



Measuring capacity for gender integration in small-scale fisheries governance

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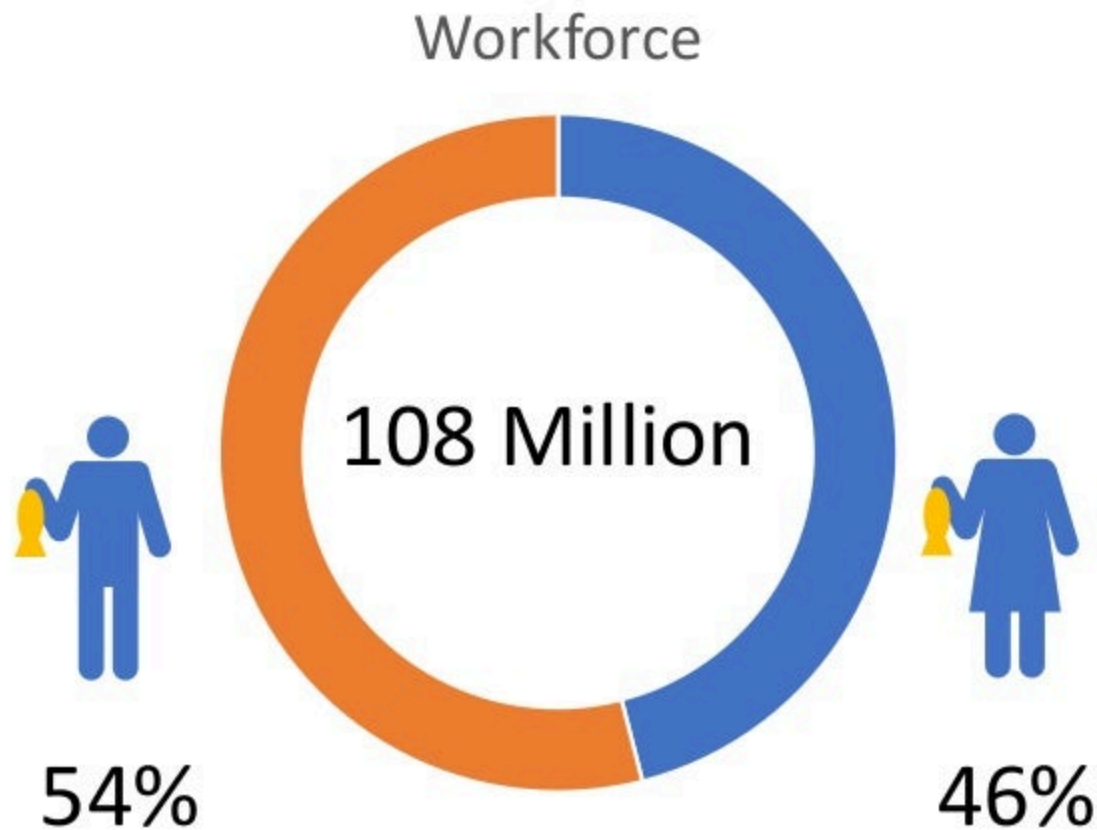
Outline

- ① Small-scale fisheries as a production sector
- ② State of gender in small-scale fisheries
- ③ Measuring capacity and capability
- ④ Next steps



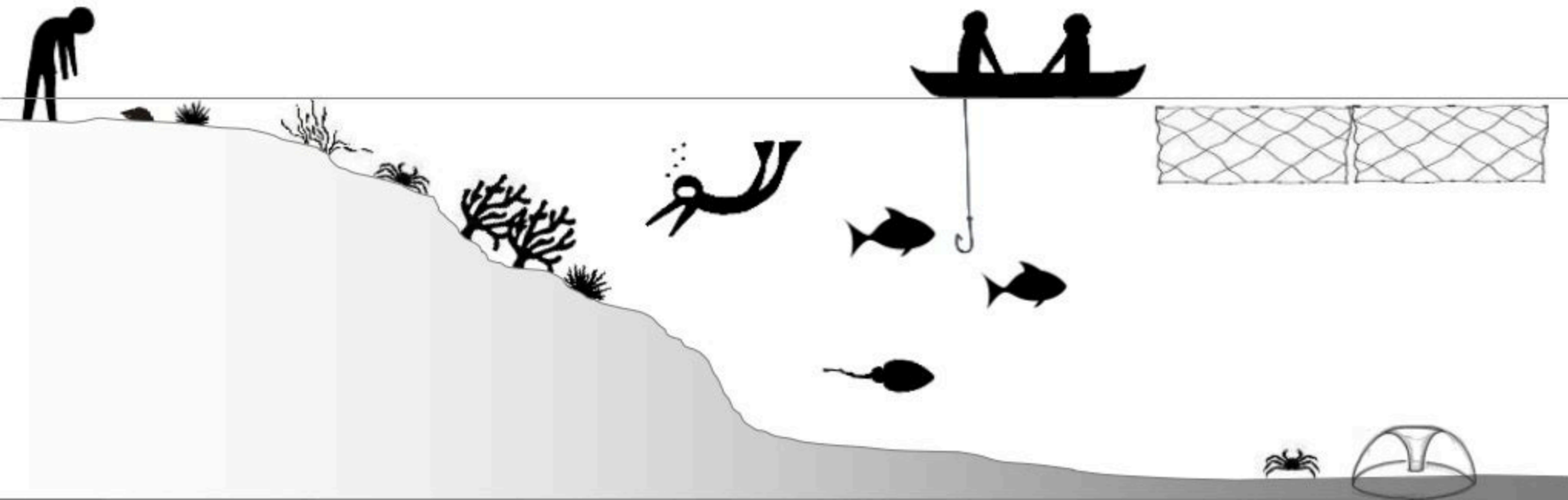
Small-scale fisheries
as a production sector

