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Três países partilhando um ecossistema produtivo



THE BENGUELA CURRENT CONVENTION
GENDER POLICY & ACTION PLAN



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Benguela Current Convention: Gender Policy 2019

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List of acronyms

AU	African Union
BCC	Benguela Current Convention
BCLME	Benguela Current Large Marine Ecosystem
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
GEF	Global Environment Facility
IGO	Intergovernmental Organisation
LME	Large Marine Ecosystem
M&E	Monitoring and evaluation
NGO	Non-governmental organisation
SADC	Southern African Development Community
SAP	Strategic Action Programme (of the Benguela Current Convention)
SDGs	Sustainable Development Goals
SGP	SADC Gender Policy
UN	United Nations
UNDP	United Nations Development Programme



1 CONTEXTUALISING THE BCC GENDER POLICY

1.1 INTRODUCTION

In accordance with the Benguela Current Convention, the Benguela Current Large Marine Ecosystem (BCLME) is the large marine ecosystem (LME) associated with the Benguela Current and characterised by distinct bathymetry, hydrography, productivity and trophically dependent populations. The BCLME is bounded by the high-water mark and within the national sovereignty and jurisdiction of the three Parties to the Convention – Angola, Namibia and South Africa. The BCLME is vulnerable to degradation from human activities such as fishing, marine transport, mining and land-based pollution, as well as the impacts of climate change. To address these issues, government leaders from Angola, Namibia and South Africa established a cooperative approach to improve the management of the BCLME, namely the transboundary Benguela Current Convention (BCC). The BCC promotes a coordinated, regional approach to long-term sustainability for the BCLME, safeguarding the ecosystem to realise socio-economic benefits without damage to the environment. The agreement between the three countries is specified in the Benguela Current Convention which provides the operating framework for cooperation and collaboration (BCC, 2013).

The BCC recognises the need to ensure that the rights, different knowledge, needs, roles and interests of men and women are understood and addressed in the BCC's work, thereby ensuring that all can contribute to and benefit from the valuable resources of the BCLME. The BCC's approach is to acknowledge that despite the role women play alongside men in the management of marine ecosystems, they are often excluded from the development of value chains, governance, decision-making and the benefits of the system. This is partly due to the socio-economic status of women in their communities but also because of indirect, and sometimes direct, gender discrimination that is often found in institutions that regulate and develop marine environments. As a result, gender inequality has

a triple impact on sustainable development: firstly, gender inequality affects women's contributions to household incomes and their ability to reduce individual and national poverty; secondly women's current and potential roles in environmental management for environmental sustainability are not used for the benefit of the system and; finally, when gender inequality exists human rights obligations and targets are not met. In summary, gender inequality – that is, undervaluing and excluding women – contributes to national and regional gender inequality which in turn contributes to the underachievement of international, national and regional economic, social and environmental development goals.

1.2 BCC GENDER POLICY DEVELOPMENT PROCESS

The BCC is in a unique position to promote gender equality in the governance of the BCLME. This was confirmed at the 2016 BCC Ministerial Conference and has led the BCC – with the support of the United Nations Development Programme (UNDP) and the Global Environment Facility (GEF) – to initiate and complete the design of a gender policy. The gender policy development process was initiated in the first half of 2019 and involved research, analysis and synthesis of information to produce policy goals and outcomes. The Gender Research Alliance¹ assisted with the compilation of the BCC Gender Policy and Action Plan.

As summarised in Figure 1, to arrive at the policy recommendations presented in this Gender Policy, the research process included: the preparation of a situational analysis, one-on-one interviews, focus groups, online surveys and four dialogue workshops at a national level. The process culminated in the presentation of recommendations for policy and decision-makers to review for final approval.

¹ Gender Research Alliance is a South African registered firm whose focus is to undertake high quality research, strategy and policy development in both the private and public sector that promotes social inclusion with a focus on gender equality and women's empowerment. <https://genderalliance.co.za/>



Figure 1: Policy development process for the BCC Gender Policy

2 RATIONALE AND ROLE OF THE BCC GENDER POLICY

2.1 BCC GENDER POLICY AND EQUALITY FRAMEWORKS

The BCC recognises that its commitment to promoting gender equality needs to be firmly grounded in international, regional and national gender and environmental framework norms. These frameworks carry obligatory gender equality goals and requirements for their signatories. Key gender frameworks are the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the Sustainable Development Goals (SDGs)² and, at a regional level, the Southern African Development Community (SADC) Protocol on Gender and Development (SADC, 2008). Gender commitments are also included in international environmental frameworks such as the United Nations Framework Convention on Climate Change, the Convention on Biological Diversity and the Convention to Combat Desertification.

All the BCC member countries (Angola, Namibia and South Africa) are signatories to international, regional and national frameworks that promote gender equality. The frameworks commit the governments to promote gender equality and to eradicate the injustices of the past. The adoption and localisation of these frameworks to national-level instruments illustrate a strong political commitment to the promotion of gender equality in each BCC signatory country. Discussed below is the link between international, regional and national gender goals.

2.1.1 Human rights and gender equality

In 1967, United Nations (UN) member states adopted the Declaration on the Elimination of Discrimination against Women, which states that discrimination against women is an offence against human dignity and calls on states to “abolish existing laws, customs, regulations and practices which are discriminatory against women, and to establish adequate legal protection for equal rights of men and women”. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was subsequently adopted by the UN General Assembly in 1979. The Convention articulates signatories’ obligations to address not only discriminatory laws, but also practices and customs

² SDG14: conserve and sustainably use the oceans, seas and marine resources for sustainable development, but also SDG1 (end poverty), SDG2 (food security), SDG5 (gender equality and empowerment), SDG8 (inclusive and sustainable economic growth), SDG9 (reduce inequality), SDG12 (sustainable consumption), SDG13 (climate change), SDG15 (ecosystem and biodiversity) and SDG17 (global partnership for sustainable development).

and discrimination against women by private actors (UN, 2014).

The three BCC signatory countries adopted the UN’s SDGs in September 2015. The SDGs call for accelerated efforts to close the gender equality gap considering persistent emerging threats such as climate change, levels of poverty, HIV and AIDS, gender-based violence and trafficking in persons. The achievement of the SDGs by the BCC signatory countries is mainly driven by national development plans with SDG 5 (gender equality and empowerment) considered a cross-cutting theme.

2.1.2 The African Union and gender equality instruments

The African Union’s (AU) commitment to gender equality is rooted in the Solemn Declaration on Gender Equality in Africa (African Union, 2004) and resulting African Union Gender Policy (African Union, 2009). The AU sees gender equality as a fundamental human right and an integral part of regional integration, economic growth and social development. The AU’s gender policy is actioned by the African Union Gender Strategy (African Union, 2018) which includes frameworks for gender analysis, gender capacity building, monitoring, evaluation and reporting.

