatory process for analyzing unique circumstances and vulnerabilities experienced by women in fishing (e.g., mapping where women feel secure and insecure in the community, home, and workplace, and discussing the drivers). Partners could present aggregate, anonymized results to community leaders (men, women, and youth) and facilitate a discussion to define potential interventions that would mitigate and respond to drivers of GBV. Local groups could implement solutions through their own initiatives and strategic alliances. For example, young persons could create interactive and bite-size content (e.g., infographics, short videos, e-books) about relevant workplace safety and health issues as a way to advocate for policy change and action.

USAID should work with local service providers (government, private, and NGO) to improve access to, and the quality of, GBV response services. For example, in Peru, implementing partners could work with the *Centros Emergencia Mujer* (CEM, Women's Emergency Centers) and community members (e.g., women's groups) to strengthen referral protocols and distribute relevant information on referral pathways, safely and responsibly. CEMs are decentralized at the provincial level, and they provide multidisciplinary services (e.g., legal, psychological, health, and social) to GBV survivors free of charge.<sup>127</sup> As mentioned in the recommendation section on partnering with the private sector to improve labor practices, USAID could train private sector leaders and HR departments in GBV prevention and mitigation policies, and inform them on available referral resources.

USAID should improve understanding of women's vulnerabilities and how to reduce them. To this end, it should hold workshops with institutional counterparts and partners on GBV prevention, community safety, improving working conditions for women in the fisheries sector, nature-based solutions for coastal hazards, improving food security, etc. USAID should also investigate employment and entrepreneurship opportunities for women in fisheries to produce position papers and inform women-friendly policies and services.

## PROMOTE POSITIVE GENDER ROLES AND BEHAVIORS

A study on women's empowerment in small-scale fisheries in Mexico identified two driving forces for shifting gender norms there. First, role models of strong women engaging in traditionally male activities have inspired other women to gain enough confidence and skills for leadership roles. Second, men who supported the career development of women in their families were an underlying driver. Men who expressed pride in working with their wives as equals, which included sharing household and care responsibilities, enabled women to take on new roles.<sup>128</sup> The study illustrates that promoting positive gender roles and behaviors requires changing the attitudes and behaviors of all persons.

Programming can identify and promote positive role models, regardless of gender identity, working together respectfully and effectively while contributing equally to the well-being of their families or enterprises. Programs can highlight the accomplishments of individuals challenging traditional gender roles, such as women boat pilots. Communications and community-level engagements could promote broad changes in social attitudes by presenting women role models, men who support women, and men and women whose collaboration resulted in successful contributions to the fisheries sector. These



individuals could share with others how they work together and the benefits they have gained from doing so.

USAID should design interventions that help men, women, and gender-diverse individuals understand harmful gender norms (e.g., machismo, dominance, violence) and adopt more positive behaviors. Some projects in Latin America have implemented successful trainings and workshops that can serve as examples. For example, USAID's Regional Coastal Biodiversity Project in Central America implemented a short course on masculinities for male members of producers' associations, while members from women's groups participated in a workshop to develop a network aimed at preventing GBV.<sup>129</sup> Implementing partners could consider contracting organizations experienced in promoting new masculinities. For example, in Peru, potential resource organizations include the *Red Peruana de Masculinidades* (Peruvian Network of Masculinities), and *Masculinidades por la Igualdad Piura*. In Ecuador, potential resource organizations include the *Laboratorio Social de Género y Masculinidades*, and the *Coordinadora de Medios Comunitarios del Ecuador* (CORAPE, Community Media Coordinator of Ecuador).

### IMPROVE AWARENESS OF WOMEN'S ROLES AND CONTRIBUTIONS IN THE SECTOR

USAID and its implementing partners may consider ways to highlight the hidden contributions of women at fisheries. First, they should conduct an analysis of men's and women's roles and use of time along the artisanal fish value chain, to clarify women's contributions and relationships (i.e., women's work during the pre-harvest and post-harvest stages, and within the household),<sup>130</sup> thereby revealing the patterns of gender roles, time use, and labor value. Then, USAID and its implementing partners should work with local artisanal fishing associations and cooperatives to recognize the value of, and support the development of, women's contributions to fishing enterprises.

Campaigns, dramas, and role playing with gender-transformative themes could be organized in fishing communities and ports involving women, men, and young people, to encourage positive changes in gender relations by raising widespread awareness. These community-level activities could portray and highlight the significant roles played by women in households, fishing enterprises, and conservation efforts.



## ANNEX A: SCOPE OF WORK

### I. PURPOSE

New and anticipated USAID activities aim to promote the conservation and sustainable management of regional fishery resources. While these efforts reflect USAID's commitment to tackling the degradation and unsustainable use of marine resources at various levels, it also represents a new area of programming for USAID efforts in the South America Region (SAR). To support and inform the program design and implementation of regional fishery-related activities, with specific interest in Peru, Ecuador, and Colombia, USAID/SAR seeks a regional sector-level Gender Analysis.

Toward this end, Banyan Global will carry out a regional sector-level gender analysis under the Gender Integration Technical Assistance (GITA) II Task Order, to identify gender issues in the fisheries sector in the three countries and how gender dynamics exacerbate key constraints to inclusive and sustainable development, with a focus on artisanal fisheries. The analysis will provide opportunities for USAID/SAR to address gender-related issues to improve its fisheries-related designs and programming. It is also expected that by doing so, USAID/SAR will strengthen interest and know-how on the part of the local and national actors as well as USAID Missions.

By directly informing activity design for multiple regional environment and sustainable development (RESO) activities, the gender analysis will fulfill Automated Directives System (ADS) 205.3.4 and 205.3.5, which require a gender analysis during Project and Activity Design.

### 2. BACKGROUND

#### REGIONAL FISHERY, RESOURCES, ACTORS, AND GOVERNANCE

The coastal waters of Peru, Ecuador and Colombia have an extraordinary marine biodiversity and abundance of ecologically and economically important species. The Peruvian sea is home to perhaps the largest commercial fishery in the world: the anchoveta. At the same time, the Humboldt and Equatorial Counter currents help to create conditions that support important migratory species, including commercial fisheries such as anchoveta and tuna respectively. These highly valuable stocks are largely pursued by national and international industrial fishing vessels. Equally important, there is a wealth of other fisheries that are more locally abundant and of greater importance to artisanal or small-scale industrial vessels, such as Mahi-Mahi. While each of the countries in this region faces unique challenges to sustainably manage marine resources and to address illegal, unreported, and unregulated (IUU) fishing, there are similarities in the drivers that lead to unsustainable fishing practices.

Distant water fleets, primarily from the People's Republic of China, frequently fish along the territorial waters of Ecuador, Peru and Colombia for economically important fisheries, such as Humboldt squid. The presence and ecological impact of these distant water fleets has resulted in increased international attention to the challenges surrounding IUU fishing as well as the relationships between distant water fleets, IUU fishing, and related illegal activities, such as forced labor, trafficking in humans, arms or drugs, money laundering, and other forms of corruption.

Poor governance at all levels contributes to regional and national-scale IUU fishing in the region. This is exacerbated by a lack of economic incentives for formal and sustainable practices. Additionally, fisheries policy, regulation, and enforcement currently fail to engage national and sub-national governments/authorities and actors in co-management of fisheries.

Taken together, it is clear that both globally valuable and locally critical fisheries are at stake, with pronounced impact on the artisanal fisheries sector, which employs more than 100,000 fishers across Ecuador and Peru alone and is a vital source of protein for thousands of communities. In addition to the significant generation of international revenues for each of the countries' economies, a significant portion of coastal Ecuadorian, Colombian and Peruvian families depend on fisheries as a primary source of income and food security.

## USAID/SAR FISHERIES-RELATED ACTIVITIES

Current and anticipated programming by USAID/SAR in this sector includes several new fisheries related activities. The first of these, "Partnership for Sustainably Managed Fisheries Program," aims to halt IUU fishing in Peru, Colombia, and Ecuador while promoting sustainable management of critical marine species and ecosystems, in partnership with the National Oceanic and Atmospheric Administration (NOAA). The second of these activities intends to use policy tools, market incentives, knowledge-exchange and other mechanisms that will significantly reduce the threat of IUU fishing at the artisanal level and begin establishing sustainable and profitable management of selected fisheries in Peru and Ecuador.

The Gender Analysis for the "Partnership for Sustainably Managed Fisheries Program" Activity with NOAA found that women's contributions to the Peruvian fisheries sector is not visible, though not for lack of material contributions. Rather, women's contribution to the artisanal fisheries sector is often uncompensated as it is viewed as an extension of traditional household or care duties. The empowerment of women and opportunities to formalize their roles in this sector should be emphasized. Further, gender-based violence (GBV) is pervasive in the sector, especially in connection with IUU fishing (IUCN, 2020).

