

Measuring capacity for gender integration in small-scale fisheries governance

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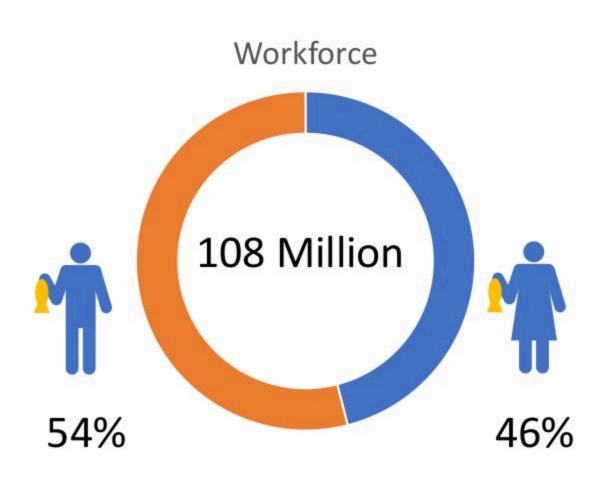
Outline

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

1

Small-scale fisheries as a production sector

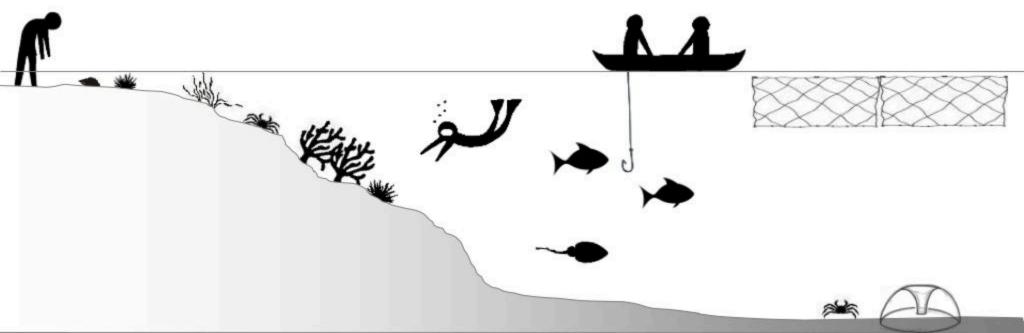
SSF global contribution



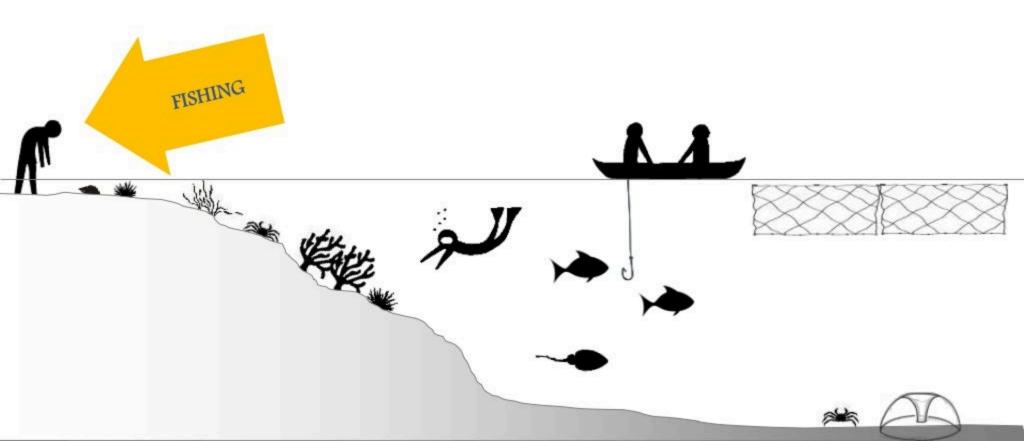
- Catch used for direct human consumption needs
- Valued of 46\$ billion / year

(World Bank, FAO, WorldFish 2012)