2.1.3 The Southern African Development Community and gender equality instruments

The SADC Gender Policy (SGP) is fully aligned with the international and regional gender frameworks, although it encompasses additional gender-based goals and objectives. It notes as a principle that women’s rights are human rights, and that gender equality must be viewed as an essential component of regional integration, economic growth and social development. The current SGP is intended to facilitate implementation of the SADC gender commitments. It consists of a vision, a mission, policy goals, objectives and principles, and provides strategies for achieving gender policy goals and objectives. It also provides an implementation structure, monitoring and evaluation (M&E) mechanisms and an implementation plan (SADC, 2008).

2.1.4 National normative frameworks and policies to promote gender equality

The structures and methodologies (gender machinery) for implementation of national-level gender equity laws and frameworks differ in the BCC signatory countries but

all are implemented through national gender policies and implementation plans (See Table 1: Summary of gender equality frameworks in the BCC countries). In all countries the gender policies stipulate the overarching principles, practices and programmes that should be integrated by all sectors of the government into their policies (including ocean governance). Gender policies also detail a strategy for gender mainstreaming and provide guiding principles for implementation.

All of the signatory countries' national gender policies make it incumbent on ministries³, parastatals, non-governmental organisations (NGOs) and the private sector to develop plans, budgets and strategies to operationalise the gender policy at the sector programme level. In a few national cases, there are dedicated gender strategies and action plans developed by signatory ministries; for example, the Department of Environment, Forestry and Fisheries in South Africa (Department of Environment, 2016).

³ Ministries in South Africa are known as government departments.

Table 1: Summary of gender equality frameworks in the BCC countries

International frameworks		
United Nations Convention on the Elimination of All Forms of Discrimination against Women (1979)		
Beijing Declaration and Platform for Action (1995)		
United Nations Women's Strategic Plan (2014–2017)		
The Sustainable Development Goals, 2015 (goal 5: gender equality)		
Regional frameworks		
The SADC Protocol on Gender and Development (2008)		
The Solemn Declaration on Gender Equality in Africa (2004) and African Union Gender Policy (2009)		
Selected national frameworks		
Angola	Namibia	South Africa
Law n° 25/11 Against Domestic Violence (2011)	Namibia Vision 2030: Policy Framework for Long-Term National Development	Women's Charter for Effective Equality, (1994)
Presidential Decree n°26/13 – Executive Plan to Combat Domestic Violence (2013)	Harambee Prosperity Plan 2016/17–2019/20: Namibian Government's Action Plan towards Prosperity for All	Commission on Gender Equality (1997)
Presidential Decree n° 8/11 – Protection of Maternity (2011)	Namibia's 5th National Development Plan (2017)	Promotion of Equality and Prevention of Unfair Discrimination Act [No. 4 of 2000]
Presidential Decree n° 138/12 – National Programme to Support Rural Women (2012)	National Human Rights Action Plan (2015)	Preferential Procurement Policy Framework Act [No. 5 of 2000]
National Development Plan 2013–2017 (2013)	National Gender Policy and Plan of Action 2010–2020 (2010)	Broad-Based Black Economic Empowerment Act [No.53 of 2003]
Law n° 2/2005 Political Parties (2005)	National Plan of Action on Gender Based Violence (2012)	National Development Plan 2030
Presidential Decree n° 222/13 – National Policy for Gender Equality and Equity (2013)	Namibia's 5th National Development Plan (2017)	South African National Policy Framework for Women's Empowerment and Gender Equality
National Development plan 2018–2022		Women Empowerment and Gender Equality Bill (2013)

Source: Gender Research Alliance

2.1.5 BCC policy framework

The BCC Strategic Action Programme (SAP) (BCC, 2014) explicitly outlines policy actions that speak directly to the BCC Gender Policy goals. Specifically, in Ecosystem Quality Objective 6: the understanding of social-ecological interdependencies is improved so that this knowledge may be integrated into the management process; and, Ecosystem Quality Objective 8: the political and legal frameworks and human, institutional and operational resources are in place and adequate mechanisms exist to implement the BCC SAP and achieve the BCC's objective to:

- Strengthen national human capacity to participate in the BCC processes.
- Support skills training to improve human capacity.
- Strengthen institutional capacity and mechanisms to implement the SAP.
- Strengthen and harmonise policy and legislative frameworks.
- Expand the knowledge base in respect to the human dimensions in the BCLME region and share relevant data between the three BCC nations.

- Incorporate human dimensions into resource management decision-making.
- Strengthen partnerships and establish relationships with other organisations to improve cooperation and develop constructive stakeholder participation.
- Monitor and review the implementation of the SAP.
- Establish mechanisms for funding its work.

2.1.6 The link between gender policy frameworks and the BCC Gender Policy

Approaches to achieving gender goals differ in each of the BCC signatory countries but the countries all advocate a gender mainstreaming approach, in combination with strategies to empower women. These two approaches are reflected in the policies of the BCC signatory countries, and in regional and international policies.

Table 2 illustrates how national gender policies and gender equality commitments in the BCC signatory countries reflect international and regional normative gender frameworks, and in turn how they are included in the BCC proposed policy principles and goals.



Table 2: Congruence between gender principles in normative frameworks and policies: from international to national level

Gender principles and objectives contained in normative frameworks	Sustainable Development Goals	United Nations ⁴	GEF ⁵	African Union ⁶	Southern Africa Development Community ⁷	Angola national	Namibia national	South Africa national	BCC proposed
Principle of equitable participation	√	√	√	√	√	√	√	√	√
Principle of gender equality	√	√	√	√	√	√	√	√	√
Principle of women's rights are human rights		√	√	√	√	√	√	√	√
Gender policy/strategy/action plan		√	√	√	√	√	√	√	√
Gender mainstreaming		√	√	√	√	√	√	√	√
Gender objectives	√	√	√	√	√	√	√	√	√
Gender goals	√	√	√	√	√	√	√	√	√
Gender capacity building		√	√	√	√	√	√	√	√
Gender disaggregated data		√	√	√	√	√	√	√	√
Gender monitoring, evaluation and reporting	√	√	√	√	√	√	√	√	√

Source: Gender Research Alliance

4 UN System-wide Policy: Available at: <http://www.unwomen.org/en/docs/2006/12/un-policy-on-gender-equality-andempowerment-of-women-ceb-2006-2>

5 GEF Gender Policy (2017). Available at: <http://www.thegef.org/council-meeting-documents/policy-gender-equality>

6 African Union Gender Policy (2009). Available at: https://www.un.org/en/africa/osaa/pdf/au/gender_policy_2009.pdf

7 SADC Gender Policy (2006). Available at: https://www.sadc.int/files/8414/0558/5105/SADC_GENDER_POLICY_-_ENGLISH.pdf



2.2 BCC GENDER SITUATIONAL ANALYSIS AND POLICY GOALS

The governance of LMEs has seen changes over the last decade. There has been a move away from the purely scientific management of oceans and coastlines to an ecosystem approach which includes the human and community elements critical for effective LME management. The BCC has made extensive efforts to implement an ecosystem approach that puts social, economic and cultural influences at the centre of ocean and coastline governance. This includes an important call to action for better gender mainstreaming in ocean governance. It requires that the

interests, needs and priorities of men and women are taken into consideration in managing and using oceans and their resources, in ways that keep oceans healthy, productive, safe, secure and resilient.

