



Gender, Marginalized People and Marine Spatial Planning

Improve livelihoods, empower marginalized groups, bridge the inequality gap



? Why Promote Social Inclusion in Marine Spatial Planning?

Marine spatial planning (MSP) is a public process that should be participatory, transparent, adaptive, inclusive and balance social, economic, and environmental needs. Building relationships and collaborating with all stakeholders, including traditionally underrepresented and marginalized groups, is key to the long-term success of MSP.

Having an inclusive MSP process is important because it can help create jobs and economic opportunities for communities in new and existing coastal and maritime sectors, and enable governments to meet their social targets and employment goals. This can result in better outcomes, because involving a wide range of stakeholders can create a diversity of perspectives, new ideas, and innovative solutions.



Blue Economy is defined by the World Bank Group as the sustainable and integrated development of economic sectors in healthy oceans ^[1]

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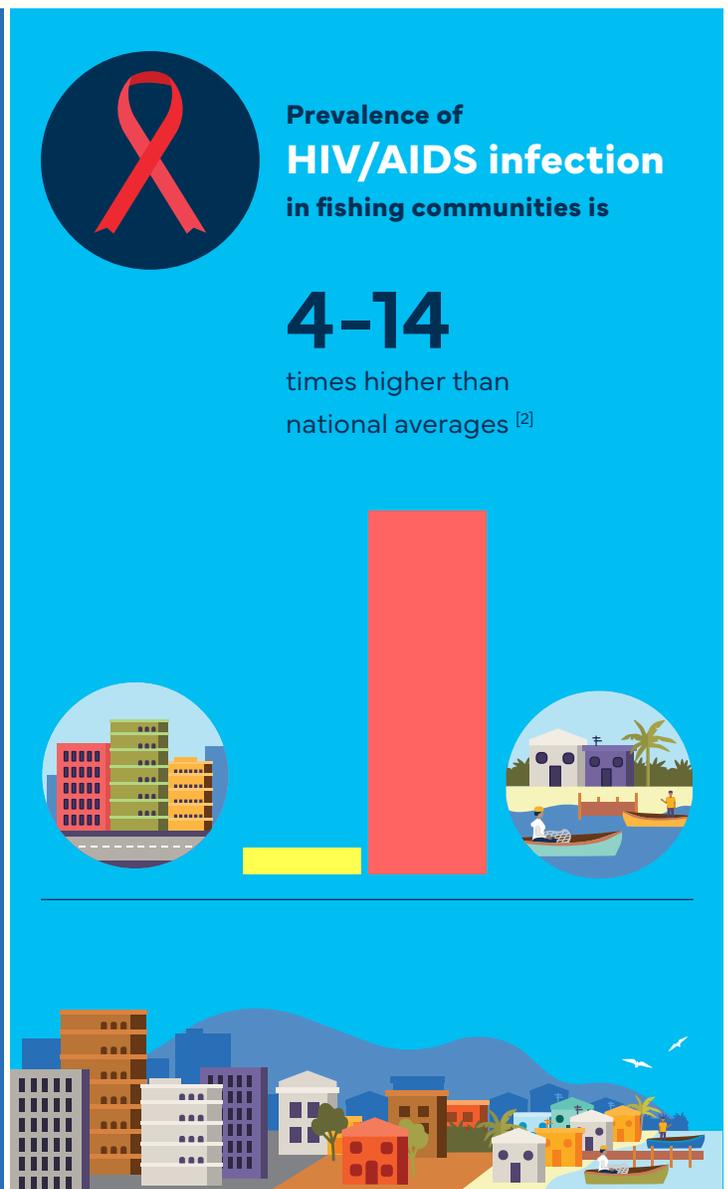
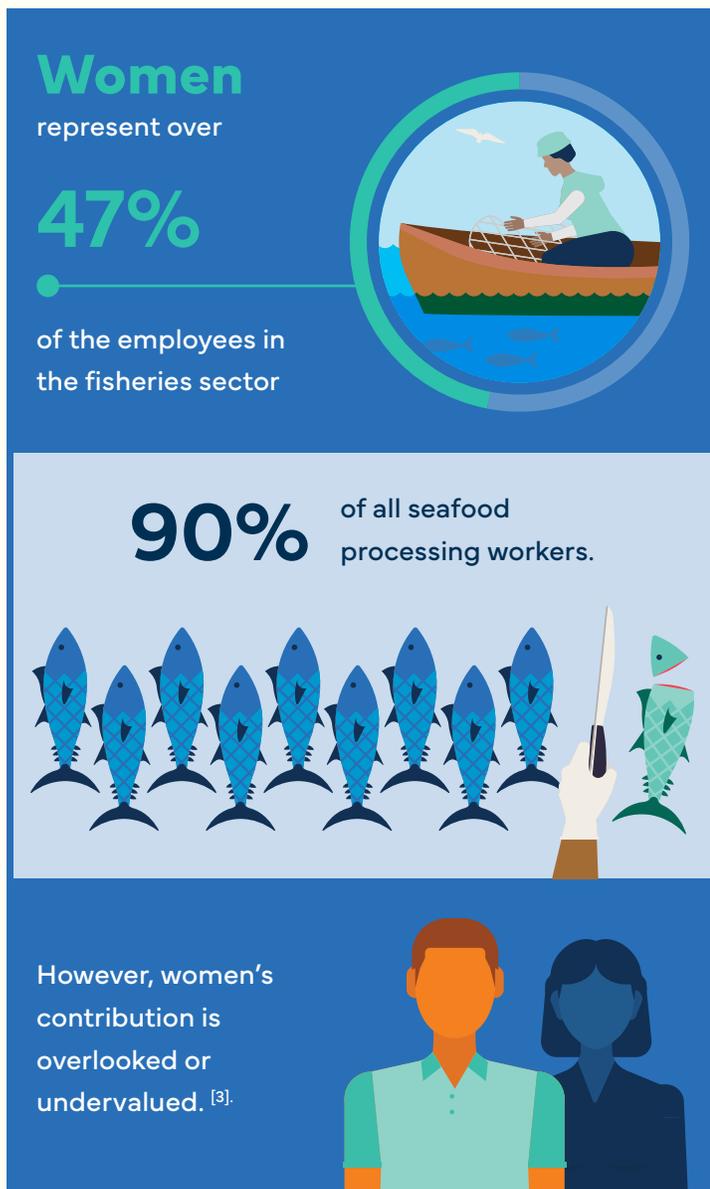
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? Who Are the Marginalized Groups in Marine Spatial Planning?