This analysis also identified a number of priority actions for integrating gender equity and women's empowerment considerations. These recommendations included: (1) Collect and systematize all available information on the tasks assumed by women and girls in the work of protecting resources; (2) Understand community participation and gender-sensitive leadership will lead to better activity planning, timing, and understanding of community dynamics on gender roles; (3) Take specific measures to increase the effective participation of women in information sessions and decision making; (4) Clearly communicate/report the contribution of women to the sustainable management of resources and take measures to protect those who report environmental crimes; and (5) Collect detailed information on the use of time by gender (productive and reproductive activities, number of hours of paid and unpaid work, hours of rest, free time, etc.).

USAID/SAR seeks to build off this activity-specific Gender Analysis to provide a fisheries sector-level analysis tailored to the office's current and anticipated regional activities and designs within the sector.

## 3. OBJECTIVES AND SCOPE OF THE GENDER ANALYSIS

### 3.1 OBJECTIVES

The objective of the assignment is to conduct a targeted gender analysis of the fisheries management and related sectors in order to provide clear and implementable strategies or actions to ensure current and future USAID activities are gender-responsive and enhance women's economic empowerment.

The proposed Gender Analysis will build from existing reports and assessments (identified below), and fill knowledge gaps on gender dynamics in the artisanal and industrial fisheries value chains.

The findings and recommendations of the gender analysis will guide USAID/SAR RESD activity in incorporating gender equality and female empowerment into the design of its existing and future fisheries

and marine conservation activities. **The following is a set of anticipated questions to guide the gender analysis, which will be refined and prioritized during the inception phase, in partnership with the USAID/SAR team:**

1. What are the gender roles and dynamics of persons in industrial and artisanal fisheries value chains— including harvest, post-harvest processing, enforcement, management, and in the perpetration of illicit activities—in the coastal regions of Peru and Ecuador (including Galápagos)?
2. What are women’s perceptions/understanding of fisheries regulations such as Agreement on Port State Measures to Prevent, Deter and Eliminate Illegal, Unreported and Unregulated Fishing (PSMA), and marine conservation activities such as management of Marine Protected Areas (MPAs)?
3. What strategies can be designed to advance gender equality and women’s empowerment in fisheries in the region? For example,
  - What opportunities does the processing sector present for women’s economic advancement?
  - Could formalization of artisanal fishers adversely affect or disempower women?
  - What approaches are needed to prevent and respond to gender-based violence in the sector?
  - Which activities, such as gender-sensitive training and curriculum, can be integrated into the new regional Activities combating IUU fishing to increase the gender-responsiveness of program strategies?
  - How should USAID prioritize its resources among the countries/activities to achieve the greatest impact toward gender equality in the fisheries sector in the region?
4. What standard and custom indicators can be used to effectively measure gender equality and women’s empowerment in fisheries value chains in the region?

The primary audience for the analysis results will be USAID/SAR, USAID/Washington, and the three USAID country Missions. At the same time, the analysis will be accessible to all interested parties in the development community and beyond.

### 3.2 SCOPE

This gender analysis will prioritize the artisanal fisheries subsector, which may include formal (i.e., licensed) and informal or illegal activities; and include specific dimensions of the industrial fisheries subsector, as it relates to the octopus/benthic invertebrate, tuna, mahi-mahi, and jumbo flying squid fisheries value chains.

Additionally, the landscape analysis will consider gender dimensions of policies, regulations, and international agreements such as the Port State Measures Agreement and development and management of MPA.

In accordance with the ADS Chapter 205 guidance (available through the following link <https://www.usaid.gov/ads/policy/200/205>), the gender analysis will consider data and information within the domains and cross-cutting themes identified in the subsequent table.

**TABLE 9: GENDER ANALYSIS DOMAINS AND CROSS-CUTTING THEMES**

USAID ADS GENDER ANALYSIS DOMAINS	CROSS-CUTTING THEMES	SOCIALLY RELEVANT CATEGORIES
<ul style="list-style-type: none"> <li>• Laws, policies, regulations, and institutional practices</li> <li>• Cultural norms and beliefs</li> <li>• Gender roles, responsibilities, and time use</li> <li>• Access to and control over assets and resources</li> <li>• Patterns of power and decision-making</li> </ul>	<ul style="list-style-type: none"> <li>• GBV prevention and response</li> <li>• Women's economic empowerment</li> <li>• Environment: stressors and vulnerability</li> </ul>	<ul style="list-style-type: none"> <li>• Women and men, in all their diversity</li> <li>• Persons with disabilities</li> <li>• Marginalized populations</li> </ul>

The analysis will include the **topical areas and stakeholder groups** listed below. It is important to note that due to study limitations, information on industrial fishing and some topics on IUU fishing will be gathered mainly through desk review and are unlikely to include primary data collection (refer to the methodologies section for additional information).

- Artisanal Fishing
  - On-boat:
    - Owners
    - Captains
    - Fishers (laborers)
  - Landing (activities at the pier)
  - Sales to local market, pre-processing
  - Post-harvest processing
- Industrial Fishing (licit and illicit, industrial fleets and international fleets)
  - On-boat:
    - Owners
    - Captains
    - Fishers (laborers)
    - Observers and independent inspectors
  - Landing (activities at the pier)
  - Post-harvest processing
- Policies, regulations, or international agreements (Desk study only)
  - Development and management of MPAs
  - Port State Measures Agreement
- IUU Fishing
  - Direct perpetration of IUU fishing activities
  - Engagement or victims of illicit activities connected to IUU fishing (i.e., fish for sex, labor abuses)
  - Enforcement activities

#### 4. METHODOLOGY

The gender analysis will combine primary and secondary data collection. This will be an iterative process in which Banyan Global and USAID collaborate to finalize the SOW, identify sources for the desk review, and identify stakeholders and participants for key informant interviews and focus group discussions. Below is a description of the anticipated steps of the gender analysis.

- **Landscape analysis & document review:** The gender analysis will start with a desk review of the latest global literature on gender and fisheries, available sector data for Colombia, Ecuador, and Peru, and relevant USAID program documentation. The partners will create a secured Google Drive Folder for the Missions to share any pertinent reports or documentation that are not available publicly online. Documents may include:
  - *USAID/SAR and Country Missions documents, such as:*
    - Previous Mission Gender Analyses/Assessments
    - Gender and social inclusion analyses and strategies developed by USAID implementing partners
    - Activity-level gender analyses, including the analysis prepared by the Partnerships for Sustainably Managed Fisheries Program
    - The Missions' current Country Development Cooperation Strategies (CDCS) or equivalent strategic document
    - USAID/Peru's Strategic Framework
    - Mission Gender & Social Inclusion Mission Order
    - PAD Gender analyses for USAID-funded awards
  - *Global thought leadership & country-specific information, including:*
    - Recent literature on the fisheries sector and/or that addresses gender equality and women's empowerment issues in Peru, Colombia, and Ecuador
    - Global thought leadership on gender and fisheries
    - Studies, analyses and assessments concerning gender equality conducted by donors, NGOs, national governments, regional organizations, and the academic community
    - National and subnational statistics on the status of women from official and reliable sources.

The landscape analysis desk review is a foundational step of the gender analysis that will inform the refinement of the guiding questions, development of the analytical framework, and design of primary data collection tools. Please note that the landscape analysis will be integrated into the final report and will not serve as a standalone deliverable or publicly available document.

- **In-briefing with USAID/SAR Mission staff and Agency experts:** The GITA II team will schedule an in-briefing for USAID counterparts to present highlights of the landscape analysis, the proposed analytical framework, and work plan/schedule. The meeting will also serve as an opportunity to generate an initial list of stakeholders for primary data collection.
- **Meeting with select USAID implementing partners:** The GITA II will hold a virtual group discussion with select USAID implementing partners to introduce the gender analysis, validate the draft analytical framework, and to identify further stakeholders for primary data collection (as needed). The meeting will serve to begin sensitizing partners to gender and inclusion topics in the fisheries sector and engage them in the objectives of the gender analysis, while helping to identify any gaps in the analytical framework.
- **Primary data collection:** Primary data collection, whether virtual or in person, will focus on filling information gaps identified during the literature review and on exploring the guiding questions listed in section 3.1. With critical input from USAID and implementing partners, the research team will finalize the list of stakeholders and carry out in-country and/or virtual primary data collection using tools such as surveys, semi-structured interviews, and focus groups with USAID staff and implementing partners. Further stakeholders for primary data collection may include sector experts, fisheries authorities and other government representatives,

women's collectives / organizations, trader organizations, and representatives from the commercial fisheries sector, and other Civil Society Organizations. GITA II will make interview and focus group discussion guides available to USAID for feedback.

- **Draft of preliminary findings and recommendations:** The research team will share a draft of the gender analysis findings and recommendations with USAID/SAR and Country Missions counterparts prior to finalizing the report to ensure that there is adequate time for feedback and revisions. This step is anticipated to take place through virtual/ written feedback.
- **Final USAID/ SAR RESD Gender Analysis Report:** The final report will incorporate written from USAID/SAR and Country Missions and aim to be available in time to inform the annual work-planning process for implementing partners.
- **Presentation:** The gender analysis will culminate in the research team presenting the findings and recommendations to USAID/SAR and country bi-lateral mission staff with an interactive question and answer/discussion session.