SSF global contribution

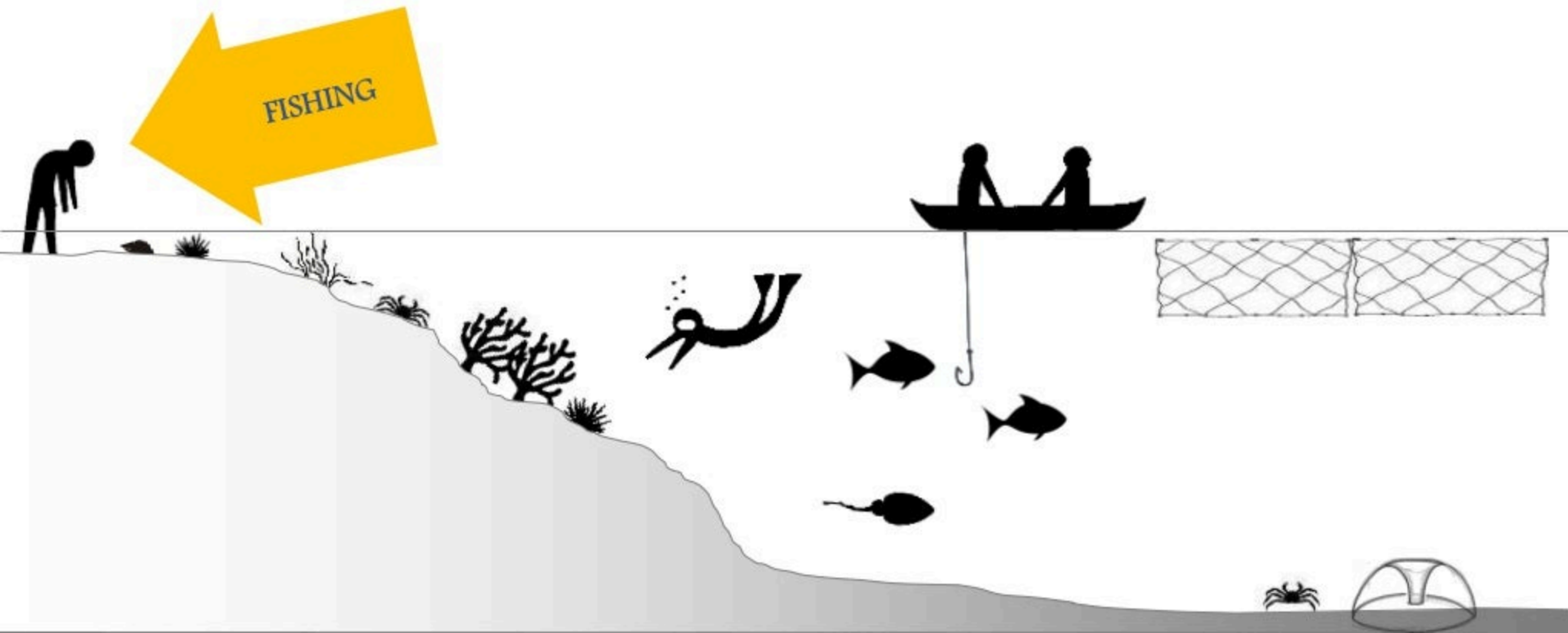


- Catch used for direct human consumption needs
- Valued of 46\$ billion / year

Invisible fishing



Invisible fishing