Many people who depend on marine resources for their incomes and livelihoods regularly have their views and needs ignored in marine resource decision making. These marginalized users include youth and elderly adults, individuals in small-scale fishing and coastal communities, Indigenous peoples, migrants (including seasonal migrants and displaced people), and women and girls. Other major resource users tend to consider these groups as unimportant or as

unaffected by marine planning decisions. Women, despite their key role in processing, are often not included in fisheries management or ocean-related decision-making bodies, and do not have equal access to resources, financing, market information, training, and technology. This is important because gender is a critical organizing category for coastal activities, and is of significant relevance and legitimacy to the MSP process.

Key Stats





Fisheries

Development policies have traditionally targeted women as fish processors and men as fishers and managers of resources, and have excluded women from mainstream planning in the sector.^[5] Challenges to women's equitable participation in fisheries management decision making and resulting benefits, include perceptions of their roles and lack of education and leadership capacity. Men are usually engaged directly in offshore harvesting activities and decisions, but even though active involvement of women improves fisheries management,^[6] women are not often seen as decision makers but as processors or unpaid or are excluded because of norms and values embedded in the culture regarding their roles and position in society.^[7] Addressing these challenges could increase fisheries' sustainability while increasing women's empowerment and economic growth in coastal communities.



Coastal Tourism

Globally, women account for 54% of all tourism and hospitality workers. They often work in front-line positions such as at the front desk, housekeeping, and as food and beverage servers, and earn less than their male counterparts. The 2019 United Nations World Tourism Organization report on women in tourism shows that there is great promise for women in the sector: tourism provides good employment opportunities; women's tourism businesses enhance women's economic empowerment; tourism education and training promote gender equality and women's empowerment in the sector; women are leaders in the tourism sector; and tourism empowers women to work collectively for justice and gender equality.^[8] Sustainable coastal tourism can be an effective vehicle for women's empowerment and ensure decent work for men and women.



Maritime Transport

