



**GENDER EQUALITY AND SOCIAL INCLUSION REGIONAL EXCHANGE  
(GESI REX)  
SEPTEMBER 9-10. 2024  
NOVOTEL BANGKOK ON SIAM SQUARE**

**1. Rationale (Purpose)**

On November 24, 2021, the United States Agency for International Development Regional Development Mission for Asia (USAID/RDMA) awarded Tetra Tech a 4-year contract to implement the USAID Sustainable Fish Asia Technical Support (SuFiA TS) Activity. The goal of the SuFiA TS Activity is to improve the management of marine biodiversity and fisheries resources in the Indo-Pacific region by reducing unsustainable, illegal, unreported, and unregulated (IUU) fishing. SuFiA TS is committed to integrating gender equity and social inclusion (GESI) approaches in all its activities. Systematic discrimination in the fisheries sector makes it challenging for women, migrants, youth, stateless fishers, and other marginalized groups to participate in decision-making and access resources and information about their rights as equal contributors to the fishing and seafood industries.

Gender Equality and Social Inclusion (GESI) is a cross-cutting theme in the implementation of SuFiA TS, and works to increase the integration of GESI in regional fisheries management frameworks and interventions, as well as on actions within the fisheries labor force, particularly among small-scale, migrant, and stateless fishers of all genders, and other stakeholders. GESI serves as a critical underlying foundation supporting the implementation of all SuFiA TS activities.

Following the completion of a GESI analysis during Year One start-up and the subsequent development, review, and USAID approval of the Gender and Inclusive Development Action Plan (GIDAP), the SuFiA TS team is committed to the implementation of approved GESI priorities and GIDAP actions within all relevant interventions. These interventions are needed to address GESI issues across the Indo-Pacific region that will benefit not only women, but also men, youth, the disabled, and marginalized social groups.

The three (3) priority interventions outlined in the SuFiA TS GIDAP are as follows:

- Develop and conduct inclusive capacity development programs and initiatives to elevate understanding and support for GESI mainstreaming for regional organizations, including dialogues and capacity-building events aimed at advocating and implementing international laws on human rights, gender equality, and social inclusion in fisheries, and relevant sustainable development goals;
- Develop and conduct inclusive capacity development programs, learning exchanges, and initiatives to improve access and control over resources and increase opportunities for representation in decision-making processes for women and disadvantaged groups, including amplifying women's voices and strengthening their leadership capabilities;

- Develop and organize wider communication, outreach, tools, and knowledge products to increase the visibility of women and disadvantaged groups in fisheries, and advocate for gender equality integration in regional fisheries management.

In order to implement these interventions, SuFiA TS is organizing a GESI Regional Exchange and facilitating the establishment of a Regional Gender Equality Hub (GE Hub), with the participants as founding members. The implementation of these interventions and the establishment of the Regional GE Hub are expected to meet five of the six recommendations that arise out of the SuFiA TS Gender and Inclusive Development Action Plan (GIDAP), namely:

1. Increase primary research to address data and information gaps in reporting, analysis, monitoring, and evaluation.
2. Strengthen recognition and advocacy for ratification and implementation of international laws on gender relevant to fisheries and fisheries supply chain for regional and national integration through frameworks, guidelines, action plans, etc.
3. Increase capacity-building initiatives and activities in partnership with regional organizations (incl. CSOs, NGOs, research outfits) and private sector partners to elevate understanding and support the integration of GESI programs and indicators.
4. Provide opportunities for women, youth, and other disadvantaged groups to represent and lead in the fisheries and fisheries supply chain governance.
5. Increase visibility and recognition of women and other disadvantaged groups working in the fisheries and fisheries supply-chain industry.

## **2. Objective(s)**

- Discuss the establishment of a regional Gender Equality Hub, including rationale and objectives of having a regional GE Hub, founding members, launching event, activities, outputs, and outcomes, timetable, and budget;
- Conduct capacity building on grant proposal writing and GESI-sensitive communications and reporting.
- Develop a communication and knowledge product to document GESI status, successes, and challenges in sustainable fisheries management.

## **3. Expected Outputs and Impact**

### Outputs

- Training session designs and workshop facilitation plan
- Draft work plan for the establishment of a regional GE Hub
- Draft paper on status, successes, and challenges: GESI integration in sustainable fisheries management in SEA and CT regions
- Training Report for the capacity building sessions
- Activity Report for the whole event
- Trip Report
- Communication products on the status, successes, and challenges: GESI integration in sustainable fisheries management in SEA and CT regions as presented during the REX for media release.

