Gender Equity & Equality in the SSFG

Indicators for Governance Capacity & Capability

GAF7 Workshop Report

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Introduction

Gender and Small-scale Fisheries Research and Development

The *Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication* (henceforth the SSFG)[1] – as part of its human rights based approach – includes an unprecedented mandate to make gender equity and equality a central principle of sustainable small-scale fisheries.[2] The fourth guiding principle outlined in the SSFG states that:

> "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." [1]

Gender is also considered throughout the SSF Guidelines, including the role of women in the fisheries value chain, equity in access to resources for human well-being, and participation in governance, highlighting gender's importance as a cross-cutting issue (Figure 1).[3]
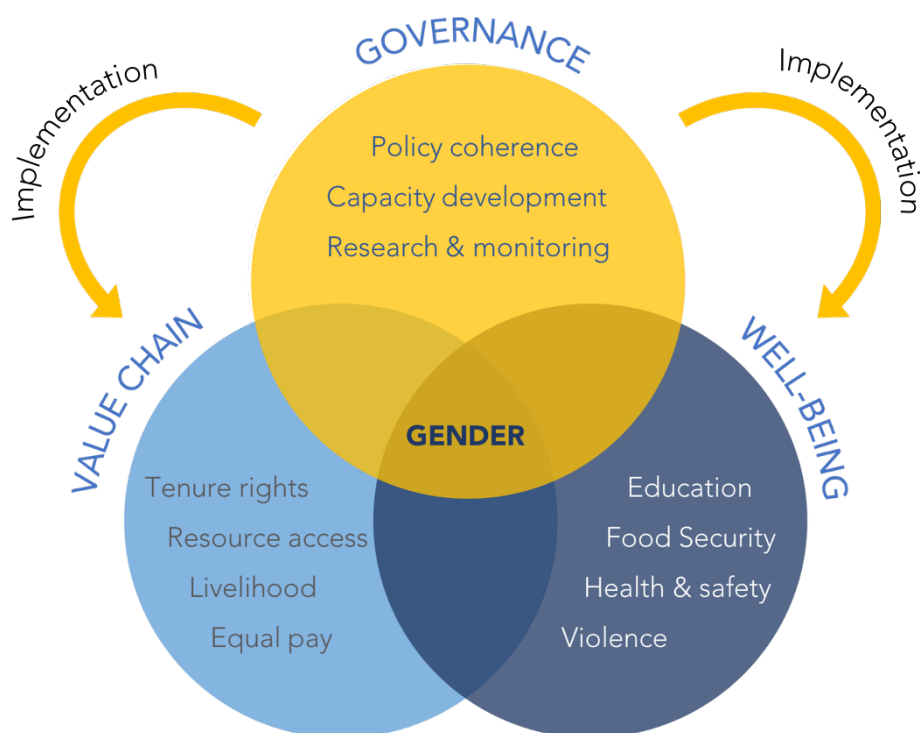

Figure 1. This represents a summary of overlapping small-scale fisheries themes where the SSFG identifies gender as a key factor to consider.[3] The implementation of gender equity in the value-chain and well-being spheres flows from the integration of gender equity and equality in governance policy and practice.

This mandate offers an exciting opportunity to integrate principles of gender equity, equality, and women's empowerment into small-scale fisheries research and development. Effective implementation of the gender aspects of the SSF Guidelines will require fisheries governing institutions that have the capacity and capability to integrate gender research and best practices in their policy and practice (Figure 1).

Assessing gender integration capacity and capability

Capacity and capability are often used to describe or assess the ability of institutions or individuals to carry out specific tasks. We defined capacity as "knowledge, skills, and tools to effectively integrate gender within the programs and activities". Capability was presented as "The institutional support to apply capacity". Assessing the capacity and capabilities of fisheries institutions to integrate gender is an important step in the integration of gender equity and equality into SSF governance, and hence the overall implementation of the SSFG. Earlier work has detailed the barriers to gender integration such as not enough or the absence of support by gender experts in development institutions.[4,5]

Assessments will (1) identify gaps in capacity and capabilities, (2) allow for targeted capacity building to address the gaps, and (3) provide a baseline against which future measures can be assessed.[6] There are many different ways to define and measure capacity and capability. One helpful framework was created UN Women[6] who defined three levels of capacity when outlining their methods for gender audits:

1. **Organizational / Institutional** – assessing the gender mandate of organizations by examining their policies and practices related to gender integration.

2. **Individual** – assessing the knowledge, skills, and gender attitudes of individual workers, and how these are used in their work.

3. **Enabling environment** – assessing the broader context, including interacting organizations and policies, as well as the specific cultural gender norms and values.

Assessments could focus on one or more of these depending on the questions they are most interested in. For example, work by the Pacific Community examined the mainstreaming of gender across 15 different Pacific Island countries and territories and focused on factors related to an "enabling environment for gender mainstreaming."[7] Within this they

identified six assessment areas to consider including (1) Legal and policy framework, (2) Political will, (3) Organizational culture, (4) Accountability and Responsibility, (5) Technical Capacity, and (6) Adequate Resources.