For all deliverables, the partner's home-office technical staff will provide consistent and regular technical guidance to the research team to ensure that the methodology and deliverables meet USAID and partner standards.

## 5. TASKS AND DELIVERABLES

*The number of calendar days for each task is estimated according to the number of dates each task will take after the start date of the Work Order. A timeline with specific dates will be established when the Work Order starts.*

**TABLE 10: DELIVERABLES AND TIMELINE**

TASK	CONTENT	DAYS AFTER START DATE
Landscape analysis and analytical framework	Synthesis of global literature and country-specific data sources. Draft analytical framework.	Days 1-30
Virtual in-briefing with USAID/SAR and Country Mission Staff	Presentation to Mission on the purpose of the Gender Analysis; findings of the landscape analysis; proposed research questions and analytical framework; suggested timeline for field work, discussion on key respondents and desired report format.	Day 30
Focus Group Discussion / meeting with select implementing partners	Overview of activity, key lines of inquiry and analytical framework, further identification of stakeholders for interviews.	Day 35
USAID feedback on stakeholders list. Send invitations to stakeholders	List of stakeholders by category; invitation letters / emails.	Days 30-40
Primary Data Collection	Collection of primary data in Peru, Ecuador, and *Colombia (*To Be Determined).	Days 40-55
Draft Gender Analysis Report	Draft gender analysis report with findings and recommendations.	Days 55-86
Final Gender Analysis Report	Final report reflecting USAID/SAR's feedback on the Draft Gender Analysis Report.	Day 100



## 6. ANALYSIS MANAGEMENT

### 6.1 LOGISTICS

A USAID focal point will be assigned to assist the team to gather relevant contact information from those groups, organizations and individuals identified for interviews.

### 6.2 SCHEDULING

The expected period of performance for the analysis will be roughly 105 days per the deliverables schedule above (extended timeframe due to end of year holidays). The team will have three weeks (21) working days after completing the fieldwork to submit a preliminary draft to USAID/SAR. No office space will be provided due to security and COVID-19.

### 6.3 INTERVIEW NOTES

The Contractor will provide summaries of all data collected during the course of the analysis to USAID/SAR Activity Manager. All information must be provided in an electronic format, organized and fully documented for use.

### 6.4 DATASETS

Should the Contractor use quantitative data, all datasets generated during the performance of the assessment must be submitted in a machine-readable, non-proprietary format and excluding any personally identifiable information, with supporting documentation describing the dataset, such as code books, data dictionaries, data gathering tools, notes on data quality, and explanations of redactions. All datasets created during the performance of the task order must be submitted to the Development Data Library per open data requirements found in ADS 579, USAID Development Data, and per the instructions outlined in ADS 302 (302.3.5.22). The Contractor must submit the Dataset and supporting documentation within thirty (30) calendar days after the Dataset is first used to produce an Intellectual Work or is of sufficient quality to produce an Intellectual Work.

### 6.5 SUBMISSION TO THE DEVELOPMENT EXPERIENCE CLEARINGHOUSE (DEC)

The final approved report must be a public document, unless otherwise specified to be submitted to the Development Experience Clearinghouse ([www.dec.org](http://www.dec.org)) (DEC) following the required Office of GenDev format (annex II). The contractor must make the final gender analysis report publicly available through the Development Experience Clearinghouse within 30 calendar days of final approval of the formatted report.

### 6.6 TASK ORDER PACKAGING AND MARKING

Task Order packaging and marking shall be performed in accordance with Section D of Advancing the Gender Integration Technical Assistance II Task Order: 47QRAA18D00CM.

### 6.7 BRANDING AND MARKING

The Contractor shall comply with the requirements of the policy directives and required marking shall comply with USAID "Graphic Standards Manual" available at [www.usaid.gov/branding](http://www.usaid.gov/branding) or any successor branding policy.

## ANNEX B: ABOUT THE PRIMARY DATA COLLECTION SITES

**TABLE 11: SNAPSHOT OF PRIMARY DATA COLLECTION SITES IN ECUADOR**

MANTA	<ul style="list-style-type: none"> <li>Known as the tuna capital of the world, Manabí Province is the source of an estimated 70 percent of Ecuador's tuna, with Manta being the main port on the country's central coast. Manta receives artisanal and industrial fishing catches, and is estimated to contribute 45 percent of Ecuador's artisanal fishing that reaches main cities.<sup>a</sup></li> <li>Manta had a population of 226,477 during the last census, in 2010, of which 96 percent lived in the city and 4 percent in surrounding rural areas. In terms of education levels, 94 percent had received basic education, 73 percent completed secondary education, and 27 percent completed higher education. Agriculture, livestock, forestry, and fishing represented nearly 8 percent of occupations, with 25 percent of the occupations based in large and small business, 17 percent in manufacturing industries, and 9 percent in construction.<sup>b</sup></li> </ul>
SAN CRISTOBAL AND SANTA CRUZ, GALÁPAGOS	<ul style="list-style-type: none"> <li>Established in 1998, the Galápagos Marine Reserve became the first marine protected area in Ecuador.<sup>c</sup> San Cristobal and Santa Cruz are artisanal fishing communities in the Galápagos islands. Santa Cruz, with a population of 12,000, is the most populated island, followed by San Cristobal (with Port Baquerizo Moreno) has a population of 5,400. Santa Cruz receives the most tourists and San Cristobal, the province's capital, is home to the government institutions. San Cristobal is also home to two of the largest fishing fleets in the Galápagos, owned by two large fishing cooperatives:<sup>d</sup> the <i>Coopertativa de Pesca San Cristobal</i> (COPESAN, San Cristobal Fishing Cooperative) and the <i>Cooperativa de Produccion Pesquera y Productos del Mar</i> (COPRESPRAMAR, Fish Production and Seafood Products Cooperative). The <i>Cooperativa de Producción Pesquera Artesanal de Galápagos</i> (COPRPAG, Galápagos Artisanal Fisheries Production Cooperative) is the main fishing cooperative in Santa Cruz.<sup>e</sup></li> <li>According to the 2015 census of the Galápagos Province,<sup>f</sup> 80 percent of the population lives in urban areas, and 20 percent in rural areas. The levels of education were notably lower than the national average, with 43 percent having attended or completed primary school, 31 percent having attended or completed secondary school, and 2 percent having acquired at least some higher education.<sup>g</sup> There were more men aged 25 to 39, due to incoming migration for male-dominated industries,<sup>h</sup> and a higher outgoing migration of women.<sup>i</sup> GBV levels were higher than national average, but further study is needed to analyze different types of violence and the exacerbating conditions in the Galápagos.<sup>j</sup></li> </ul>

<sup>a</sup> Ministerio de Transporte y Obras Públicas (MTOB, Ministry of Transport and Public Works) and Autoridad Portuaria de Manta. 2018. *Reporte de Evaluación de Impacto Ambiental y Social para la Reconstrucción y Ampliación del Terminal Pesquero y de Cabotaje de la Ciudad de Manta, Provincia de Manabí*. Washington, DC: World Bank Group.

<sup>b</sup> The figures are from the 2010 Population and Housing Census, conducted by the INEC. This survey collected occupational data on both formal and informal work; IDB Invest. 2021. *Environmental and Social Review Summary (ESRS): Puerto de Manta – ECUADOR*. N.p.: IDB Invest.

<sup>c</sup> WildAid. 2022. "Historic Decree Creates a New Marine Reserve – 'Reserva Marina de Hermandad'— near the Galapagos Islands to Protect a Massive 'Swimway' for Threatened Ocean Wildlife." January 15, 2022. ([Link](#))

<sup>d</sup> Galápagos Conservatory. n.d. "San Cristóbal Island." ([Link](#)) Galápagos Conservatory. n.d. "Santa Cruz Island." ([Link](#))

<sup>e</sup> Zapata, Fabián. 2006. *La pesca artesanal vivencial en Galápagos: Sistematización del proceso*. Prepared for USAID. Quito: Fundación Futuro Latinoamericano (FFLA).

<sup>f</sup> Instituto Nacional de Estadística y Censos (INEC). n.d. *Principales resultados: Censo de Población y Vivienda Galápagos 2015*. Quito: INEC.

<sup>g</sup> INEC. n.d. *Análisis de resultados definitivos: Censo de Población y Vivienda Galápagos 2015*. Quito: INEC. ([Link](#))

<sup>h</sup> Green Climate Fund. 2022. *Gender Assessment: FPI 85; Climate Change; The New Evolutionary Challenge for the Galapagos*. Incheon: Republic of Korea: Green Climate Fund.

<sup>i</sup> INEC, *Análisis de resultados definitivos*.

<sup>j</sup> Green Climate Fund, "Gender Assessment, FPI 85."