The BCC-commissioned Gender Situational Analysis report (BCC, 2019) investigated the gender status quo in ocean governance in the three signatory countries and the capacity for effective gender mainstreaming in its operations (BCC, 2019). The following findings, consolidated from the BCC signatory countries, can be linked to the BCC policy goals recommended in the Gender Policy. Table 3 below highlights the main findings of the gender situational analysis and suggested BCC policy responses.

Table 3: Link between BCC gender analysis in Angola, Namibia and South Africa and policy goals

Gender situational analysis finding	Policy goals within the context of the BCC signatories' strategies for gender mainstreaming and situational analysis findings
BCC-facilitated capacity building for BCC stakeholders and the Secretariat in gender equality concepts or gender mainstreaming methodologies is not currently a core component of the BCC training strategy.	Facilitate capacity building in gender mainstreaming in ocean governance in the BCC so that operational structures are supported to sustainably apply gender mainstreaming concepts and tools to the BCC programme portfolio.
There is limited evidence of the application of gender mainstreaming in the BCC and the BCC stakeholders' programming cycles (beyond promoting the equal participation of men and women).	Ensure gender equitable programming in all BCC initiatives that seek to actively promote gender equality.
Although there is a balanced representation of men and women in the BCC Secretariat and in its leadership, men are overrepresented in BCC working groups and permanent committees and in chair positions, where women's participation is approximately 38 percent.	Men and women are equally represented in leadership and coordination structures at all levels of the BCC and its operations.
There is a need for a broader partnership base in the BCC consultative structures to ensure that both men's and women's voices are considered in decision-making and women's interests are represented.	Ensure the inclusion and participation of men and women in the BCC structure and its activities.
Accountability for promoting gender equality in the BCC initiatives is underdeveloped and there are no firm indicators or mechanisms for measuring progress towards gender goals that are reported back to the BCC.	<p>Establish M&E programme that indicates whether a programme addresses the different priorities and needs of men and women.</p> <p>Establish data gathering, management and oversight mechanisms for gender mainstreaming in the BCC.</p> <p>Generate and share gender mainstreaming knowledge and experience in LME and ocean governance.</p>

3 BCC GENDER POLICY COMMITMENTS

3.1 BCC GENDER POLICY OBJECTIVE

This policy document outlines the gender equality principles, goals and objectives that should guide the gender focus in the BCC’s work. This gender policy serves as a long-term vision and framework to ensure that the interests, needs and priorities of both men and women are taken into consideration in the BCC’s implementation of programmes and projects, and at all institutional levels in the BCC structures, in ways that keep the BCLME healthy, productive, safe, secure and resilient.

3.2 BCC GENDER POLICY GUIDING PRINCIPLES

The BCC Gender Policy is based on the premise of fundamental principles recognised by each of the BCC

signatory countries: human rights approaches, equality and non-discrimination, and the participation and empowerment of women and girls in the policies, programmes and processes of development and humanitarian actors (International Commission of Jurists, 2104). See Figure 2 below for an elaboration of those principles in relation to the BCC and ocean governance.

To give effect to the environmental benefits of sustainable ocean management and to ensure that changes needed to protect and enhance the environment are made, the equal participation and empowerment of women and girls are essential foundations.

**Principle 1:
Women’s rights
are human rights**

- Attaining equality between women and men and eliminating all forms of discrimination against women are fundamental human rights.
- Incorporate the principle of equality of men and women in legal systems, abolish all discriminatory laws, and adopt appropriate laws prohibiting discrimination against women.
- Ensure elimination of all acts of discrimination against women by persons, organisations or enterprises.

**Principle 2:
Equality and non-
discrimination**

- Ensure that women and girls can access and enjoy – equally with men and boys – their civil, political, economic, social and cultural rights as actors in the ocean economy of the BCLME.
- Respect the diversity of women and girls and recognise that factors such as age, language, ethnicity, race, culture, religion, disability, family and socio-economic status and geography can create additional barriers to gender equality in marine-dependent communities.
- Ensure that BCC operations, policies and programmes promote the equal rights of all individuals of concern and do not directly or indirectly discriminate against women and girls.

**Principle 3:
Participation and
empowerment of
women and girls**

- Ensure the meaningful participation of women in the design, implementation, monitoring and evaluation of all BCC operations, policies and programmes.
- Promote the right of women and girls to participate in decision-making in a meaningful way and to express their views in all matters that affect their lives in the LME.
- When necessary, implement specific programmes and policies to support the empowerment of women and girls so that they can access and enjoy their rights in the BCLME.

Figure 2: BCC Gender Policy guiding principles

Source: Adapted by Gender Research Alliance from the International Commission of Jurists (2014).

3.3 BCC GENDER POLICY GOALS, OBJECTIVES AND OUTCOMES

The policy goals and outcomes below illustrate the application of principles of gender equality and non-discrimination by the BCC. These represent the foundation for the recommendations in the context of the work of the BCC in LME management and oversight.

Policy goal 1:

Ensure gender equitable programming in all BCC initiatives that seek to actively promote gender equality. Gender relations between men and women, and boys and girls, play a key role in the access to and control of environmental resources, as well as the benefits they provide. Women's and men's perspectives need to be mainstreamed into the overarching objectives of all BCC policies⁸ and projects, and take the form of specific and quantifiable gender equality objectives and goals. The setting of gender objectives and goals offers clear guidance to staff members and BCC signatory ministries and ensures that progress can be measured, and accountability assigned. To achieve this:

- Gender analysis is carried out in all proposed programmes and projects to identify differences in the situations of different demographics of men and women, identified gendered impacts, risks and opportunities to promote gender equality.
- Based on gender analysis, the BCC coordinated programmes and projects are gender-responsive in their design, implementation, M&E.
- Gender specific programmes, where necessary, are developed and implemented to address gender discrimination in ocean governance in the BCLME.
- BCC budgets ensure equity of allocation and impact in programmes and there are enough financial resources allocated to gender-specific programmes.

Policy goal 2:

Facilitate capacity building of gender mainstreaming in ocean governance in the BCC that supports operational structures to be able to sustainably apply gender mainstreaming concepts and tools to the BCC programme portfolio. Capacity building is essential to ensure that gender equality is effectively considered in project activities. Personnel who are involved in structures and projects need a base level of competence in the use of methods and tools to make it possible to fully integrate gender equality. This capacity is needed all along the

activity chain; beginning with initial analysis, planning and setting gender equal objectives, ensuring gender goals are met in implementation, and that gender disaggregated data is effectively used in M&E. For the BCC this requires that:

- There is tripartite cooperation for learning and action that uses the BCC cooperation values to share and increase knowledge, skills and tools in gender mainstreaming between signatory ministries.
- The BCC Secretariat, constituents, partners and all staff linked to projects and programmes, as well as service providers, have the knowledge, skills and tools to mainstream gender – including disadvantaged women – in all research, analysis, programme development, activities and indicators of achievement.