There is a huge untapped opportunity for women's empowerment in the maritime transport sector. The International Transport and Workers' Federation estimates that women account for just 2% of employees in global maritime transport, and these few women earn on average 45% less than men and hold only 7% of management positions. Fortunately, industry trends indicate that an

increasing number of women are entering the shipping industry in all roles, including seafaring, operations, chartering, insurance, and law. More women are also enrolling in maritime-related studies, which will be critical in ensuring that women will have the technical expertise to enter this workforce.^[9]



Offshore Clean Energy

The energy sector is seen as a gender-neutral field driven by technology, with expectations that energy policies and projects will benefit women and men equally, but this is not the case. The absence of gender-affirmative action contributes to gender-blind energy planning, which marginalizes the needs of women in energy policies and discriminates against women. Thirty-two percent of full time employees are female, but their participation is much lower in science and technology-related jobs than in administrative jobs.^[10]

Energy planners expect that offshore energy will be an important element of MSP, so it is important that women be engaged in the process and be able to take advantage of the opportunities this emerging sector can provide. Green jobs will provide great opportunities in all sectors, and having appropriate technical skills and representation on planning commissions and decision-making bodies is key to ensure that everyone can take advantage of it. Improving women's skills and increasing their representation in planning processes will bring different viewpoints and innovative solutions, leading to better, more inclusive plans.

Key Recommendations for Social Inclusion in MSP

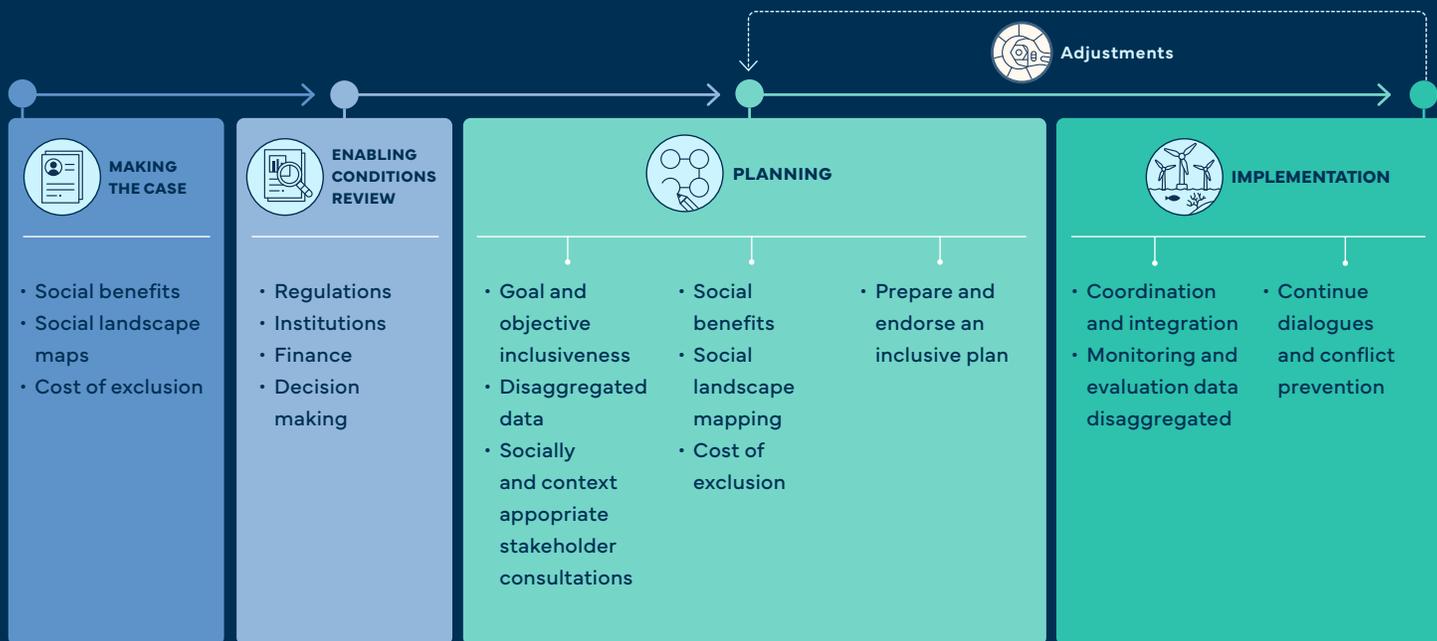
- Map the actors, resources, and activities needed to increase general knowledge of the marine space; identify critical management and policy gaps; and unlock the potential of women and marginalized communities as employees, leaders, and decision makers. Analyzing the needs and interests of these groups is critical to a successful MSP process and to the broader Blue Economy.
- Ensure that consultations and decision-making bodies meet in culturally sensitive, context-appropriate ways, for example, adjusting consumer education and awareness-raising campaigns to reach different groups and holding consultations at convenient times and locations.
- Use existing cooperatives and organizations to engage various stakeholders (e.g., mothers' groups, boat owner associations, tourism associations), but be aware that the most marginalized groups might not be organized into groups.