**TABLE 12: SNAPSHOT OF PRIMARY DATA COLLECTION SITES IN PERU**

MATARANI	<ul style="list-style-type: none"> <li>• Matarani is the second most important port in Islay Province, after the port in Mollendo, the provincial capital. Islay is in the Arequipa region, which is home to an estimated 6,500 artisanal fishers. The ocean up to five nautical miles offshore are reserved for artisanal fishing, but there are reports of industrial vessels entering the protected area to fish, thereby exacerbating the loss of species.<sup>a</sup></li> <li>• In the most recent census, conducted in 2017, the majority (95.3 percent) of Islay Province's population of 52,034 lived in urban areas. Almost 45 percent of the province's population had completed secondary education.<sup>b</sup> At the regional level, 63 percent of women and 78 percent of men over age 15 were economically active, but for every 10 men in formal employment there were 6.5 women, and women's monthly average income was 56 percent of men's.<sup>c</sup></li> </ul>
PAITA AND PIURA	<ul style="list-style-type: none"> <li>• Paita, located 57 kilometers from Piura, the regional capital, is the largest port in northern Peru.<sup>d</sup> It has the most landings by foreign fleets with tuna hauls,<sup>e</sup> and is the main landing for Humboldt squid.<sup>f</sup> <i>La Sociedad Nacional de Pesca Artesanal</i> (SONAPESCA, National Society of Artisanal Fishing) is a union of ten associations and cooperatives of artisanal shipowners who fish squid and mahi-mahi in the Paita region, representing more than 2,500 vessels.<sup>g</sup></li> <li>• In the 2017 census, Paita Province recorded a population of 129,892, the majority (96.2 percent) living in urban areas. Almost 45 percent of Paita Province's population had completed secondary education. Seventy percent of the population was of working age, which was defined as 14 years or older.<sup>h</sup> 36–39 percent of women between the ages of 20 and 64 had completed secondary school, while 43–48 percent of men in the same cities had completed their secondary education.<sup>i</sup></li> </ul>

<sup>a</sup> Rojas, Pablo. 2022. "Pesca ilegal en Arequipa: Denuncian presencia de embarcaciones de otras regiones y pérdida de especies." RPP Noticias (website). March 1, 2022. ([Link](#))

<sup>b</sup> Instituto Nacional de Estadística e Informática (INEI). 2018b. "Resultados definitivos de los Censos Nacionales 2017: Piura; XII de Población, VII de Vivienda y III de Comunidades Indígenas." October 2018. See: "Tomo I: Piura: Resultados Definitivos." ([Link](#))

<sup>c</sup> INEI, "Resultados definitivos de los Censos Nacionales 2017. "

<sup>d</sup> FishWise. 2020. "FishWise in Peru: Tracking Mahi Mahi Down the Supply Chain." January 21, 2020. ([Link](#))

<sup>e</sup> Aroni, Eloy. 2019. "Global Fishing Watch Holds Workshops with Authorities in Peru's Three Main Fishing Ports." Global Fishing Watch. August 29, 2018. ([Link](#))

<sup>f</sup> Custodio, Leslie Moreno. 2021. "Artisanal Squid Fishing in Peru Threatened by International Fleets." *Diálogo Chino*. December 2, 2021. ([Link](#))

<sup>g</sup> Sociedad Nacional de Pesca (SONASPECA). n.d. "Quiénes somos." ([Link](#)) *Business Empresarial*. 2022. "El norte peruano tiene nuevo gremio pesquero." April 5, 2022.

<sup>h</sup> INEI, "Resultados definitivos de los Censos Nacionales 2017.

<sup>i</sup> INEI, "Resultados definitivos de los Censos Nacionales 2017. "

## ANNEX C: LIST OF INTERVIEWEES

**TABLE 13: ORGANIZATIONS INTERVIEWED**

NAME OF ORGANIZATION/ INSTITUTION	SECTOR	LOCATION	# OF PEOPLE (MALES, FEMALES)
USAID	International donor and/or organization	Quito, Ecuador (remote)	1 (1 M, 0 F)
NOAA	International donor and/or organization	Manta, Ecuador	1 (0 M, 1 F)
Subsecretaría de Recursos Pesqueros	Government	Manta, Ecuador	11 (6 M, 5 F)
Merchants	Private Sector (Individuals)	Santa Cruz and San Cristóbal islands, Galápagos	4 (0 M, 4 F)
Charles Darwin Foundation	International donor and/or organization	Santa Cruz, Galápagos	1 (1 M, 0 F)
Cooperativa Pelican Bay/ Innova Pesca	Private Sector	Santa Cruz, Galápagos	1 (1 M, 0 F)
COPRPAC	Private Sector	Santa Cruz, Galápagos	1 (1 M, 0 F)
WildAid	International donor and/or organization	Santa Cruz, Galápagos	1 (0 M, 1 F)
COPESPROMAR (Cooperative de Producción Pesquera y Productos del Mar)	Private Sector (Cooperative)	San Cristóbal, Galápagos	3 (0 M, 3 F)
Consejo de Gobierno del Regimen Especial de Galápagos (Governing Council of the Special Regime of the Galápagos)	Government	San Cristóbal, Galápagos	1 (0 M, 1 F)
Escuela de Pesca del Pacífico Oriental (EPESPO, Pacific Orient School of Fisheries) <sup>1</sup>	Education institution (non-profit foundation)	Manta, Ecuador	2 (0 M, 2 F)
Municipality of Manta	Government	Manta, Ecuador	2 (1 M, 1 F)
ShellCatch	Civil Society	Manta, Ecuador	1 (0 M, 1 F)
Grupo DEGFER	Private Sector	Manta, Ecuador	1 (0 M, 1 F)
Future Fish	International donor and/or organization	Lima, Peru (Remote)	1 (0 M, 1 F)
Sociedad Peruana de Derecho Ambiental (SPDA)	Civil Society	Lima, Peru (Remote)	1 (1 M, 0 F)
Prodelphus	Civil Society	Lima, Peru (Remote)	1 (0 M, 1 F)

<sup>1</sup> EPESPO is a non-profit foundation made up of three associations: the Association of Tuna Fisheries of Ecuador (ATUNEC), the Association of White Fishing Exporters of Ecuador (ASOEXPEBLA), and the National Chamber of Aquaculture (CAN).

Asociación de Extractores de Mariscos y Pesca Submarina de Ancon (AEMAPSA)	Civil Society	Lima, Peru (Remote)	1 (0 M, 1 F)
Sociedad Nacional de Pesca Artesanal (SONAPESCA)	Civil Society	Paita, Peru	3 (1 M, 2 F)
World Wildlife Fund (WWF)	International donor and/or organization	Lima, Peru (Remote)	2 (0 M, 2 F)
Comisaria Sectorial Patita (CEM)	Government	Paita, Peru	1 (0 M, 1 F)
Cooperative Pesquera Jehova Rey de Reyes la Islilla Paita	Private Sector	Islilla/Paita, Peru	3 (2 M, 1 F)
Coinrefri SRL	Private Sector	Paita, Peru	2 (0 M, 2 F)
APAMARCA	Civil Society	Paita, Peru	2 (1 M, 1 F)
Dirección Regional de la Producción de Piura (DIREPRO)	Government	Paita, Peru	1 (1 M, 0 F)
USAID	International donor and/or organization	Lima, Peru (Remote)	1 (1 M, 0 F)
Ministerio de la Producción (PRODUCE)	Government	Lima, Peru	2 (2 M, 0 F)
Oceano	Private Sector	Matarani, Peru	1 (1 M, 0 F)
El Desembarcadero Pesquero Artesal (DPA) "El Faro"	Government	Matarani, Peru	1 (1 M, 0 F)
Tripulante de embarcación	Private Sector	Matarani, Peru	1 (1 M, 0 F)
SPAEMIN	Civil Society	Matarani, Peru	1 (0 M, 1 F)
Sindicato de Pescadores No Embarcados de Pesca de Produc. Hidrob. Artesanales y Afines de Matarani (SPENOE)	Civil Society	Matarani, Peru	1 (0 M, 1 F)
TNC	International donor and/or organization	Lima, Peru	1 (0 M, 1 F)
USAID	International donor and/or organization	Bogota, Colombia (Remote)	2 (0 M, 2 F)
Universidad de Atlantico	Education institution	Baranquilla, Colombia (Remote)	1 (1 M, 0 F)

## ANNEX D: INTERVIEW GUIDES

La finalidad de las guías de entrevista es orientar el recojo de información relacionada con el marco analítico. De este modo, el marco analítico es el sistema de orientación subyacente. Aunque todas las entrevistas deben tener en cuenta el marco analítico y todos los temas que incluye, las guías ayudan a centrar las entrevistas en los temas que probablemente sean más relevantes para cada grupo de interesados/actores. Así, las guías de entrevista se concentran en diferentes temas para asegurar que recolectemos información de todos los temas del marco analítico. El siguiente listado muestra los enfoques principales de cada guía.