Policy goal 3:

Ensure the inclusion and participation of men and women in the BCC structure and its activities. The Beijing Platform for Action notes that every human being has the right to participate in decisions that define his or her life which translates into the right to equal participation in decision-making among men and women. Women should therefore participate equally with men to have their perspective incorporated at all levels of decision-making in BCC programmes. For the BCC this means that:

- Men and women are equally represented in leadership and coordination structures at all levels of the BCC and its operations.
- Men and women are equally represented in terms of participation and decision-making throughout the identification, design, implementation, M&E of programmes and projects implemented by the BCC.

Policy goal 4:

Establish data gathering, management and oversight mechanisms for gender mainstreaming in the BCC. This will require a commitment to a structure and processes that support, apply and monitor gender mainstreaming efforts. This is an essential basis for gender mainstreaming because it provides the means for assessing progress and adapting strategies as needed. International conferences have highlighted the need for accessible information and data as a starting point for any programme for the advancement of women (FAO, 2003). This means that:

- The BCC has the structure and human resources to evaluate and formally and regularly report back on gender mainstreaming achievements to the BCC Commissioners and the Ministerial Conference.

⁸ For example, BCC training policy and BCC procurement policy.

- The BCC has action plans, guidelines and indicators of achievement to guide and monitor the impacts and risks and opportunities in gender mainstreaming, and to make essential adaptation for gender mainstreaming possible.
- Based on evidence, all BCC key organisational documents address gender equality issues.

Policy goal 5:

Establish M&E that indicates whether a programme addresses the different priorities and needs of men and women. Gender sensitive M&E is used to reveal whether an institution, a programme or a project (or all three) addresses the different priorities and needs of men and women, to establish if there has been the desired impact on gender relations, and to determine the gender elements that need to be integrated into M&E systems. Gender sensitive indicators, which measure changes in the status and role of men and women over time, are central to the M&E process. Thus, it is essential to construct, measure and analyse indicators to monitor progress in achieving goals and objectives. At the project and programme level, M&E should provide feedback on how a programme's various activities affect men and women; any negative differences in how benefits are experienced can then be addressed (USAID, 2014). For the BCC, this means that:

- On a yearly basis, the BCC tracks and reports portfolio-level progress and the specific gender goals and objectives it has adopted with, at a minimum, sex-disaggregated data.
- BCC programmes and projects include specific indicators to measure improvements in gender equality.

Policy goal 6:

Generate and share gender mainstreaming knowledge and experience in LME and ocean governance that contributes to the wider enabling environment for gender equality in ecosystem approaches to ocean and coastline management. Knowledge networks or communities of practice are invaluable as ongoing capacity building mechanisms and as a means of communicating and sharing information. The BCC is ultimately a knowledge community that will benefit significantly from such sharing because it brings together people from different regions, across programmes and projects, into flexible communities based on common interests. This makes it possible to learn from others and experience and develop new ideas. Knowledge sharing on the part of the BCC will mean that:

- On a yearly basis the BCC produces and disseminates knowledge products that support learning based on gender equality issues in ocean governance.
- A yearly regional outreach activity is held by the BCC to raise awareness of its gender equality initiatives and to support capacity development on gender mainstreaming.
- All BCC research documents explore, analyse and document the gender dimension of their subject matter.

3.4 IMPLEMENTATION EFFECTIVENESS AND REVIEW OF THE BCC GENDER POLICY

The BCC provides the legal and governance framework for cross-border cooperation between the signatory countries of the BCLME. The mandate of the BCC is set out in the corresponding Convention, which is an environmental treaty that entrenches the BCC as a permanent intergovernmental organisation (IGO). Although this mandate spans several coordination and administrative functions, the core management function is to agree to specific measures to prevent, abate and minimise pollution, to agree to conservation and management measures concerning transboundary marine resources and the coastal environment, and to devise mechanisms that enhance sustainable utilisation of the marine resources.

Ultimately the responsibility for overseeing the implementation of the Gender Action Plan lies with the BCC Commissioners. However, as the BCC is a coordination body, the implementation of the Action Plan is the responsibility of the BCC Secretariat and the signatory ministries. The BCC structure of committees and working groups, as well as the Ministerial Conference, are existing mechanisms that the BCC uses to support its work.

This BCC Gender Policy is reinforced with a corresponding Gender Action Plan that details specific activities and indicators of achievement. This includes the suggestion of a system of gender focal points in the BCC committees and working groups to support the implementation of, and reporting on, the implementation of the Gender Policy and Gender Action Plan.

3.5 DATE OF IMPLEMENTATION

The BCC Gender Policy comes into effect on the date of its adoption by the Ministerial Conference. Implementation of the Gender Policy will commence on that date and continue until the BCC Ministerial Conference decides on the review of the Policy.

GENDER ACTION PLAN



1 INTRODUCTION TO THE GENDER ACTION PLAN

The BCC has recognised the necessity of ensuring that the rights, different knowledge, needs, roles and interests of men and women are understood and addressed in its programmes, and that all can contribute to and benefit from valuable ocean and coastline resources. The BCC gender responsive approach is an acknowledgement that despite the role women play alongside men in the management of marine ecosystems, they are often excluded from the development of value chains, governance, decision-making, and benefits from the ocean governance system. This is partly due to the socio-economic status of women in their communities. In addition, direct and indirect gender discrimination is often found in institutions (such as government ministries¹ and sectoral representation organisations) that regulate and develop marine environments. As a result, gender inequality, and undervaluing and excluding women, contributes to national and regional gender inequality; this in turn contributes to the underachievement of national and regional development goals.

2 PURPOSE OF THE GENDER ACTION PLAN

The Gender Action Plan has been developed to provide actions that are required to support gender mainstreaming and promote more equitable outcomes by BCC programmes. The Action Plan focuses the BCC's sphere of control within the governance structures it uses. It identifies gender responsive indicators that can be integrated into existing result frameworks (outcome and/or output level indicators). This includes indicators in demonstration project initiatives implemented by the BCC at country level, and in capacity building of the BCC Secretariat and operations. Baseline, mid-term and final indicators of achievement (up to December 2022) are provided to measure the BCC's progress with gender mainstreaming. Data sources have been assigned for each result.

The Action Plan is based on a process of investigation, research and analysis carried out in the first quarter of 2019. The research followed a mixed methods approach and used both primary and secondary data. Good practices of gender mainstreaming in environmental programmes such as the Global Environment Fund (GEF), the United Nations Development Programme (UNDP) and UN's women analysis frameworks were used as guidance.

Various research tools were used to collect primary data via telephonic interviews, face-to-face interviews and stakeholder focus groups (comprising 22 men and 38 women). These interviews consisted of 20 people from the BCC Secretariat and partner ministries, with the remainder from other ocean governance stakeholder groups. An online survey was sent to ocean governance stakeholders in the three countries (Angola, Namibia and South Africa), the BCC leadership, and employees of the Secretariat. Although the survey comprised 94 people, only 26 men and 30 women specified their gender.² National workshops were held in each of the three countries to interrogate and verify the situational analysis results. The three workshops comprised 55 representatives from partner ministries and other stakeholders in ocean management including those from the BCC demonstration projects (45 women and 10 men).

The BCC Gender Policy outlines the gender equality principles, goals and objectives that should guide the gender focus in the BCC's work. This Action Plan complements the Policy in that it states the activities that are necessary to achieve policy goals.