Invisible fishing



Invisible fishing



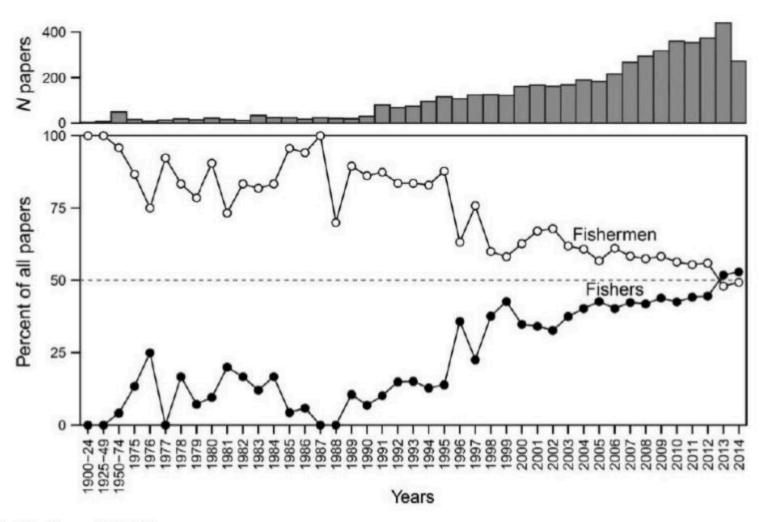
Invisible fisheries



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

(Lambeth 1999)

Invisible fishers



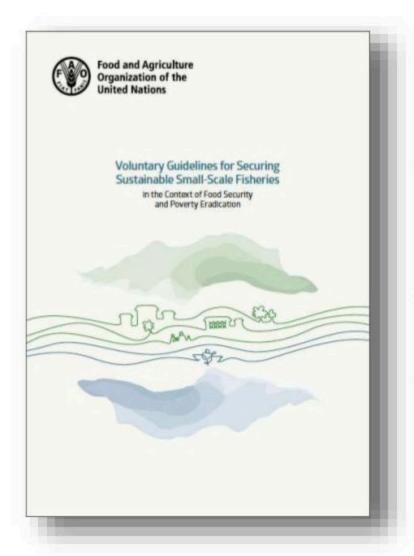
(Branch & Kleiber 2015)

Consequences



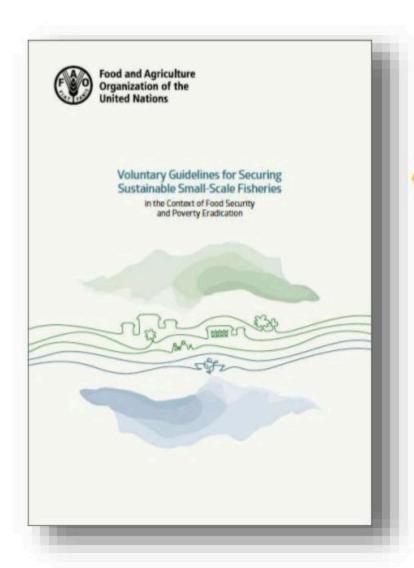
State of gender in small-scale fisheries