- Funcionarios públicos - marco regulatorio, la pesca ilegal, su control, y la transversalización de género en entidades/oficinas gubernamentales.
- Líderes de organizaciones de pescadores artesanales - la pesca artesanal, cadenas de valor artesanales, interacciones con la pesca industrial, la percepción de la pesca ilegal y su control, y dinámicas de género
- Grupos focales de miembros de las organizaciones de pescadores artesanales - actividades y actores de las cadenas de valor artesanales, y los dinámicas de género (roles, normas/creencias, recursos, y patrones de poder/toma de decisiones)
- Empresarios y empleados - cadenas de valor industriales, la pesca ilegal, su control, y dinámicos de género
- Organizaciones implementadoras de proyectos y ONG internacionales - perspectiva amplia del sector pesquero de la región e importantes dinámicas de género

En adición cada entrevista debe indagar sobre estrategias de género (ya implementadas o con potencial). Las guías de entrevista son semiestructuradas; deben utilizarse para orientar la conversación, para recordar a las entrevistadoras los principales temas de interés y proporcionando algunas preguntas relacionadas con cada uno.

### I. GUIA DE ENTREVISTA - FUNCIONARIOS PUBLICOS (DIRECTORES E INSPECTORES)

Para las y los directores/autoridades del sector público, las entrevistas buscan recolectar información acerca de los siguientes temas principalmente, alineados con el marco analítico:

- La pesca ilegal y las dificultades de controlarla (o de implementar las regulaciones/normativas relacionadas con esta).
- Información general acerca de las actividades y actores clave en las cadenas de valor de las pesquerías identificadas para cada país.
- La transversalización de género en su institución/organización.
- Género en el sector pesquero - temas o brechas claves y oportunidades para incluir un enfoque de género en el sector.

Adicionalmente, las entrevistas dirigidas a las y los inspectores (y otro/as funcionarios de campo) buscan levantar información acerca de los siguientes temas:

- Sus actividades como inspectores y los tipos de actores con quienes interactúan.
- Barreras que enfrentan las mujeres para asumir el cargo de inspectoras.



- Limitaciones y desafíos de trabajar en un espacio laboral dominado por hombres.

Nombre y Apellidos	
Posición/Cargo	
Organización/Entidad	
Número/correo de contacto	
Sexo	
Sitio/ubicación	
Fecha	
Quien realizó la entrevista	
Forma de entrevista	
Observaciones/Notas	

Buenos días/tardes \_\_\_\_\_, mi nombre es (nombre de la persona encargada del levantamiento de información), parte del equipo de la investigación sobre la igualdad de género y el empoderamiento de las mujeres en el sector pesquero para “USAID SAR (región sudamérica)”, implementada por Banyan Global. El estudio servirá de base para un análisis de género del sector pesquero en Ecuador y Perú para informar sobre las condiciones, estrategias y programas actuales y futuros en estos países. Usted, en el marco de la investigación, ha sido invitado/a para participar en una entrevista con una duración aproximada de 45 minutos a una hora. Cabe mencionar que la participación en esta entrevista es voluntaria, y en caso de no querer continuar con la misma, usted tiene derecho a abandonar su participación en cualquier momento. En este sentido, me gustaría contar con su consentimiento para grabar esta entrevista en audio. La información obtenida de esta entrevista es totalmente confidencial y será manejada únicamente por el equipo técnico de Banyan Global. Muchas gracias de antemano por su tiempo, ¿considera que podríamos iniciar con la entrevista?

#### PREGUNTAS INTRODUCTORIAS

##### **Para los/las directores:**

- Por favor, cuéntame sobre su rol en [INSTITUCIÓN]. Y ¿Cuál es su rol/función y sus responsabilidades en relación con el cumplimiento de las normativas/regulaciones de la pesca y la conservación marina?

##### **Para los/las inspectores/observadores:**

- Por favor, describa sus actividades principales en su rol como inspector (u observador).

*Después puede seguir con los otros temas y preguntas (en el orden que mejor fluya con la conversación).*

#### CADENAS DE VALOR E INTERACCIONES CON LA PESQUERIA ARTESANAL E INDUSTRIAL

- ¿Cuáles son las principales actividades y actores clave en las cadenas de valor de la pesquería artesanal, desde la preparación previa, la extracción, hasta la venta?
- ¿Qué lugar ocupan las mujeres/los hombres en la cadena de valor? ¿Por qué considera que tienen estos roles/responsabilidades/cargos/posiciones? ¿Qué limitaciones existen para que las mujeres puedan realizar otras actividades distintas?
- ¿Quiénes participan en la comercialización del pescado, por que, como y donde?
  - a. ¿Hay recolección de datos sobre los pescados en el mercado? ¿Qué tipo de datos se recolectan? (e.g. cantidades de pescados por especie? Tamaños? Si están en veda o no?)
  - b. ¿Crees que las mujeres (y/u otros) vendedores podrían jugar un rol para recolectar datos sobre la pesca legal y/o ilegal que entran al mercado (por ejemplo si tuvieran un tecnología - smart phone y app - para tal propósito)? Si si, ¿cómo? Si no, ¿por qué no?
- ¿Cómo se trata la pesca industrial y artesanal en el marco regulatorio? ¿Y en el cumplimiento de las normativas?
- ¿Cuándo y cómo interactúa usted (o su institución) con los actores de la pesquería artesanal e industrial?

#### LA CONSERVACIÓN MARINA

- ¿Cuáles son las actividades principales y los actores claves en la conservación marina?
- ¿Cuáles son las actividades principales en el control/cumplimiento de la conservación marina?

#### LA PESCA ILEGAL

- ¿Qué entiende usted (y/o su organización) por pesca ilegal?
- ¿Cuáles son las principales actividades de la pesca ilegal con las que comúnmente se encuentra en el marco de tu trabajo?
- ¿En general, como se diferencia la cadena de valor del pesca ilegal de la pesca legal (cuales son las principales actividades y actores en las cadenas de valor de la pesca ilegal)? ¿Como es el mercado de la pesca ilegal (entra el mercado o hay un mercado aparte/negro)? ¿Cuáles son los roles de las mujeres y los hombres en las diferentes actividades?
- ¿Cómo entran la pesca/mariscos capturados por la pesca ilegal al mercado/cadena de valor? (Primero, pregunta en general para entender cómo es - las actividades y actores claves. Después, pregunte si hay una dimensión de género para tomar en cuenta.)
- ¿Cuáles son los desafíos para controlar las actividades relacionadas a la pesca ilegal?
- ¿Existen mecanismos de quejas y retroalimentación a nivel sectorial para que los individuos/miembros de la comunidad reporten temas de pesca ilegal? En caso de que sí existan, ¿cuáles son? ¿Cómo es el proceso para reportarlas?

## TRANSVERSALIZACION DE GENERO EN LAS INSTITUCIONES

- En su opinión, ¿cuáles son las principales cuestiones/temáticas y brechas relacionadas a género/igualdad de género en la pesquería (tanto en el sector industrial como artesanal)? (¿Qué debemos tomar en cuenta en un análisis de género?)
- ¿Hay prácticas en la pesquería que aumentan el nivel de vulnerabilidad de las mujeres (como por ejemplo la violencia contra las mujeres, el acoso, peligros de salud o seguridad)? ¿Cuáles son?
- ¿Cuáles considera que son las oportunidades de incluir el enfoque de género en su institución y/o en el sector pesquero?
- ¿Cuántas mujeres trabajan en su oficina/organización? ¿Cuáles son los roles que tienen? ¿Por qué? ¿Cree usted qué podrían cumplir otros roles? ¿Cuáles?
  - a. ¿Hay datos? Si no, ¿por qué no hay? Si sí, ¿podemos accederlos?
- ¿Cómo se determinan las oportunidades de ascenso o de recibir formación en su lugar de trabajo? ¿Las mujeres y los hombres tienen las mismas oportunidades?
- ¿Existen sistemas, protecciones o esfuerzos para garantizar que las mujeres, los hombres y otras categorías de personas (por ejemplo personas con discapacidades, personas LGBTQ+ , etc.) tengan los mismos derechos en su lugar de trabajo?
- ¿En su organización han sido capacitados y/o sensibilizados en temas de género? Si sí, puede describirlos? ¿Cómo han implementado estos conocimientos en sus espacios laborales? ¿Crees usted que han sido exitosas? ¿Por qué?
  - a. ¿Cómo están implementando en su entidad la transversalización del enfoque de género? Si no la están implementando, ¿por qué? (Para Ecuador - tal vez relacionar esta pregunta a la agenda nacional para la igualdad de género).
  - b. ¿Hay un presupuesto para implementar acciones relacionadas a una estrategia de transversalización de género en la organización?