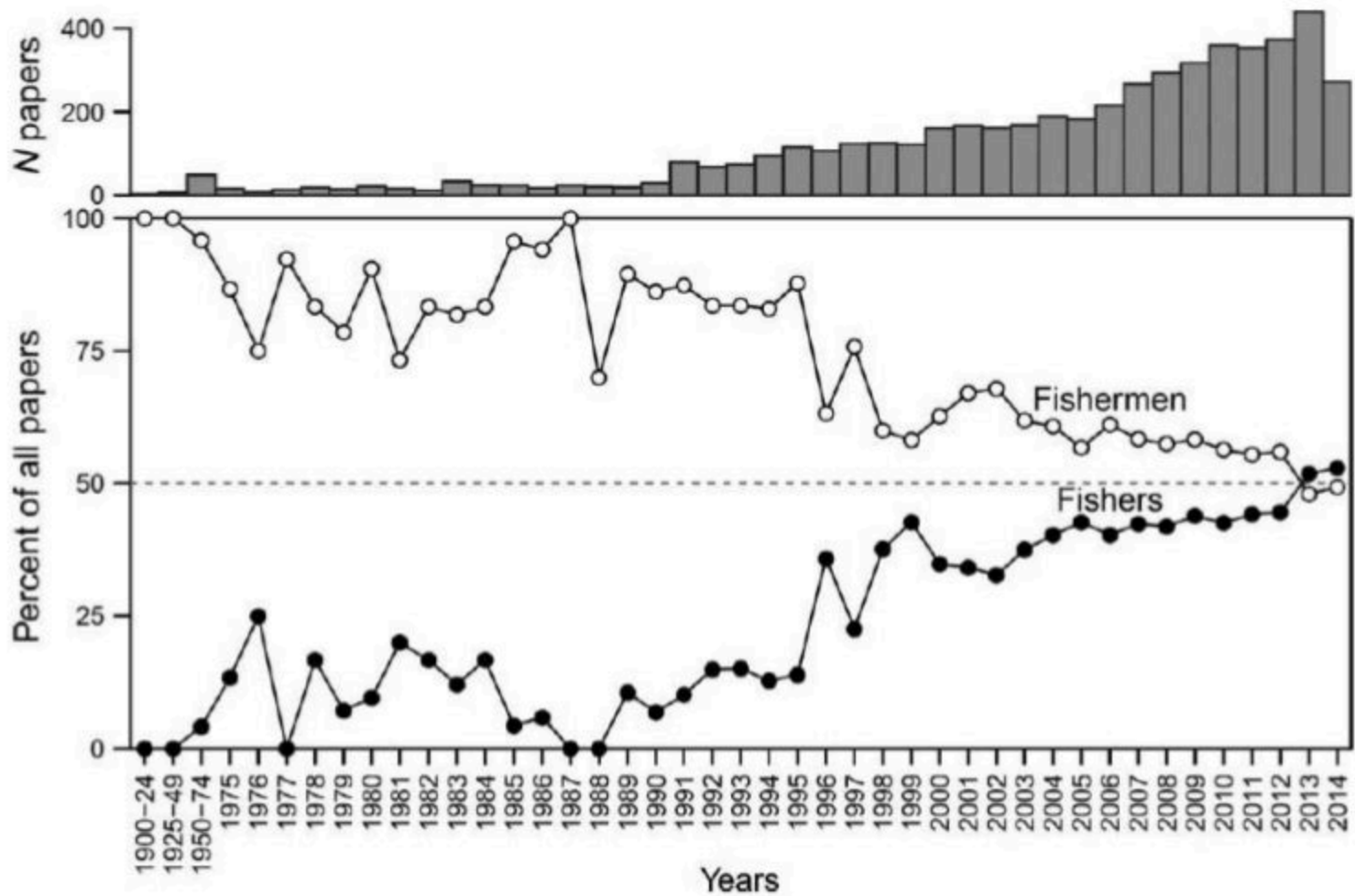
Invisible fisheries



“ The English term 'fisheries' is often translated and understood as meaning 'men's fishing'.

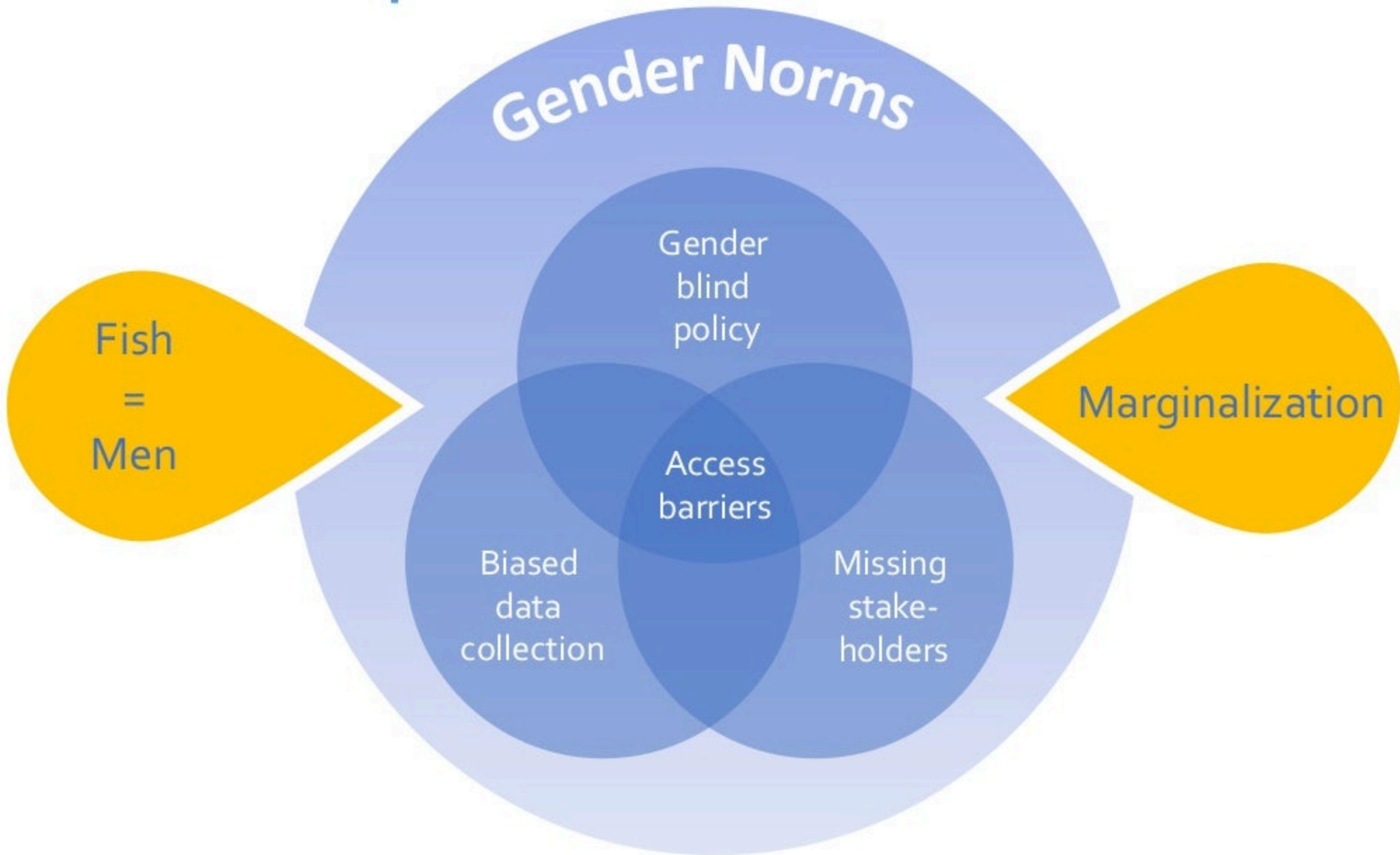
(Lambeth 1999)