SSF Guidelines



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

SSF Guidelines 4th principle





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

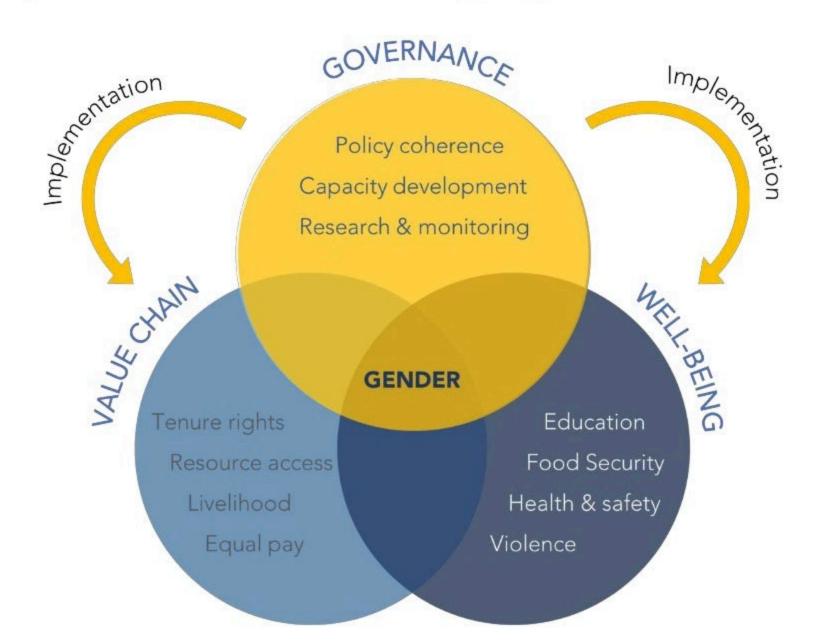
GOVERNANCE

Policy coherence Promoting Gender Equity and Equality Through the Small-Scale Fisheries Guidelines: Capacity development Experiences from Multiple Case Studies Danika Kleiber, Katia Françondes, Hunter T. Sayder, Afrina Choudhury, Savun M. Cole, Kumi Sarjana, Cristina Fita, Aana Santos, Research & monitoring Cynthia McDougall, Hajnalka Petrics, and Marshu Porter NA CHAIN Abstract Gender squity and equality is the fourth paiding principle of the Voluntary Gendelmen for Seconting Sentamable Small Scale Foluriers (SSE Caudelmen), and sits within its wider human rights framework. The SSF Guidelines contain acknowladjusters of the raise of women in the creal scale federies value chain, the need for gender equally and equality in societs to human well-heing resources, and the send for squal gooder participation in faheries government. While the inclusion of gunder Parilic Island Halanter Science Centre, Some Institute for Marine and Assemption: Special Secondary Department, Memorial University Newforcellumi, St. John's, Camela e-mail: darche Memory Desamper **GENDER** E. Dongstein Université de Batagne Oscidonnie, Bruss, France HT Stepher - H. Perries
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Equal pay

Education Food Security Health & safety Violence

Implementation through governance



Measuring capacity & capability

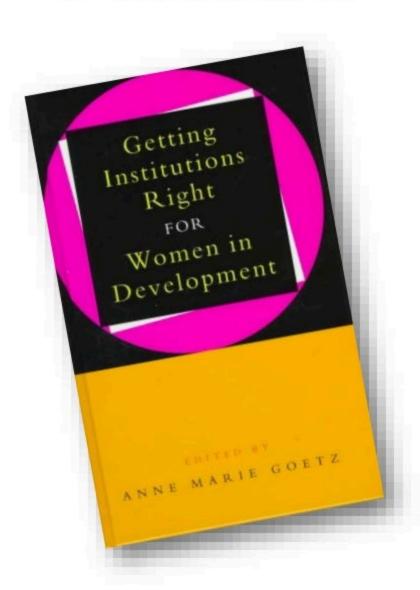
Move beyond common barriers

Problem 1: "Not enough capacity!"

Problem 2: Box ticking

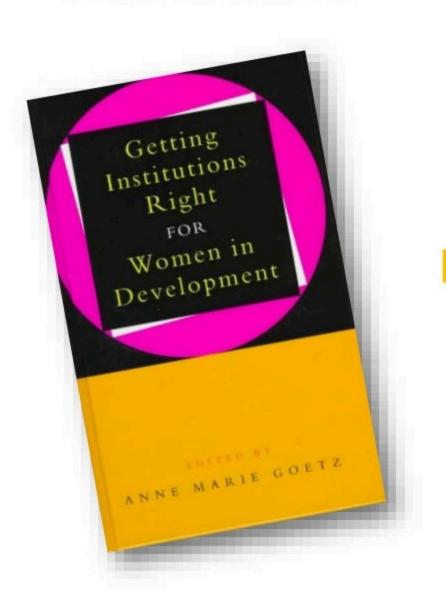
- Sex-ratio of ministry scientists
- # of gender trainings

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

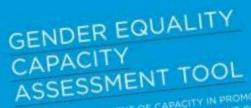
Gender in M&E process

Gender experts and expertise

Implementation

4 Next steps

Other examples

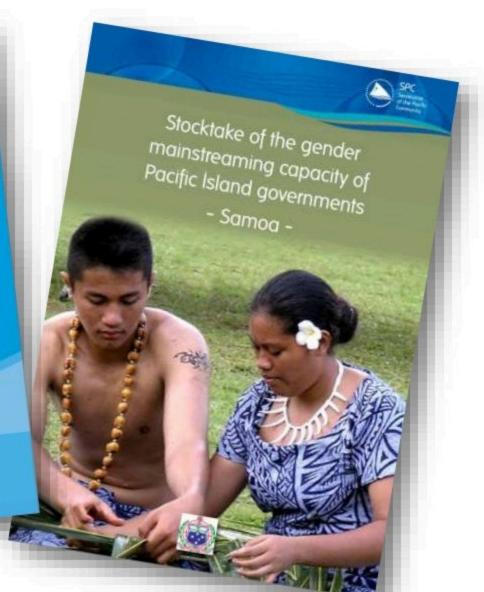


TOOL FOR ASSESSMENT OF CAPACITY IN PROMOTING GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN FOR THE UN SYSTEM AND OTHER PARTNERS



MAY 2016 SECOND EDITION UN WOMEN TRAINING CENTRE





Join the next step!

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

http://toobigtoignore.net/opportunity/webinargender-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 pretense 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 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.