3 THEORY OF CHANGE: THE BCC AND GENDER MAINSTREAMING

The governance of LMEs has seen changes over the past decade; there has been a move away from the purely scientific management of oceans and coastlines to an ecosystem-based management approach, which includes the human and community elements critical for effective LME management. The BCC has made extensive efforts to implement an ecosystem-based management approach that puts social, economic and cultural influences at the centre of ocean and coastline governance. This includes an important call to action for better gender mainstreaming in ocean governance. The call to action requires that in managing and using oceans and their resources to keep them healthy, productive, safe, secure and resilient, the interests, needs and priorities of men and women are taken into consideration. The BCC SAP (Benguela Current Commission, 2014) explicitly outlines policy actions that speak directly to the BCC Gender Policy goals. Specifically, Ecosystem Quality Objective 6 (the understanding of social-ecological interdependencies is improved so that this knowledge may be integrated into the management process), and Ecosystem Quality Objective 8 (the

¹ In South Africa ministries are known as departments, for example, the Department of Environment, Forestry and Fisheries.

² This was an optional question to consider those who may not identify with either gender.

political and legal frameworks and human, institutional, and operational resources are in place and adequate mechanisms exist to implement the BCC SAP) and achieve the BCC's objective to:

- Strengthen national human capacity to participate in the BCC processes.
- Support skills training to improve human capacity.
- Strengthen institutional capacity and mechanisms to implement the SAP.
- Strengthen and harmonise policy and legislative frameworks.
- Expand the knowledge base in respect to the human dimensions in the BCLME region and share relevant data between the BCC nations.
- Incorporate human dimensions into resource management decision-making.
- Strengthen partnerships and establish relationships with other organisations to improve cooperation and develop constructive stakeholder participation.

- Monitor and review the implementation of the SAP.
- Establish mechanisms for funding its work.

The BCC Gender Action Plan draws from best practice gender mainstreaming guidelines such as national, regional and international instruments. The importance of gender mainstreaming in environmental programmes as a mechanism to advance both global environmental benefits, as well as gender equity and social inclusion is well-documented (UNDP, 2016).

3.1 THE LINK BETWEEN POLICY FRAMEWORKS AND THE BCC GENDER POLICY

Table 1 illustrates how national gender policies and gender equality commitments in the BCC signatory countries reflect international and regional normative gender frameworks, and in turn how they are reflected in the Gender Action Plan objectives and approaches.

Table 1. Congruence between gender principles in normative frameworks, policies and objectives: from international to national level

Gender principles and objectives contained in normative frameworks	Sustainable Development Goals	United Nations ³	GEF ⁴	African Union ⁵	Southern African Development Community ⁶	Angola national	Namibia national	South Africa national	BCC proposed
Principle of equitable participation	√	√	√	√	√	√	√		
Principle of gender equality	√	√	√	√	√	√	√		
Principle women's rights are human rights		√	√	√	√	√	√	√	√
Gender policy/strategy/action plan		√	√	√	√	√	√	√	√
Gender mainstreaming		√	√	√	√	√	√	√	√
Gender objectives	√	√	√	√	√	√	√	√	√
Gender goals	√	√	√	√	√	√	√	√	√
Gender capacity building		√	√	√	√	√	√	√	√
Gender disaggregated data		√	√	√	√	√	√	√	√
Gender monitoring, evaluation and reporting	√	√	√	√	√	√	√	√	√

Source: Gender Research Alliance

³ UN System wide Policy. Available at: <http://www.unwomen.org/en/docs/2006/12/un-policy-on-gender-equality-and-empowermentof-women-ceb-2006-2>

⁴ GEF Gender Policy (2017). Available at: <http://www.thegef.org/council-meeting-documents/policy-gender-equality>

⁵ African Union Gender Policy (2009). Available at: https://www.un.org/en/africa/osaa/pdf/au/gender_policy_2009.pdf

⁶ SADC Gender Policy (2006). Available at: https://www.sadc.int/files/8414/0558/5105/SADC_GENDER_POLICY_-_ENGLISH.pdf

The theory of change for the BCC Gender Action Plan reflects a gender policy and planning approach where institutional changes are set within the BCC's sphere of influence. It implies the need for an approach of gender mainstreaming and one where men and/or women are targeted specifically to actively change the situation of either gender. The initiatives are aimed at changes within the three important

components of promoting gender equality:

- men's and women's agency⁷
- supporting structural change in the BCC for gender responsive programming
- promoting more equal gender relationships.

The theory of change for this action plan is illustrated below.

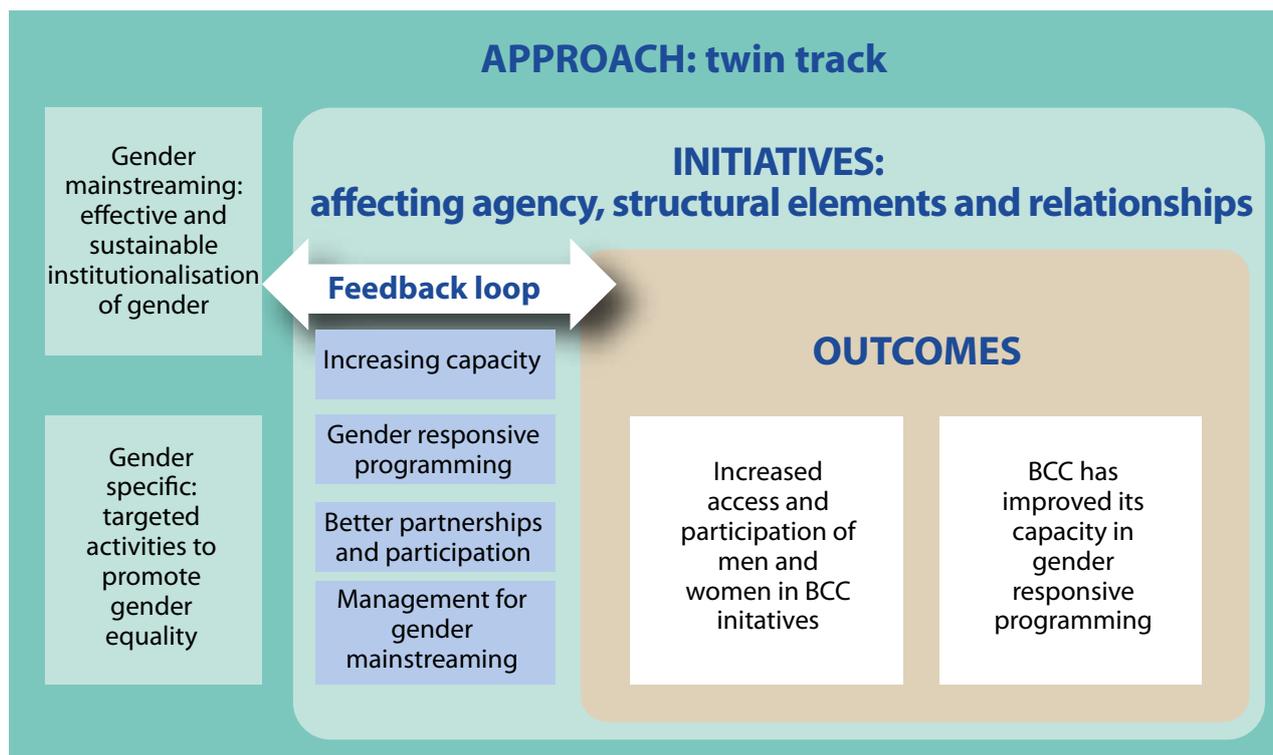


Figure 1: Theory of change – the BCC Gender Action Plan

Source: Gender Research Alliance



⁷ Agency is the capacity of individuals to act independently and to make their own free choices.