Invisible fishers



(Branch & Kleiber 2015)

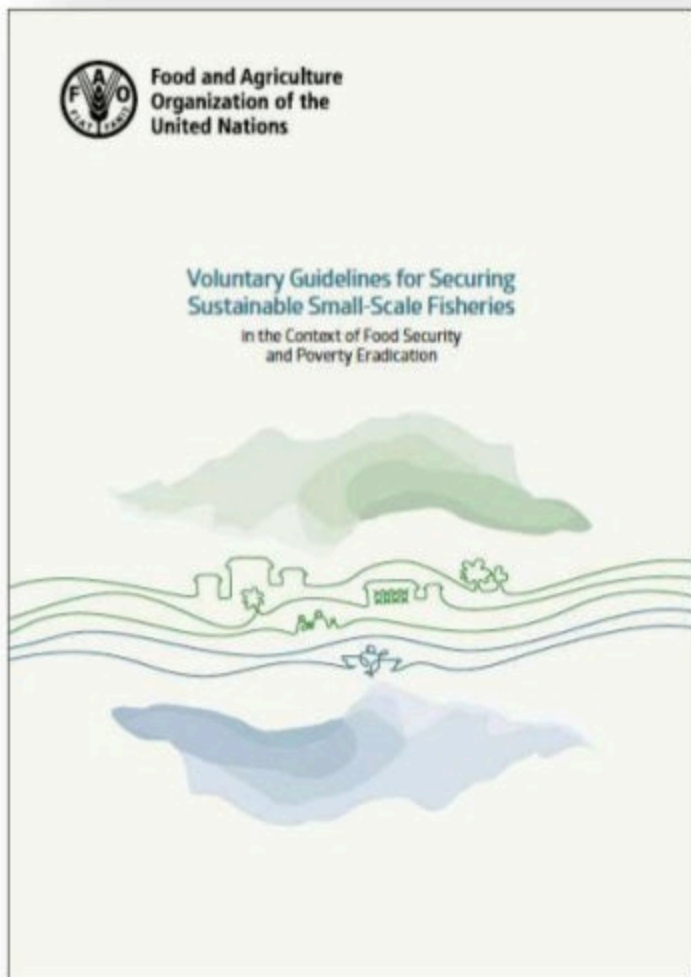
Consequences



2

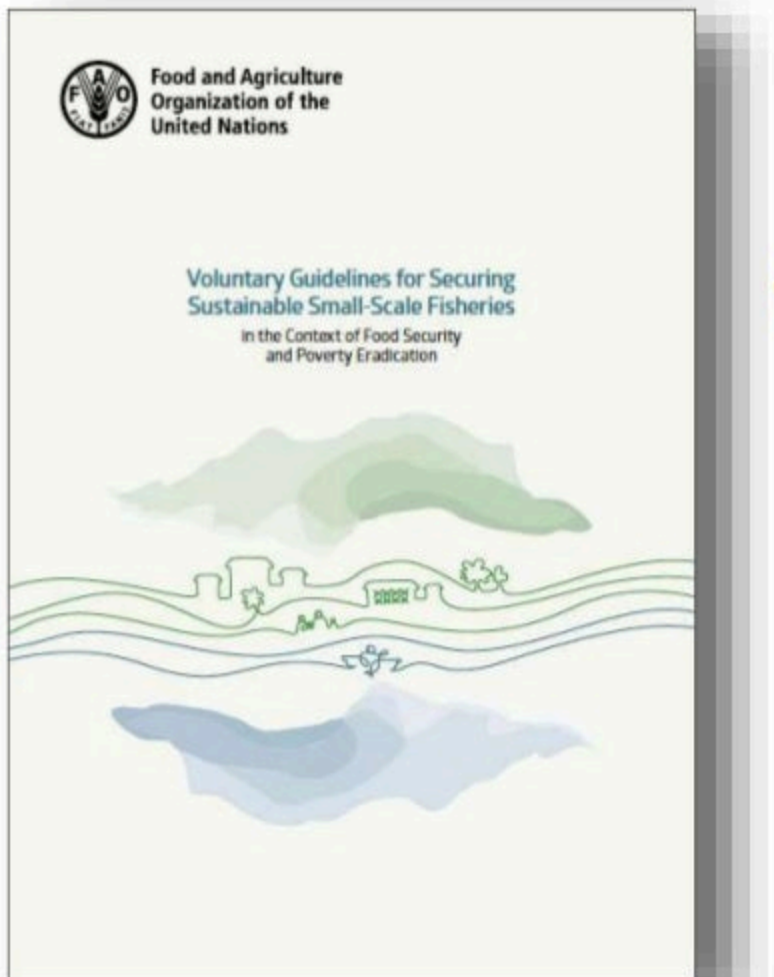
State of gender in
small-scale fisheries

SSF Guidelines



- International scope
- Human rights based approach
- Entire fisheries value chain
- Contributions of women & men