## PARA INSPECTORES (INTERACCIONES CON DIFERENTES ACTORES Y DINAMICAS DE GENERO):

- ¿Con cuáles colegas y otras entidades gubernamentales interactúa principalmente en la implementación de sus funciones? ¿Son principalmente hombres o mujeres? ¿Qué proporción de las interacciones están con mujeres?
- ¿Con cuáles otras personas y/o empresas (no gubernamentales) interactúa principalmente en la implementación de sus funciones? ¿Son principalmente hombres o mujeres? ¿Qué proporción de las interacciones están con mujeres?
- ¿Sabe de alguna mujer inspectora (u observadora)? Si sí, ¿Cuántas hay? Si no, ¿por qué no hay? ¿Cuáles serían los desafíos para una mujer inspectora (u observadora)?
  - a. ¿Crees que hay cosas que pueden ser más fáciles de observar/acceder para una inspectora?
  - b. ¿Crees que hay limitaciones y desafíos de tener un espacio laboral dominado por hombres?

## OTRAS PREGUNTAS

- ¿Su institución recolecta datos sobre la pesca ilegal? ¿U otros datos relevantes a la pesquería? Si sí, ¿puede compartirlos con nosotros?

- ¿Sabe de algún documento y/o actor clave que debemos tomar en cuenta relacionado al género y/o sector pesquero para nuestro estudio?

## 2. GUIA DE ENTREVISTA - INDIVIDUOS/LIDERES/LIDERESAS DE ORGANIZACIONES DE LA PESCA ARTESANAL

Para los actores de organizaciones de pescadores artesanales, las entrevistas buscan levantar información acerca de los siguientes temas principalmente, alineados con el marco analítico:

- Información general sobre la organización: qué hace, quiénes son miembros y cuáles son los beneficios de ser miembro.
- La pesca artesanal; los productos/cadenas de valor; los actores claves y procesos/actividades asociados con la preparación previa, la extracción, ventas, procesamiento, y/o comercialización/mercado.
- Interacciones con la pesca industrial
- Dinámicas de género (roles, recursos, uso del tiempo, toma de decisiones, y barreras) - en la organización y en la pesca artesanal y cadenas de valor en general
- Marco regulatorio que impacta la pesca artesanal y nivel/forma de control

Nombre y Apellidos	
Posición/Cargo	
Organización/Entidad	
Número/correo de contacto	
Sexo	
Sitio/ubicación	
Fecha	
Quien realizó la entrevista	
Forma de entrevista	
Observaciones/Notas	

Buenos días/tardes \_\_\_\_\_, mi nombre es (nombre de la persona encargada del levantamiento de información), parte del equipo de la investigación sobre la igualdad de género y el empoderamiento de las mujeres en el sector pesquero para “USAID SAR (región sudamérica)”, implementada por Banyan Global. El estudio servirá de base para un análisis de género del sector pesquero en Ecuador y Perú para informar sobre las condiciones, estrategias y programas actuales y futuros en estos países. Usted, en el marco de la investigación, ha sido invitado/a para participar en una entrevista con una duración aproximada de 45 minutos a una hora. Cabe mencionar que la participación en esta entrevista es voluntaria, y en caso de no querer continuar con la misma, usted tiene derecho a abandonar su participación en cualquier momento. En este sentido, me gustaría contar con su consentimiento para

grabar esta entrevista en audio. La información obtenida de esta entrevista es totalmente confidencial y será manejada únicamente por el equipo técnico de Banyan Global. Muchas gracias de antemano por su tiempo, ¿considera que podríamos iniciar con la entrevista?

#### PREGUNTAS INTRODUCTORIAS

- Por favor, cuéntame de [ORGANIZACIÓN]. ¿Cómo es? ¿Qué hace? ¿Cómo está organizado? ¿Quiénes son miembros (quienes no son miembros)? ¿Cuáles son los beneficios de ser miembro? ¿Con cuáles recursos/productos/cadenas de valor trata la organización?

#### LA CONSERVACIÓN MARINA

- ¿Cuáles son las actividades principales y los actores claves en la conservación marina?
- ¿Cuáles son las actividades principales en el control/cumplimiento de la conservación marina?

#### CADENAS DE VALOR E INTERACCIONES ENTRE PESQUERÍA ARTESANAL E INDUSTRIAL

- ¿Cuáles son las principales actividades y actores clave en las cadenas de valor de la pesquería artesanal, desde la preparación previa, la extracción, hasta la venta?
- ¿Cuándo y cómo interactúan los actores de la pesquería artesanal e industrial?
- ¿Qué papel juegan las organizaciones de pesca artesanal? ¿Tienen derechos y responsabilidades para administrar los recursos?
  - a. (ECUADOR): ¿Qué opina sobre el reglamento de pesca en términos del rol y responsabilidades de las organizaciones para administrar recursos? ¿Cree usted que las necesidades y realidades de las organizaciones (y sus miembros) han sido tomadas en cuenta en dichos instrumentos?

#### ROLES DE GENERO, RESPONSABILIDADES Y USO DEL TIEMPO

- ¿Cuáles son las actividades que realizan las mujeres y hombres en la cadena de valor de la pesca artesanal (e industrial)? (describir dónde las realizan, con quiénes interactúan).
- ¿Qué limitaciones existen para que las mujeres puedan realizar otras actividades distintas? (¿Por qué hay tan pocas mujeres que participan de las actividades de pesca en el mar?)
- ¿Sabe usted si, en la comunidad, hay creencias en relación con la participación de las mujeres en la pesca?

#### PROTECCIÓN Y SEGURIDAD PERSONAL

- ¿Cuáles son las prácticas que aumentan la vulnerabilidad de las mujeres y los hombres en la cadena de valor de la pesca artesanal (o industrial)? (acoso, violencia, precariedad, etc.)
- ¿Qué situaciones de salud o riesgo en el trabajo enfrentan las mujeres y los hombres en la pesca artesanal (o industrial)? ¿Qué se hace o se podría hacer para prevenir estas situaciones?
- ¿Hay programas/proyectos sociales (e.g. microcréditos, insumos, formación, seguros) para los pescadores y/o los empleados? ¿Están disponibles de manera igual entre hombres y mujeres? Si no, ¿por qué no? Sí sí ¿cómo son?

## ACCESO Y CONTROL SOBRE LOS BIENES Y RECURSOS

- ¿Quiénes tienen la propiedad de las embarcaciones/fibras, artes de pesca e indumentaria (y/o otros bienes y recursos) en la extracción, procesamiento y venta de la pesca artesanal?
- ¿Considera usted que hay diferencias en los ingresos que reciben las mujeres y los hombres en el sector pesquero? ¿En qué casos? ¿Por qué cree que sucede esto? (si es que hacen el mismo trabajo).

## PATRONES DE PODER Y TOMA DE DECISIONES

- ¿Quiénes gestionan la recolección, el procesamiento y la venta de la pesca artesanal? ¿Cuándo, dónde y cuánto? (¿Quiénes toman las decisiones clave en relación a la pesca?)
- ¿Cuáles son las relaciones que tienen las y los pescadores con los servidores gubernamentales, industrias comerciales y grupos de la sociedad civil?
- ¿Cómo interactúa su grupo/organización con los organismos gubernamentales? ¿Con el sector comercial? ¿Quién está representado en esas conversaciones o plataformas?
- ¿Cómo se comunican las preocupaciones o desafíos relacionados con la pesca artesanal? ¿Puedes contarme algunos ejemplos, y en particular ejemplos de la comunicación de las preocupaciones o desafíos de las mujeres en este sector?
- ¿Qué puestos de autoridad ocupan las mujeres en la industria pesquera? Si ocupan pocos o ningún cargo de autoridad, ¿por qué no? ¿Cómo se comunican sus preocupaciones o desafíos?

## TRANSVERSALIZACION DE GENERO EN LA ORGANIZACION

- ¿Su organización está implementando actividades que abordan la igualdad de género y/o el empoderamiento de las mujeres?
  - a. Si es así, ¿cuáles son las actividades? ¿Cómo y desde cuándo las están implementando?
  - b. Si no, ¿por qué no? ¿qué podría hacerse?
- ¿Cuántas mujeres y hombres aproximadamente hay en su organización? ¿Cuáles son los roles que tienen las mujeres y los hombres? ¿Cree que las mujeres podrían cumplir otros roles? ¿Cuáles?
  - a. ¿Cuántas mujeres ocupan cargos de decisión en estas organizaciones? ¿Por qué?
  - b. ¿Hay datos sobre cuántas mujeres y hombres hay en la organización? ¿Por qué? Si cuenta con datos, ¿Se puede acceder a esta información?

## MARCO REGULATORIO, LA PESCA ILEGAL, Y EL CONTROL

- ¿Qué entiende usted (y/o su organización) por pesca ilegal?
- ¿Cuáles son las principales actividades de la pesca ilegal con las que comúnmente se encuentra?
- ¿Las actividades ilegales afectan de forma diferente a hombres y mujeres? ¿En qué sentido?
- ¿Cuáles son los desafíos para controlar las actividades relacionadas a la pesca ilegal y/o los conflictos ante la falta de conservación marina? (De la organización o la persona entrevistada.)
- ¿Cuáles son los procedimientos para reportar la pesca ilegal y los conflictos ante la falta de conservación marina? ¿De qué tipo son estos reportes? ¿Quiénes suelen realizarlos: mujeres/hombres?
- ¿Su organización recolecta datos relevantes a la pesquería, y/o la conservación marina (y/o la pesca ilegal)? Si cuentan con datos ¿pueden compartirlos con nosotros?