The following findings, consolidated from the three BCC signatory countries, can be linked directly to the BCC Gender Action Plan. Table 2 highlights the main findings of the gender situational analysis and suggested BCC Gender Action Plan.

Table 2. Link between BCC gender analysis in Angola, Namibia and South Africa and Gender Action Plan objectives

Gender situational analysis finding	Action plan outcomes within the context of BCC signatories' strategies for gender mainstreaming and situational analysis
BCC-facilitated capacity building for stakeholders and the Secretariat in gender equality concepts or gender mainstreaming methodologies is not currently a core component of the BCC training strategy.	The BCC Secretariat, constituents, partners and staff linked to projects and programmes have the knowledge, skills and tools to mainstream gender in all research, analysis and programme development activities and indicators.
There is limited evidence of the application of gender mainstreaming in BCC and BCC stakeholders' programming cycles, with a lack of evidence of consistent application within ocean governance initiatives in the BCC countries (beyond promoting the equal participation of men and women).	<p>Gender analysis carried out in all BCC programmes are gender-responsive in their design, implementation, monitoring and evaluation. All research documents funded or produced in collaboration with the BCC will have explored and analysed the gender dimension of their subject matter.</p> <p>The BCC has action plans, guidelines and indicators of achievement to guide and monitor the impact and risks, and opportunities in gender mainstreaming.</p> <p>BCC budgets ensure equity of allocation and impact in programmes and there are sufficient financial resources allocated to gender-specific programmes.</p> <p>Demonstration projects have the capacity to mainstream gender into their activities.</p>
Although there is a balanced representation of men and women in the BCC secretariat and in its leadership, men are overrepresented in BCC working groups, permanent committees, and in chair positions – where women's participation is approximately 38%.	Men and women are equally represented in leadership and coordination structures at all levels of the BCC and its operations.
There is a need for a broader partnership base in the BCC consultative structures to ensure that both men's and women's voices are considered in decision-making and there are regular discussions with national and regional organisations that represent women's interests in ocean governance.	Both men and women guide, participate and benefit from BCC programmes and projects in an equitable way.
The need for focused gender equality and gender mainstreaming initiatives was identified by respondents. Practical frameworks for analysis (and tools for application) and policies, guidelines and tools that promote implementation, were considered a priority.	The BCC's structure, framework and human resources evaluate, and formally and regularly report back on gender mainstreaming achievements to the Commissioners and the Ministerial Conference.
Accountability for promoting gender equality in BCC initiatives is underdeveloped and there are no firm indicators or mechanisms for measuring progress towards gender goals that are reported back to the BCC.	<p>M&E systems are put in place to measure achievement of gender goals with knowledge creation and management around gender research and gender mainstreaming practices and outcomes.</p> <p>All key BCC organisational documents address gender equality issues.</p> <p>Annually the BCC tracks and reports on portfolio-level progress and the specific gender goals and objectives it has adopted, with sex-disaggregated data.</p> <p>Each year the BCC produces and disseminates knowledge products that support learning based on gender equality issues in the BCLME.</p>

Source: Gender Research Alliance

The key components of the Gender Action Plan reflect a systemic approach to gender mainstreaming in the BCC operations with support for signatories. They reflect the findings and recommendations from the BCC gender situational analysis (BCC, 2019) and align with the GEF and UNDP gender policy priorities. The Action Plan components can be summarised as follows:

3.1.1 Build capacity for gender mainstreaming by improving the skills, knowledge and practical tools to analyse and apply gender mainstreaming or gender specific initiatives in BCC thematic areas.

3.1.2 Implement gender mainstreaming and gender-specific programming to ensure that gender responsive approaches are part of the BCC operations and programmes/projects.

3.1.3 Activate partnerships and participation that promote understanding and outreach, and better reflect the perspectives of both men and women in BCC activities.

3.1.4 Design and implement mechanisms (tools and methodologies) for managing gender mainstreaming in the BCC.

The Gender Action Plan presented in the tables below is framed by these components. It takes into consideration that activities can and do cut across different organisations and structures. For example, supporting signatory ministries in producing a BCC-specific gender strategy and plan will involve gender analysis, capacity building, monitoring and evaluation. In addition, the Gender Action Plan has been sub-divided (for ease of reference) between BCC operations and demonstration projects.

⁸ Note there is no gender working group in the BCC structure at the time of writing.

4 IMPLEMENTATION OF THE GENDER ACTION PLAN

The BCC provides the legal and governance framework for cross-border cooperation between the countries of the BCLME. The mandate of the BCC is set out in the Benguela Current Convention, which is essentially an environmental treaty that entrenches the BCC as a permanent IGO. Although this mandate spans several coordination and administrative functions, the core management function is to:

- agree to specific measures to prevent, abate and minimise pollution
- agree to conservation and management measures concerning transboundary marine resources and the coastal environment
- devise mechanisms that enhance sustainable utilisation of the marine resources.

Ultimately, the responsibility of overseeing the implementation of the Gender Action Plan lies with the BCC Commissioners. However, because the BCC is a coordination body, the implementation of the Action Plan is the responsibility of the BCC Secretariat and all signatory ministries. The BCC structure of committees and working groups⁸, as well as the Ministerial Conference are existing mechanisms that the BCC uses to support its work. These also provide a way to institutionalise and implement the Gender Action Plan.



5 GENDER ACTION PLAN MATRIX

Action Plan overall outcome: The interests, needs and priorities of both men and women ⁹ are taken into consideration in managing and using the BCLME and its resources in ways that keep it healthy, productive, safe, secure and resilient							
Intermediate objective 1: Facilitate capacity building in gender mainstreaming in ocean governance in the BCC so that operational structures are supported to sustainably apply gender mainstreaming concepts and tools to the BCC programme portfolio							
Immediate outcome 1.1: The BCC Secretariat, constituents, partners and all staff linked to projects and programmes have the knowledge, skills and tools to mainstream gender in all research, analysis, programme development, activities and indicators							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility ¹⁰
1.1.1 Include disability-sensitive gender capacity building in the BCC training plan	Training plan includes gender capacity building	Training plan developed and approved	Training reports	0	1	1	BCC Manager: Training and Capacity Development
1.1.2 Develop and disseminate guidelines for gender and disability mainstreaming in the four BCLME III project areas	Gender mainstreaming guidelines for participation, leadership and M&E	At least four gender mainstreaming guidelines developed and approved	Minute of approval of guidelines and BCLME III implementation reports	0	2	4	BCC Manager: Training and Capacity Development; Manager BCLME III project
1.1.3 Carry out gender and disability capacity building for BCC staff, in working groups, committees and projects	Staff and constituents trained in BCC-relevant gender concepts and tools	Number of men and women involved in training	Training reports	0	125 (50% men; 50% women)	250 (50% men; 50% women)	BCC Manager: Training and Capacity Development
1.1.4 Leadership training/mentoring female ministry staff to national intersectoral committees and working groups of BCC signatories	Leadership training	Number of women trained	Training reports	0	20	40	BCC Manager: Training and Capacity Development



⁹ It is acknowledged that men and women are not homogenous groups. Depending on country situations there may be groups of women that are more vulnerable to the consequences of gender inequality, such as those with disabilities, young women and women living with HIV and AIDS.