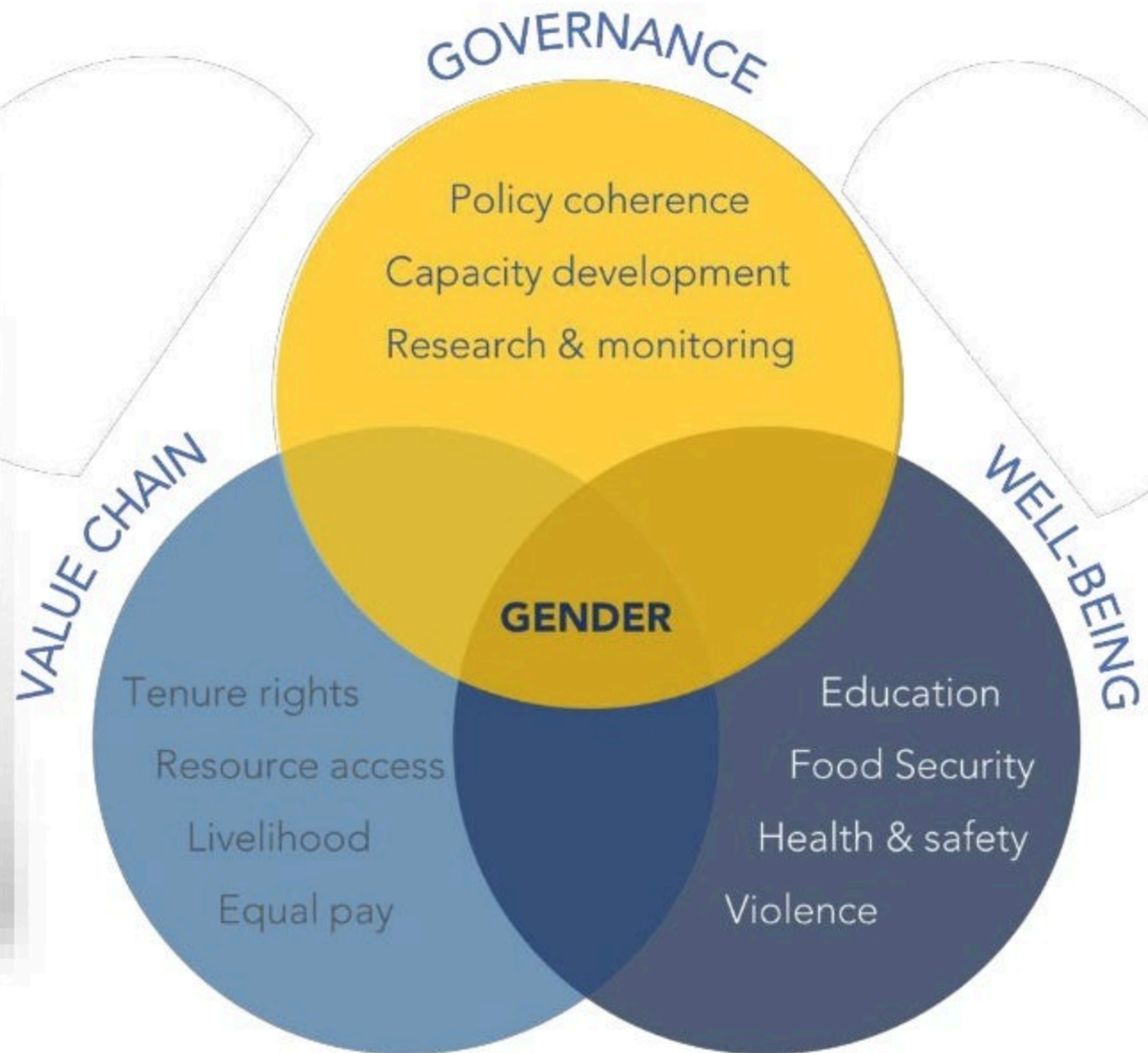
SSF Guidelines 4th principle



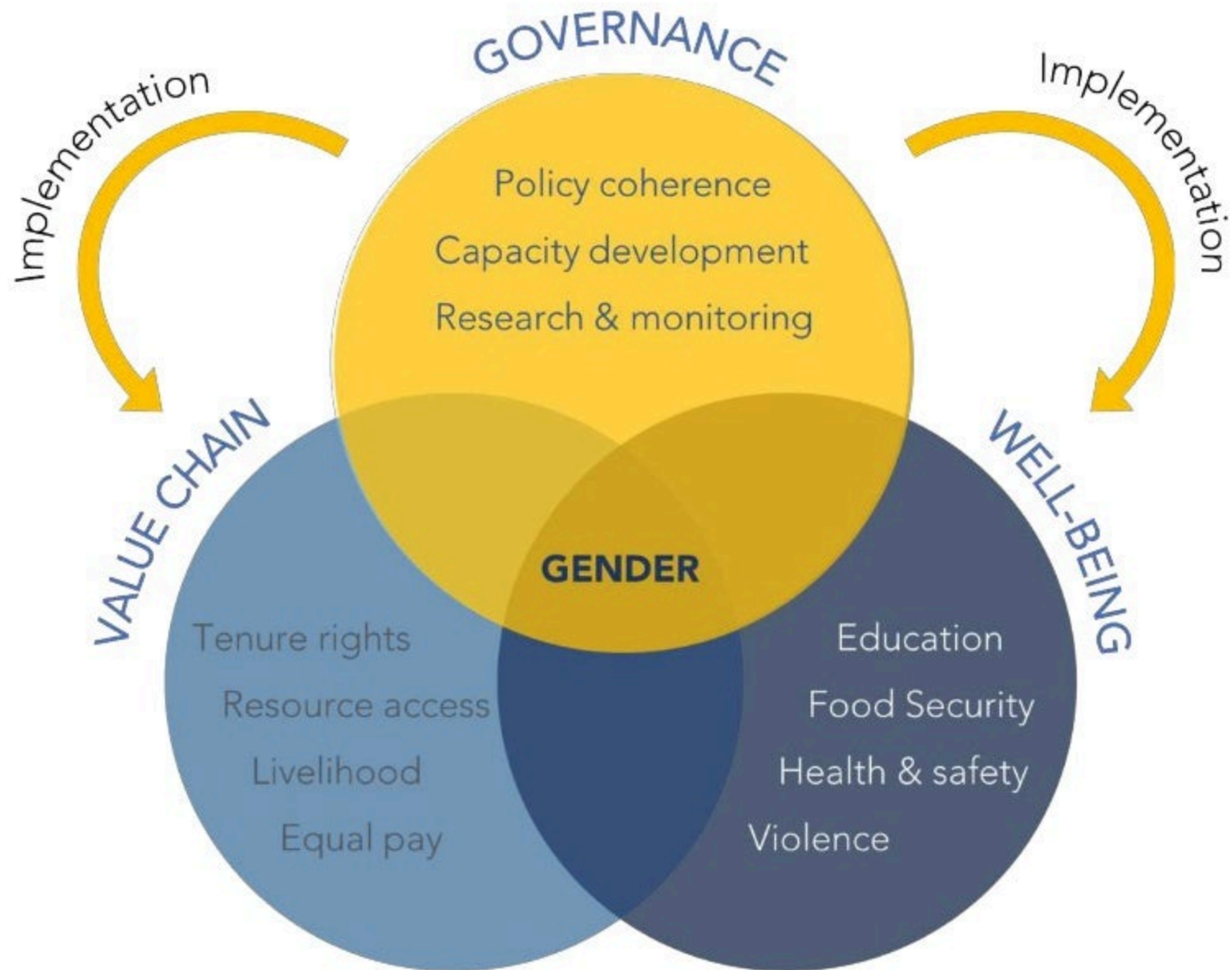
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Gender equality and equity is fundamental to any development. Recognizing the vital role of women in small-scale fisheries, equal rights and opportunities should be promoted.