- ¿Cuáles son las normativas nacionales/internacionales (regulaciones, políticas, leyes, tratados/acuerdos) más relevantes para el sector pesquero y la conservación marina (o para su organización)? ¿Cuáles son las limitaciones u obstáculos para implementarlos?

### 3. GUIA DE ENTREVISTA GRUPAL/GRUPO FOCAL - ORGANIZACIONES DE PESCADORES ARTESANALES

Para los actores de organizaciones de pescadores artesanales, las entrevistas buscan levantar información acerca de los siguientes temas principalmente, alineados con el marco analítico:

- La pesca artesanal; los productos/cadenas de valor; los actores claves y procesos/actividades asociados con la cosecha, ventas, procesamiento, y/o comercialización/mercado.
- Dinámicas de género (roles, recursos, uso de tiempo, toma de decisiones, y barreras) - en la organización y en la pesca artesanal y cadenas de valor en general

Otros enfoques potenciales:

- Interacciones con la pesca industrial
- Marco regulatorio que impacta la pesca artesanal y nivel/forma de control

Nombre de la organización	
Número de hombres	
Número de mujeres	
Sitio/ubicación	
Fecha (y hora)	
Quien realizó la entrevista	
Forma de entrevista	
Observaciones/Notas	

Buenos días/tardes \_\_\_\_\_, mi nombre es (nombre de la persona encargada del levantamiento de información), parte del equipo de la investigación sobre la igualdad de género y el empoderamiento de las mujeres en el sector pesquero para “USAID SAR (región sudamérica)”, implementada por Banyan Global. El estudio servirá de base para un análisis de género del sector pesquero en Ecuador y Perú para informar sobre las condiciones, estrategias y programas actuales y futuros en estos países. Ustedes, en el marco de la investigación, han sido invitados/as para participar en una entrevista grupal con una duración aproximada de 45 minutos a una hora. Cabe mencionar que la participación en esta entrevista es voluntaria, y en caso de no querer continuar con la misma, usted tiene derecho a abandonar su participación en cualquier momento. En este sentido, me gustaría contar con su consentimiento para grabar esta entrevista en audio. La información obtenida de esta entrevista es totalmente confidencial y será manejada únicamente por el equipo técnico de Banyan Global. Muchas gracias de antemano por su tiempo, ¿consideran que podríamos iniciar con la entrevista?

## PREGUNTAS INTRODUCTORIAS

- Por favor, cuéntenme los tipos de pesca en los que ustedes están involucrados. ¿Cómo es? ¿Qué hace - cuáles son las actividades principales que realizan ustedes en su día a día? ¿Cuáles son los principales recursos/productos/cadenas de valor del sector de la pesca artesanal? ¿Qué diferencias hay entre lo que hacen los hombres y las mujeres?

## CADENAS DE VALOR Y INTERACCIONES ENTRE PESQUERIA ARTESANAL E INDUSTRIAL

- ¿Cómo se diferencia la pesca artesanal y la pesca industrial? ¿Las actividades de uno impactan al otro? ¿Cómo se impactan/interactúan?
- ¿Cuáles son las principales actividades y actores claves en las cadenas de valor de la pesquería artesanal, desde la extracción hasta la venta? ¿Y en la conservación marina?

## ROLES DE GENERO, RESPONSABILIDADES Y USO DEL TIEMPO

- ¿Cuáles son las actividades que realizan las mujeres y hombres en la cadena de valor de la pesca artesanal? (describir dónde las realizan, con quienes interactúan).
- ¿Qué limitaciones existen para que las mujeres puedan realizar otras actividades distintas? (¿las mujeres no participan de las actividades de pesca en el mar? Por qué no?)
- ¿En la comunidad, qué creencias hay en relación con la participación de las mujeres en la pesca?
- Para mujeres y hombres. Aproximadamente ¿qué tiempo dedican a las actividades del sector pesquero y qué tiempo dedican a las actividades del hogar y el cuidado?

## ACCESO Y CONTROL SOBRE LOS BIENES Y RECURSOS

- ¿Qué equipos y herramientas se utilizan en la pesquería para la extracción, procesamiento, y venta de la pesca (nivel artesanal)? ¿Quiénes son dueños de las embarcaciones/fibras, de los equipos y herramientas (y/o otros bienes y recursos)?
- ¿Hay diferencias en los ingresos que reciben las mujeres y los hombres en el sector pesquero? ¿En qué casos? ¿Por qué cree que sucede esto? (si es que hacen el mismo trabajo).

## PATRONES DE PODER Y TOMA DE DECISIONES

- ¿Puede describir el proceso de toma de decisiones dentro de su grupo?
- ¿Cómo se deciden las funciones de liderazgo dentro de su grupo?
- ¿Quién representa a su grupo ante los funcionarios?
- ¿Quiénes gestionan la recolección, el procesamiento y la venta de la pesca artesanal? ¿Cuándo, dónde y cuánto? (¿Quiénes toman las decisiones claves en relación a la pesca?)
- ¿Cuáles son las relaciones que tienen las y los pescadores con los servidores gubernamentales, industrias comerciales y grupos de la sociedad civil?
  - a. ¿Cómo interactúa su grupo/organización con los organismos gubernamentales? ¿Con el sector comercial? ¿Quién está representado en esas conversaciones o plataformas?
- ¿Cómo se comunican las preocupaciones o desafíos relacionados con la pesca artesanal? ¿Puedes contarme algunos ejemplos, y en particular ejemplos de la comunicación de las preocupaciones o desafíos de las mujeres en este sector?

- ¿Qué foros existen en sus comunidades para que las mujeres participen en la toma de decisiones.

#### MARCO REGULATORIO, LA PESCA ILEGAL Y EL CONTROL

- ¿Qué entienden por pesca ilegal?
- ¿Cuáles son las principales actividades de la pesca ilegal con las que comúnmente se encuentra?
- ¿Las actividades ilegales afectan de forma diferente a hombres y mujeres? ¿En qué sentido?
- ¿Cuáles son los desafíos para controlar las actividades relacionadas a la pesca ilegal y/o los conflictos ante la falta de conservación marina?
- ¿Cuáles son los procedimientos para reportar la pesca ilegal y los conflictos ante la falta de conservación marina? ¿De qué tipo son estos reportes? ¿Quiénes suelen realizarlos: mujeres/hombres?
- Su organización recolecta datos relevantes a la pesquería, y/o la conservación marina (y/o la pesca ilegal)? Si cuentan con datos ¿puede compartirlos con nosotros?

#### 4. GUIA DE ENTREVISTA - EMPRESARIOS Y TRABAJADORES

Para los actores de empresas en el sector pesquero, tanto empresarios como trabajadores, las entrevistas buscan levantar información acerca de los siguientes temas principalmente, alineados con el marco analítico:

- Información general sobre la empresa: que hace, quienes son empleados, beneficios y riesgos de los empleados
- La pesca industrial; los productos/cadenas de valor; los actores claves y actividades principales desde la cosecha, a la venta, incluyendo actividades de procesamiento y/o comercialización/mercado.
- Interacciones con la pesca artesanal
- Dinámicos de género (roles, recursos, uso de tiempo, tomo de decisiones, y barreras) - en la organización y en la pesca artesanal y cadenas de valor en general
- Marco regulatorio que impacta la pesca industrial y nivel/forma de control

Nombre y Apellidos	
Posición/Cargo	
Organización/Entidad	
Número/correo de contacto	
Sexo	
Sitio/ubicación	
Fecha	
Quien realizó la entrevista	

Forma de entrevista	
Observaciones/Notas	

Buenos días/tardes \_\_\_\_\_, mi nombre es (nombre de la persona encargada del levantamiento de información), parte del equipo de la investigación sobre la igualdad de género y el empoderamiento de las mujeres en el sector pesquero para “USAID SAR (región sudamérica)”, implementada por Banyan Global. El estudio servirá de base para un análisis de género del sector pesquero en Ecuador y Perú para informar sobre las condiciones, estrategias y programas actuales y futuros en estos países. Usted, en el marco de la investigación, ha sido invitado/a para participar en una entrevista con una duración aproximada de 45 minutos a una hora. Cabe mencionar que la participación en esta entrevista es voluntaria, y en caso de no querer continuar con la misma, usted tiene derecho a abandonar su participación en cualquier momento. En este sentido, me gustaría contar con su consentimiento para grabar esta entrevista en audio. La información obtenida de esta entrevista es totalmente confidencial y será manejada únicamente por el equipo técnico de Banyan Global. Muchas gracias de antemano por su tiempo, ¿considera que podríamos iniciar con la entrevista?

#### PREGUNTAS INTRODUCTORIAS

- Por favor, cuéntame de [EMPRESA]. ¿Cómo es? ¿Qué hace? ¿Cómo está organizado? ¿Con qué recursos/productos/cadenas de valor trata la empresa?