¹⁰ The allocated responsible persons are indicative and illustrates where ultimate responsibility lies.

Intermediate objective 2: Ensure the inclusion and participation of men and women in the BCC structure and its activities							
Immediate outcome 2.1: Men and women are equally represented in leadership and coordination structures at all levels of the BCC and its operations							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
2.1.1 Develop gender guidelines and targets for representation of men and women in BCC structures	Targets applied	Gender participation guidelines and targets developed and approved		0	1	1	BCC Executive Secretary
2.1.2 Apply gender targets/quotas to co-opting ministry staff to national intersectoral committees and working groups from BCC signatories	Targets applied	% of men and women in BCC working structures	BCC structure	38% women	40% women	50% women	BCC Executive Secretary
		% of men and women in BCC leadership positions		40% women	50% women	50% women	BCC Executive Secretary
Immediate outcome 2.2: Men and women are equally represented in terms of participation and decision-making throughout the identification, design, implementation, monitoring and evaluation of activities implemented by the BCC							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
2.2.1 Application of gender guidelines by the BCC Secretariat and signatory ministries (see 1.1.2)	Targets applied	Activity reports	BCC activity reports	unknown	30%	50%	BCC Executive Secretary
2.2.2 Draft terms of reference and co-opt national-level gender partners to support BCC gender mainstreaming in cooperation with signatory ministries	National gender partner co-opted	No of partnership agreements in place	BCC activity reports	0	1	3	BCC Executive Secretary
2.2.3 Draft terms of reference and co-opt regional-level gender partner to support gender mainstreaming in BCC operations	Regional gender partner co-opted	Partnership agreement in place	BCC activity reports	0	1	1	BCC Executive Secretary

Intermediate objective 3: Gender responsive programming that actively seeks to promote gender equality in all BCC initiatives							
Immediate outcome 3.1: Gender analysis has been carried out and all BCC programmes and proposed programmes are gender-responsive in their design, implementation, M&E							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
3.1.1 Develop guidelines for gender and disability mainstreaming in project/thematic documents	Guidelines for gender mainstreaming programmes	Guidelines exist	Guidelines	0	1	1	BCC programme managers and peer review group
3.1.2 Establish a representative gender peer review group and process for all BCC programmes	Peer review group established for gender focal points	Peer review group operational	Peer review reports	0	1	1	BCC programme managers and peer review group
3.1.3 Use guidelines to review and adapt existing BCC programme documents	Reviewed documents	Percentage of documents reviewed and adapted	Programme documents	0%	70%	100%	BCC programme managers and peer review group

Immediate outcome 3.2: BCC budgets ensure equity of allocation and impact in programmes and there are sufficient financial resources to promote gender equality							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
3.2.1 Carry out a gender budgeting exercise for core BCC funding	Gender budgeting exercise	Gender budget approved	Financial reporting	0	1	1	Manager: Finance and Administration
3.2.2 Mobilise specific budgets for gender projects, focal point and gender mainstreaming	Ring-fenced budget for gender specific projects and gender mainstreaming	Percentage of budget allocated	Financial reporting	0	1%	2%	Manager: Finance and Administration



Intermediate objective 4: Establish data gathering, management and oversight mechanisms for gender mainstreaming in the BCC							
Immediate outcome 4.1: The BCC has the structure and human resources to evaluate and formally and regularly report on gender mainstreaming achievements to Commissioners and the Ministerial Conference							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
4.1.1 Establish a gender focal point system within national intersectoral committees, working groups, and the Secretariat	Focal point system established	Focal point system documented	Organogram	0	1	1	BCC Executive Secretary Commission
4.1.2 Appoint and ensure capacity of internal gender focal point within the BCC secretariat	Organisational focal point appointed	Organisational focal point in situ	Recruitment/ contract report	0	1	1	BCC Executive Secretary
4.1.3 Establish gender advisory and reporting system to Commission using focal point system	Approved gender advisory system for the BCC	Advisory system documented and approved	Minute of approval and implementation reports	0	1	1	BCC Executive Secretary Commission
4.1.4 Carry out national intersectoral committees, working groups and Secretariat reporting with annual progress reporting on gender mainstreaming in the BCC	Gender mainstreaming reports produced	Reports in existence	Progress reporting	0	2	4	BCC Executive Secretary Commission
4.1.5 Support the BCC signatory ministries to develop a national gender strategy and action plan to feed into BCC gender goals	National BCC-specific gender strategy and action plan developed	BCC-specific national strategy and action plan exist	Progress reporting	0	1	3	Committee and working group focal points
4.1.6 Develop a template for monitoring and evaluating the BCC programmes	Monitoring template developed and disseminated	Monitoring template used by partner ministries	Partner ministries' action plans	0	50%	100%	Committee and working group focal points
4.1.7 Support signatory ministries to apply and measure BCC gender goals action plan	Strategy implemented	Number of strategies implemented	Progress reporting	0	1	3	Committee and working group focal points

Immediate outcome 4.2: The BCC has action plans, guidelines and indicators of achievement to guide and monitor the impacts and risks, and opportunities in gender mainstreaming							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
4.2.1 Develop and seek Commission approval for the BCC Gender Policy and Action Plan	Gender Policy and Action Plan	Approval of Gender Policy	Commission minutes	0	1	1	BCLME III Project Manager Commission
Immediate outcome 4.3: All BCC key organisational documents address gender equality issues							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
4.3.1 Review and update all key organisational documents (SAP, BCC policies ¹¹ , Convention, brochures, annual report) for gender inclusion	Key organisational documents reviewed	Percentage of official BCC documents that contain gender-related knowledge	BCC official documents	0%	50%	100%	M&E Manager/ Compliance Manager

Intermediate objective 5: Establish programme M&E that indicates whether BCC is addressing the different priorities and needs of men and women							
Immediate outcome 5.1: On an annual basis the BCC has tracked and reported on portfolio-level progress and the specific gender goals and objectives it has adopted, with sex-disaggregated data							
Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
5.1.1 Review BCC programme/thematic logical frameworks to include gender indicators	Gender in research and analysis, and programme cycle	Percentage of programmes/ thematic activities that have developed indicators	Programme/ thematic strategies and action plans	0%	50%	100%	M&E Manager/ Compliance Manager
5.1.2 Develop a template for monitoring and evaluating BCC programmes	Monitoring template developed and disseminated	Monitoring template used by programmes/ thematic activities	Programme/ thematic strategies and action plans	0	50%	100%	M&E Manager/ Compliance Manager
5.1.3 Collect gender disaggregated data in all BCC activities	Gender disaggregated data collected	Percentage of indicators that are gender disaggregated	Monitoring and evaluation reports	0	50%	100%	M&E Manager/ Compliance Manager

¹¹ For example, Training Policy and Procurement Policy.