Gender is a cross cutting theme



Implementation through governance



3

Measuring capacity
& capability

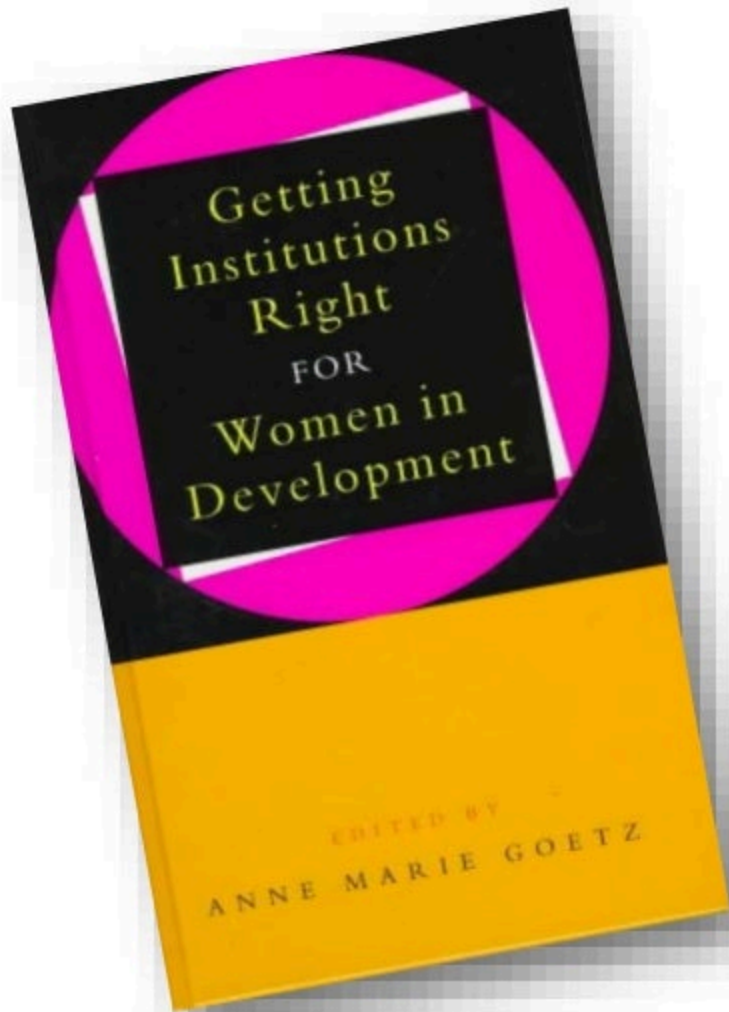
Move beyond common barriers

Problem 1: "Not enough capacity!"