## Impact

- GESI in Fisheries practitioners and advocates will be more equipped to integrate GESI in their own fisheries management work, particularly to advance gender equality or female empowerment objectives in the context of their official/formal role(s) within public or private sector institutions or organizations.
- Participants will become more skilled in implementing the Gender Equality and/or GESI policies in their organization at all relevant levels in their programs and activities. For participants whose institutions do not have a GESI policy, they will advocate for the development of a GESI policy in their organizations.
- Fisheries institutions and practitioners will be more sensitive and responsive to GESI issues in their region and jurisdictions and will have a deeper understanding of how the policies, practices, and procedures can support the implementation of the GESI policy.
- Having a regional GE Hub focusing on fisheries management will empower the women, youth, and other marginalized groups in the sector as it will provide them a venue for sharing and learning, and addressing and solving issues that affect their well-being.
- The regional GE Hub will encourage partnerships to be forged with other regional entities working in various aspects of fisheries, from scientific research, fisheries practices, socioeconomics, and international law, to addressing issues on human rights and welfare, such as fair labor practices in the fisheries sector, including policy development, governance (including legal) mechanisms, and management recommendations that are informed through an inclusive participatory approach and the use of science-based data.
- Women and girls, and marginalized community leaders in fisheries are recognized and trained in leadership and other relevant skills, resulting in increased agency and empowerment, including meaningful participation in fisheries management committees, councils and decision-making platforms.

#### 4. Draft Schedule

Date	Time	Description	Responsible Staff
Sept 9	08:00-08:30	Registration / Sign-in Pre-event Assessment	SuFiA TS Admin MEL Specialist
	08:30-09:00	Opening and Welcome Remarks from USAID/RDMA, SuFiA TS, CTI-CFF, SEAFDEC, SEAFISH	Facilitator
	09:00-09:30	Introductions – Participants Group Photo	Facilitator
	09:30-09:45	<b>Session 1:</b> Introduction to SuFiA TS and the GESI Regional Exchange	SuFiA TS
	09:45-10:00	Coffee Break	
	10:00-11:00	<b>Session 2:</b> Why GESI in Fisheries and Climate Change Adaptation (setting the scene, lecture)	Resource person #1
	11:00-12:00	<b>Session 3:</b> Activity – facilitate countries to provide information on the status of GESI, policies, issues, challenges, successes, opportunities, gaps <i>*Input from CTI CT6 + Lao PDR, Thailand, and Vietnam (5min/country)</i>	Facilitator
	12:00-13:00	Lunch	
	13:00-13:10	Ice breaker	Facilitator
	13:10-15:00	<b>Session 4:</b> Regional Gender Equality Hub – describe the rationale for establishing the Hub, discussion, planning	SuFiA TS
	15:00-15:15	Coffee Break	
	15:15-16:45	Session 4 (cont'd): Regional Gender Equality Hub discussion, planning	SuFiA TS
	16:45-17:00	Wrap-Up Day 1	
Sept 10	08:00-08:30	Registration / Sign-in	
	08:30-08:45	Recap of Day 1 / Agenda for Day 2	SuFiA TS
	08:45-09:15	<b>Session 5:</b> Women as Leaders	Nguyen Thu Hue
	09:15-10:15	<b>Session 6:</b> Proposal Writing Training	Resource person #2
	10:15-10:30	Coffee Break	
	10:30-11:30	<b>Session 7:</b> Panel discussion on human interest stories from women fishers	Jasmin Mohd Saad
	11:30-12:00	<b>Session 8:</b> Regional Gender Equality Hub - Summary of Session 4, Commitment, Soft Launching	SuFiA TS
	12:00-12:30	Wrap-Up and Closing Session Next Steps Post-Event Assessment	Facilitator
	12:30-13:30	Lunch	

Date	Time	Description	Responsible Staff
<b>PARALLEL SESSIONS</b>			
<b><u>Parallel Session 1: CTI-CFF Women Leaders' Forum Meeting</u></b>			
	13:30-15:00	CTI-CFF Women Leaders' Meeting (only for CTI-CFF WLF members)	CTI-CFF Regional Secretariat
	15:00-15:15	Coffee Break	
	15:15-16:00	continue... CTI-CFF Women Leaders' Meeting (only for CTI-CFF WLF members)	
<b><u>Parallel Session 2: Capacity Building Activities (non-CTI WLF members)</u></b>			
	13:30-16:00	Capacity Building [to be developed]	SuFiA TS / Facilitator
	15:00-15:15	Coffee Break	
	15:15-16:00	continue... Capacity Building [to be developed]	SuFiA TS / Facilitator
	16:00-16:15	Closing	