Intermediate objective 6: Generate and share gender mainstreaming knowledge and experience in LME and ocean governance to contribute to the wider enabling environment for gender equality in ecosystem approaches to ocean and coastline management

Immediate outcome 6.1: On a yearly basis the BCC will produce and disseminate knowledge products based on gender equality issues in the BCLME that support learning

Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
6.1.1 Produce and disseminate yearly reports on gender mainstreaming impacts at a project/ thematic level to the BCC	Reports produced	Number of reports	Project/thematic reports	0	22	44 ¹²	BCC Knowledge Managers ¹³
6.1.2 Partner with academics or NGOs with a strong competence in gender and ocean governance	Partnership agreement	Partnership agreement	Partnership agreement	0	1	1	BCC Knowledge Managers
6.1.3 Identify gender-relevant research topics/good practices through BCC gender focal points and carry out research	Research conducted	Number of guidelines/ tools, case studies, research papers, policy briefs	BCC activity reports	0	2	4 ¹⁴	BCC Knowledge Managers
6.1.4 Publish good practices, lessons learnt on gender and ocean governance in the BCLME	Gender-based articles and/or other products	Articles and/or other products disseminated	Copies of articles and/or other products	0	5	10	BCC Knowledge Managers
6.1.5 Facilitate a regional annual seminar on gender and ocean governance	Seminars facilitated	Number of seminars held	Seminar reports	0	2	4	BCC Knowledge Managers
6.1.6 Establish and maintain a gender resource page on the BCC website and/or other dissemination mechanisms	Webpage or other dissemination mechanism established and maintained	Operational webpage or other mechanism with gender resources	Site structure or proof of use of other mechanisms	0	1	1	BCC Knowledge Managers

Immediate outcome 6.2: All BCC research documents will have explored and analysed the gender dimension of their subject matter

Activities	Output	Indicator	Verification	Baseline June 2019	Mid-June 2021	End December 2022	Responsibility
6.2.1 Develop and use guidance note for gender mainstreaming in research processes	Gender-inclusive research guidelines developed and used	Percentage of BCC-funded research that has explored gender dimensions	Research reports	0%	50%	100%	BCC Knowledge Managers

12 Based on number of BCC projects currently running.

13 Knowledge Manger implies those staff that are responsible for using, creating and sharing knowledge.

14 Based on one per year of BCLME III project.

Gender Action Plan BCC: Demonstration Projects							
Intermediate objective 7: BCC Pilot projects have gender mainstreamed their activities							
Immediate outcome 7.1: Demonstration projects have capacity to gender mainstream their activities							
Activities	Output	Indicator	Verification	Baseline (total 3 countries)	Mid-June 2021	End December 2022	Responsibility
7.1.1 Revision of BCC project documents to include gender analysis (including vulnerable women) that meets national needs	Revised project documents	Number of project documents	Project documents	0	3	3	National Project Manager: demonstration project
7.1.2 Develop detailed work plans to include gender elements from gender analysis	Work plans developed	Number of work plans	Project reports	0	3	3	National Project Manager: demonstration project
7.1.3 Ring-fence project budgets for gender mainstreaming and gender specific activities	Revised budgets	Percentage of budget ring-fenced	Budgets	0%	5%	10%	National Project Manager: demonstration project
7.1.4 Ensure equal participation of both men and women in leadership and management of demonstration projects	Women's participation increased in project leadership and management	Number of men and women involved in project activities	Training reports	0	125 (50% men; 50% women)	250 (50% men; 50% women)	National Project Manager: demonstration project
7.1.5 Hold capacity building in gender mainstreaming for demonstration project stakeholders that meets national needs	Training events	Number of training events	Training reports	0	3	6	National Project Manager: demonstration project
7.1.6 Carry out yearly progress reporting on gender mainstreaming in the BCC	Gender mainstreaming reports produced	Reports in existence	Progress reporting	0	2	4	National Project Manager: demonstration project
7.1.7 Share experiences of gender mainstreaming in projects through appropriate dissemination mechanisms	Experiences shared	Number of experiences shared	Event reports	0	3	6	National Project Manager: demonstration project
Immediate outcome 7.2: Men and women participate and benefit from demonstration projects in an equitable way							

7.2.1	Targeted (sectoral) gender responsive training for ultimate beneficiaries (men and women) in livelihood development (including women with disabilities)	Men and women trained	Number of training events	Training reports	0	3	6	National Project Manager: demonstration project
7.2.2	Identify and promote women ocean governance role models in the communities	Role models promoted	Number of role models	Project reports	0	3	6	National Project Manager: demonstration project
7.2.3	Using BCC guidelines, ensure equal participation of both men and women as beneficiaries of demonstration project initiatives	Equal participation promoted	Percentage of women participating at all levels	Project reports	unknown	20%	50%	National Project Manager: demonstration project
7.2.4	Co-opt national project partner with gender expertise in the focus of national project	Equal participation promoted/ expertise expanded	Number of partners co-opted		0	3	3	National Project Manager: demonstration project
7.2.5	Establish, strengthen and organise women at local and national level to effectively lobby government on ocean governance issues	Stronger voice for women in ocean governance promoted	Number of advocacy events	Event reports	0	6	12	National Project Manager: demonstration project



GLOSSARY

Term	Description
Gender	Socially constructed differences between the sexes, norms and cultural expectations on men/boys and women/girls; and how femininity and masculinity is defined in a given context.
Gender analysis	Explores the differences between and amongst women, men, girls and boys in terms of their relative distribution of resources, opportunities, constraints and power in a given context.
Gender blind	Projects, programmes, policies and attitudes do not consider and address the different roles and diverse needs of men and women.
Gender equality	This refers to the equal rights, responsibilities and opportunities of men and women, and boys and girls.
Gender mainstreaming	The process of assessing the implications for men and women of any planned action, including legislation, policies, or programs in all areas and at all levels.
Gender responsive	An approach that seeks to actively promote equality – this often involves specific actions to empower either men and/or women.
Gender sensitive	Modification of methodology or behaviour by awareness of gender equality concerns.
Gender roles	Social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine the traditional responsibilities and tasks assigned to men, women, boys and girls.
Indirect discrimination	When there is a policy that applies in the same way for everybody but disadvantages a group of people who share a characteristic.
Ocean governance	The management and use of oceans and their resources in ways that keep them healthy, productive, safe, secure and resilient.
Parties	The Republic of Angola, the Republic of Namibia and the Republic of South Africa jointly.
Sex-disaggregated data	Data that is collected and presented separately on men and women.
Stakeholder	An individual or group having an interest in the outcome of an activity or is likely to be affected by it.



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