Problem 2: Box ticking

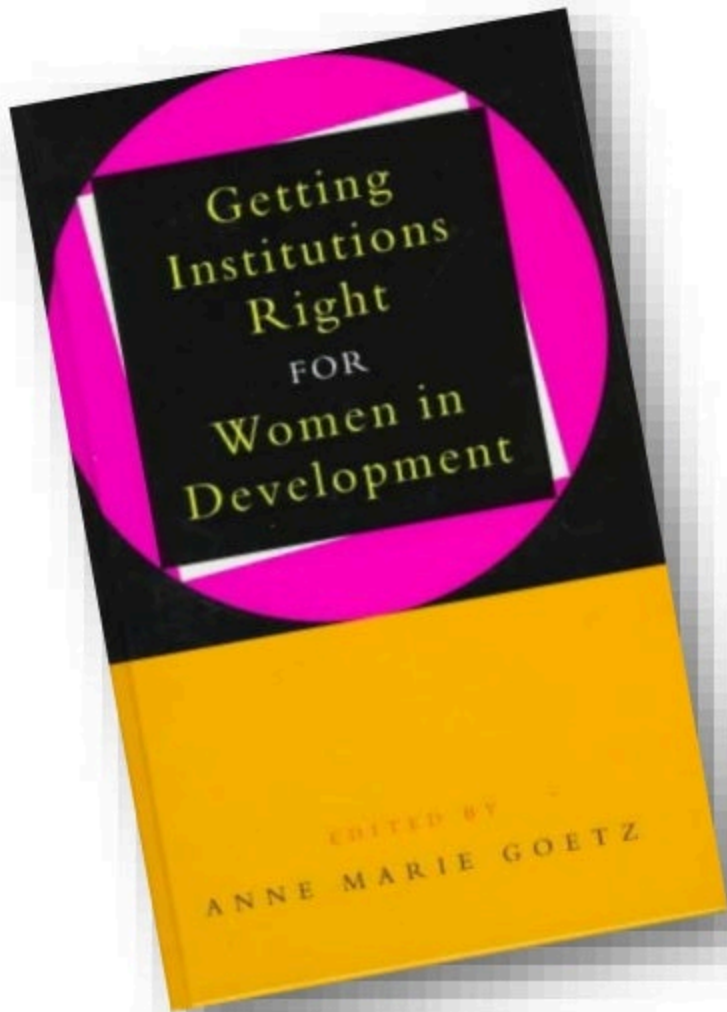
- Sex-ratio of ministry scientists
- # of gender trainings

Institutions



- Institution mirror & reproduce society (Krook & True 2012)
- Integration or isolation? (Goetz 1997)
- Who has power? (O'Reilly 2006)
- Who is driving? (Lawless 2019)

Institutions



**Getting Fisheries
Institutions Right
for Gender
Integration**

Fisheries institutions

- National and state scales
- Goal to maximize production / commercial value / jobs
- Conduct research and set regulations
- Focus on commercial fisheries
- Sex-disaggregated data is rare
- Male extension officers the norm

Co-developing assessment tool

Identify capacity & capability indicators to better target implementation needs



Capacity & capability indicators

Capacity

Knowledge, skills, and tools to effectively integrate gender within the programs and activities

Capability

The institutional support to apply capacity

Preliminary results

Gender integration in policy

Knowledge and skills

Budget allocation for gender work

Gender tools

Accountability for gender goals

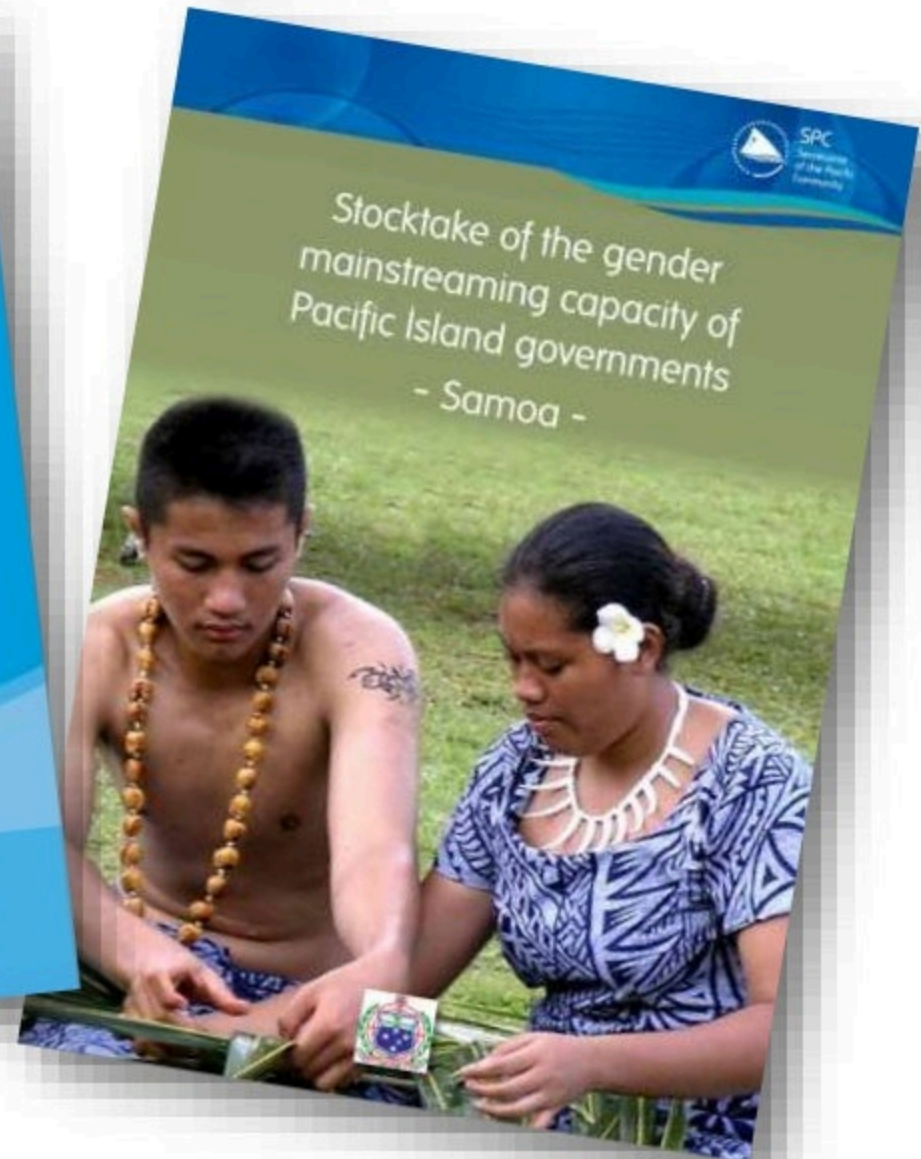
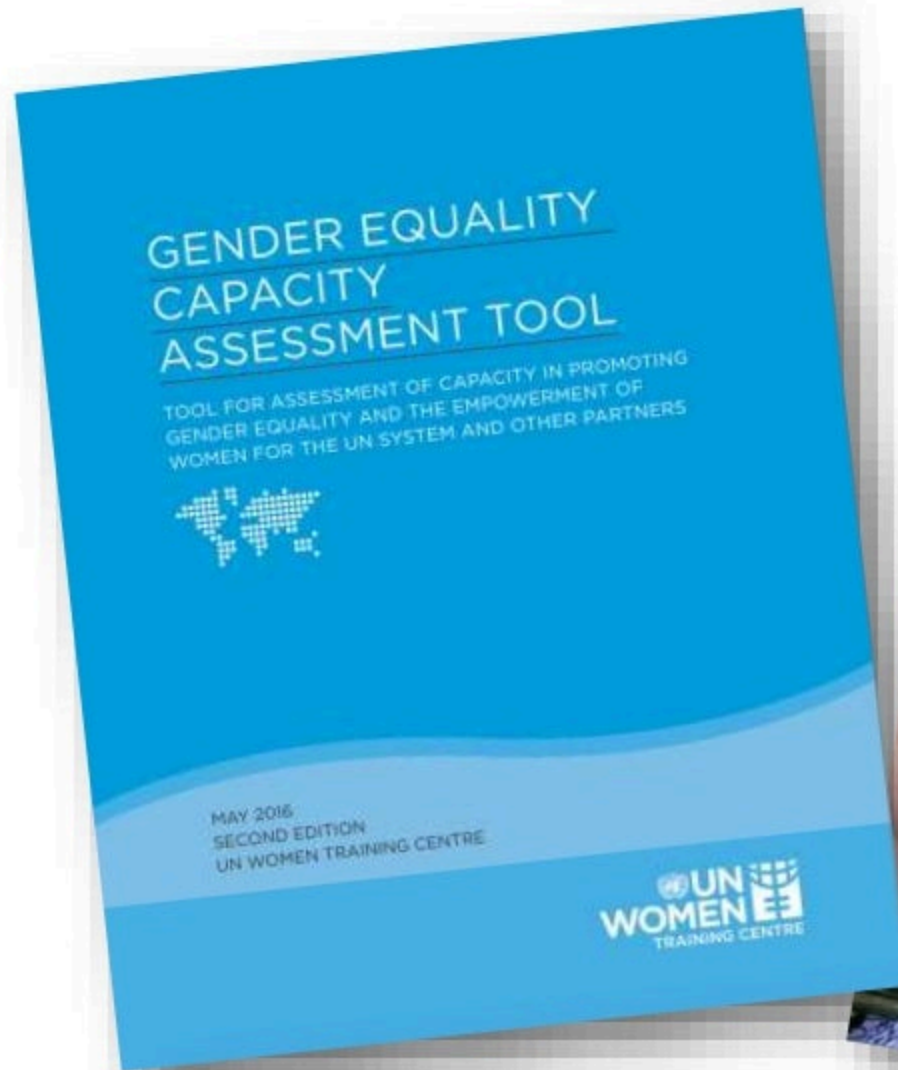
Gender in M&E process