#### CADENAS DE VALOR Y INTERACCIONES ENTRE PESQUERIA ARTESANAL E INDUSTRIAL

- ¿Cuáles son las principales actividades y actores claves en las cadenas de valor de la pesquería industrial, desde la cosecha hasta la venta?
- ¿Cuándo y cómo interactúan los actores de la pesquería industrial y artesanal?

#### EMPLEADOS

- *Buscar o solicitar un organigrama.* Nos gustaría saber un poco sobre la estructura de la organización y el personal. ¿Cuántas mujeres y hombres aproximadamente hay en su empresa y en los diferentes niveles (alta dirección, mandos intermedios, otros puestos cualificados y puestos no cualificados)? ¿Cuáles son los roles/posiciones que tienen las mujeres y los hombres? ¿Cree que las mujeres podrían cumplir otros roles? ¿Cuáles?
- ¿Qué limitaciones existen para que las mujeres puedan realizar otras actividades distintas? (¿Por qué las mujeres no participan de algunas de las actividades, como por ejemplo de pesca en el mar o algunos empleos?)
- ¿Cuáles son las prácticas que aumentan la vulnerabilidad de las mujeres y los hombres empleados? Y en otras actividades relacionadas a la pesca (industrial)? (acoso, violencia, precariedad, etc.)
- ¿Qué situaciones de salud o riesgo en el trabajo enfrentan las mujeres y los hombres en la pesca? ¿Qué se hace o se podría hacer para prevenir estas situaciones?
- ¿Considera usted que hay diferencias en los ingresos que reciben las mujeres y los hombres en el sector pesquero? ¿En qué casos? ¿Por qué cree que sucede esto? (si es que hacen el mismo trabajo)

#### PATRONES DE PODER Y TOMA DE DECISIONES

- ¿Cuáles son las políticas de los empleados relacionadas con los procedimientos de reclamación y los códigos de conducta (por ejemplo, el acoso sexual)?
- (OPCIONAL) ¿Quiénes gestionan la recolección, el procesamiento y la venta de la pesca industrial? ¿Cuándo, dónde y cuánto? (¿Quiénes toman las decisiones claves en relación a la pesca?)

#### TRANSVERSALIZACION DE GENERO EN LA ORGANIZACION

- ¿Su organización está implementando actividades que abordan la igualdad de género y/o el empoderamiento de las mujeres?
  - a. Si es así, ¿cuáles son las actividades? ¿Cómo y desde cuándo las están implementando?
  - b. Si no, ¿por qué no? ¿qué podría hacerse?
- ¿Cómo se determinan las oportunidades de ascenso o de recibir formación en su lugar de trabajo? ¿Las mujeres y los hombres tienen las mismas oportunidades?
- ¿Existen sistemas, protecciones o esfuerzos para garantizar que las mujeres, los hombres y otras categorías de personas (por ejemplo personas con discapacidades, personas LGBTQ+ , etc.) tengan los mismos derechos en su lugar de trabajo?
- ¿En su organización han sido capacitados y/o sensibilizados en temas de género? Si sí, puede describirlos? ¿Cómo han implementado estos conocimientos en sus espacios laborales? ¿Crees usted que han sido exitosas? ¿Por qué?
  - a. ¿Cómo están implementando en su entidad la transversalización del enfoque de género? Si no la están implementando, ¿por qué? (Para Ecuador - tal vez relacionar esta pregunta a la agenda nacional para la igualdad de género).
  - b. ¿Hay un presupuesto para implementar acciones relacionadas a una estrategia de transversalización de género en la organización?
- ¿Cuáles considera que son las oportunidades de incluir el enfoque de género en su institución?

#### MARCO REGULATORIO, LA PESCA ILEGAL, Y EL CONTROL

- ¿Cuáles son las normativas nacionales/internacionales (regulaciones, políticas, leyes, tratados/acuerdos) más relevantes para su empresa?
- ¿Cómo cumple la empresa con la normativa legal de pesca? ¿Y cómo promueve la conservación marina?

#### 5. GUIA DE ENTREVISTA - PERSONAL DE OTRAS ORGANIZACIONES (IMPLEMENTADORAS DE PROYECTOS Y LAS ONG INTERNACIONALES)

Para estos actores, esperamos entender el panorama del sector pesquero y el potencial de integrar un enfoque de género en la región (o en los países donde trabajan). La información que pueden brindar sería utilizada para asegurar que entendemos bien la situación general del sector en un sitio, país, y/o la región y que estamos considerando los aspectos de género más relevantes.

Nombre y Apellidos	
Posición/Cargo	
Organización/Entidad	
Número/correo de contacto	
Sexo	
Sitio/ubicación	
Fecha	
Quien realizó la entrevista	
Forma de entrevista	
Observaciones/Notas	

Buenos días/tardes \_\_\_\_\_, mi nombre es (nombre de la persona encargada del levantamiento de información), parte del equipo de la investigación sobre la igualdad de género y el empoderamiento de las mujeres en el sector pesquero para “USAID SAR (región sudamérica)”, implementada por Banyan Global. El estudio servirá de base para un análisis de género del sector pesquero en Ecuador y Perú para informar sobre las condiciones, estrategias y programas actuales y futuros en estos países. Usted, en el marco de la investigación, ha sido invitado/a para participar en una entrevista con una duración aproximada de 30 minutos o más dependiendo de su disponibilidad. Cabe mencionar que la participación en esta entrevista es voluntaria, y en caso de no querer continuar con la misma, usted tiene derecho a abandonar su participación en cualquier momento. En este sentido, me gustaría contar con su consentimiento para grabar esta entrevista en audio. La información obtenida de esta entrevista es totalmente confidencial y será manejada únicamente por el equipo técnico de Banyan Global. Muchas gracias de antemano por su tiempo, ¿considera que podríamos iniciar con la entrevista?

- En tu opinión, ¿qué significa integrar los lentes de género en el sector pesquero? ¿A nivel institucional cuál es la importancia de contar con un enfoque de género en proyectos y programas en el sector pesquero?
- ¿Cuáles temas son los más relevantes e importantes para tomar en cuenta para un análisis de género en el sector pesquero en el país o en la región (Perú y Ecuador, y/o Colombia)?
- (PARA ACTORES CON CONOCIMIENTO DE MÁS DE UN PAÍS.) Desde tu perspectiva, ¿cuáles son las diferencias importantes entre Perú y Ecuador (y Colombia) en términos del sector pesquero, control de la pesca ilegal, y/o el tema de género?
  - a. ¿En qué sentido los países son similares en estos temas?
- En su opinión, ¿cuáles son las principales cuestiones/temáticas y brechas relacionados a género/equidad de género en la pesquería (tanto en el sector industrial como artesanal? (¿Que debemos tomar en cuenta en un análisis de género?)



- ¿Hay prácticas en la pesquería que aumentan el nivel de vulnerabilidad de las mujeres (como por ejemplo la violencia contra las mujeres, el acoso, peligros de salud o seguridad)? ¿Cuáles son?
- ¿Cuál es su perspectiva (o la de su organización) sobre el control de los delitos medioambientales en el medio marino en general? ¿Cuáles son los retos y las posibles soluciones? ¿Cuáles son las implicaciones para las mujeres?
- ¿Qué oportunidades ve usted para expandir las oportunidades de las mujeres en el sector pesquero?
- ¿Cuáles considera que son las necesidades de los actores del sector para integrar el enfoque de género en su trabajo? ¿Qué recomendaría?
- ¿Puede describir algunas estrategias exitosas que conozca para integrar el enfoque de género en el sector pesquero?
- ¿Puedes describir algunas estrategias exitosas (que conoces) de incluir el enfoque de género en el sector pesquero? ¿Cuáles considera que son esas prácticas prometedoras?
- ¿Qué estrategias o enfoques de género han probado las organizaciones que NO han funcionado y por qué?
- ¿Sabe de unas bases de datos, documentos, y/o actores claves que debemos tomar en cuenta relacionado al género y/o sector pesquero para nuestro estudio/análisis de género?

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<sup>128</sup> Torre, Jorge, Arturo Hernandez-Velasco, Francisco Fernandez Rivera-Melo, Jaime Lopez, and Maria Jose Espinosa-Romero. 2019. "Women's Empowerment, Collective Actions, and Sustainable Fisheries: Lessons from Mexico." *Maritime Studies* 2019 (18): 373–84. ([Link](#))

<sup>129</sup> International Union for Conservation of Nature (IUCN). 2022. "New Masculinities: 'I Have Made a Change in My Life and I Try Not to Repeat What I Did Before.'" May 3, 2022. ([Link](#))

<sup>130</sup> ILO. n.d. "Care Calculator: How Much Time Do You Spend on Housework and Caregiving?" Accessed December 23, 2022. ([Link](#)) This is a virtual tool designed to measure time use in Argentina, but it can be adapted for application in Peru, Ecuador, and Colombia.