- Disaggregate data (i.e. sex, age, etc.) because this is crucial to understanding the socioeconomic seascape and guiding the stakeholder engagement strategy. Where such data do not exist, it is crucial to collect them. Also, women can help to close these gaps.
- Consult with all stakeholders early to establish non-negotiable thresholds. Consultations should avoid changes that exacerbate the negative aspects of the business-as-usual scenario for any stakeholder. Negative change may trigger mitigation action at any stage of the process.
- Do not underestimate the time and resource requirements of the MSP process; they are just as important as the result, and stakeholder engagement is a time-consuming, continuous, resource-intensive process.



MSP process

Entry points for inclusive stakeholder engagement



Best practices for stakeholder engagement

- Use language and content that is gender inclusive, and inclusive of marginalized people
- Seek out diversity by building connections with women and people who identify as other genders or marginalized groups
- Appoint women and other representatives from marginalized groups (e.g. youth) to leadership positions

References

[1] World Bank. 2020. PROBLUE Annual Report

[2] Food and Agriculture Organization. 2020. *State of Fisheries and Aquaculture*. Rome, Italy; FAO.

[3] International Union for Conservation of Nature. 2020. "Gender-Based Violence and Environment Linkages: The Violence of Inequality." <https://genderandenvironment.org/gender-based-violence-and-environment-linkages-the-violence-of-inequality/>

[4] McKinsey. 2020 Don't let the pandemic set back gender equality. <https://www.mckinsey.com/mgi/overview/in-the-news/dont-let-the-pandemic-set-back-gender-equality>

[5] International Maritime Organization. 2019. "Women in Maritime." <https://www.imo.org/en/OurWork/TechnicalCooperation/Pages/WomenInMaritime.aspx>

[6] United Nations Environment Programme. 2016. *Global Gender and Environment Outlook*. Nairobi, Kenya; UNEP

[7] Food and Agriculture Organization. 2013. *Mainstreaming Gender in Fisheries and Aquaculture: A Stock-Taking Exercise*. Quebec: FAO.

[8] United Nations World Tourism Organization. 2019. *Global Report on Women in Tourism, 2nd Ed.* Madrid, Spain: UNWTO.

[9] United Nations Conference on Trade and Development. 2018. *Review of Maritime Transport 2018*. Geneva: UNCTAD

[10] International Renewable Energy Agency. 2019. *Renewable Energy: A Gender Perspective*. Abu Dhabi: IRENA.



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This publication is intended to support Bank staff and its clients involved in the MSP process.

PROBLUE is an umbrella multi-donor trust fund, administered by the World Bank, that supports the sustainable and integrated development of marine and coastal resources in healthy oceans.