Gender experts and expertise

Implementation

4 Next steps

Other examples



Join the next step!

April 16 & 17: Webinar to define and redefine the indicators and measures.

<http://toobigtoignore.net/opportunity/webinar-gender-equity-equality-in-the-ssf-guidelines/>



Thank you!



Results - Indicators

1. Gender integration in policy

This describes indicators that would assess the inclusion of gender in the institutional mandate. Participants described this in terms of government policies, but also the inclusion of gender in all strategic documents and across departments.

2. Budget allocation for gender work

This describes indicators that would assess the funding allocated for gender work. This could include funding for programs with a gender focus, or by increasing capacity by funding gender trainings.

3. Process for accountability for gender goals

These indicators would assess institutional feedback mechanisms for self-assessment of achieving gender related goals. Participants included indicators such as sex-disaggregated employment data being collected, or having institutional gender audits. Other participants suggested assessing if gender is incorporated into work plans, making the point that if it is not an allocated task and part of people's performance assessments, it is not likely to be prioritized.

4. Gender experts and expertise

These indicators track the presence of the number of gender specialists within the organization. These specialists would be considered staff with a workplan dedicated to gender work, but would also be an asset for increasing the capacity of other workers by sharing knowledge and enhancing research skills. A further point here was to assess the position of gender experts within the institutional hierarchy. Gender specialists are often relegated to junior positions, who are less likely to be able to successfully advocate for institutional changes needed to fully integrate gender.

5. Knowledge and skills

These indicators would assess aspects of the gender knowledge and skills of individual researchers. Participants outlined indicators for assessing individual knowledge of what gender is as well as other gender concepts. Other more specific knowledge was also listed, such as gender in policy and economics. Other indicators focused on training for specific skills such as collecting gender disaggregated data or gender analysis. Another suggested indicator was the number of gender trainings, and assessing how well gender officers are meeting targets for capacity building in knowledge and skills.

6. Gender tools

Two indicators specified the need to track how many gender tools have been adapted or developed for use by the institution.

7. Gender included in monitoring and evaluation (M&E) process

These indicators included assessing if M&E plans integrated gender, but also if they were designed to be able to measure gender impacts, including if there are specific gender goals.

8. Implementation

These indicators focused mostly on measuring the implementation of gender principles. This included indicators to assess how programs are reaching and benefiting both women and men. Participants also described indicators for sex-disaggregated reporting of research findings, and the use of gender research in decision making.