Workshop

Purpose

To explore and articulate the factors that should be considered when assessing the capacity and capabilities of national governing fisheries institutions to integrate gender, we conducted a workshop at GAF7, in October, 2018. GAF7 brought together gender, fisheries, and aquaculture researchers and practitioners from around the world. This produced a unique opportunity to draw on the diverse experience and expertise of the conference participants.

The main purpose of the workshop was to co-create gender integration capacity and capability indicators that can be used for assessments of national fisheries governing institutions. Other goals included sharing information about gender equity and equality principles in the SSF Guidelines, implementation pathways, and networking for future collaborative research.

Participants

We had 39 workshop participants who worked together to develop capacity and capability indicators. Participants came from diverse geographical locations and represented academic, NGO, research and development, and fisheries governing institutions (Appendix - Table 1).

Identifying Capacity and Capability Indicators

We began by asking participants to think about the specific capacity needs of national fisheries ministries to implement the SSF Guidelines 4th principle. The group was divided into four focus groups and each group was asked to consider social and institutional elements and technical skills required for national fisheries organizations to be able to effectively integrate gender within the programs and activities. They were then asked to write down individual capacity and capability indicators on large sticky

Figure 2. Focus Group Developing Capacity Indicators

note paper. In plenary each group shared their indicators, and they were grouped by theme.

Findings

Overall there were 40 identified indicators and were grouped into the eight themes. They are arranged here into a rough order of operationalization.

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.

Discussion

The indicators identified by participants touched on many different aspects of the research cycle, and intuitional support for integration. This includes starting with a mandate (policy), support through funding and accountability, hiring necessary expertise, and increasing individual skills and knowledge, and deploying that knowledge through tools, M&E, and measuring the final implementation.

Most of the identified indicators fell within the organizational / institutional assessment scale, while one (knowledge and skills) focused on individual capacity. One gap was indicators for enabling environment, which could include gender norms. However, it has been acknowledged that indicators for an enabling environment are more difficult to assess systematically.[6]

Figure 3. Dr. Mangubhai capturing discussion on indicator measures

These indicators offer an excellent starting point towards developing an assessment tool that could be adapted for different geographic contexts.
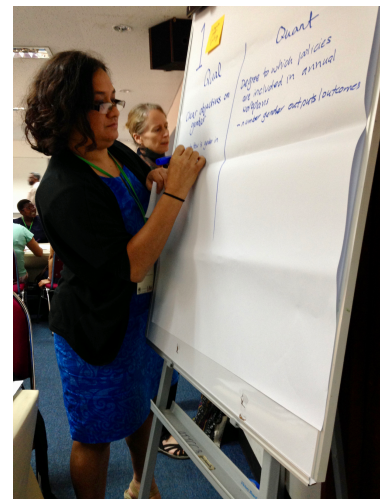
Following the development and grouping of indicators each focus group was given one or two of those broader identified topics and asked to brainstorm indicators for that topic that would go beyond "box checking" or "number of people trained". Through this process the goal was to improve upon the face value assessment indicators often used that in the end tell us little about the true gender capacity existent within the institution (Figure 3). Unfortunately, these discussions were cut short due to time restrictions.

Next Steps

1. Propose a webinar to continue to co-develop a capacity and capability assessment tool with:
   a. Greater detail on the indicators
   b. Greater detail on measurements to be used to assess the indicators
2. Test the tool in a small number of case studies
3. Make the tool available for use globally
4. Consider developing a tool for non-public actors
5. If there is enough relevant material think about producing a peer reviewed paper. In this case all participants should be offered an opportunity at authorship for all those that wish to participate in data collection and / or writing.

Appendix

Table 1. Workshop Participants

Name	Institution / Affiliation	Country / Region
Whitney Anderson	Conservation International	USA
Mary Barby Badayos-Jover	University of the Philippines Visayas	Philippines
Kate Bevitt	WorldFish	Australia
Steven Cole	WorldFish	Zambia
Kafayat Fakoya	Lagos State University	Nigeria
Rowena Gelvezon	WINFISH	Philippines
Chelcia Gomese	WorldFish	Pacific
Nikita Gopal	ICAR-CIFT	India
Sarah Harper	University of British Columbia	Canada
Connie Hart	USAID	USA
Zinat Hasiba	WorldFish	Bangladesh
Jenny House	Blue Ventures	E Timor
Danika Kleiber	WorldFish	Pacific
Sarah Lawless	James Cook University	Pacific
Angela Lentisco	FAO	Global
Editrudith Lukanga	World Forum of Fish Harvesters	Tanzania
Sangeeta Mangubhai	Wildlife Conservation Society	Pacific
Chikondi Manyungwa	Department of Fisheries Malawi	Malawi
Patrick McConney	University of the West Indies	Caribbean
Cynthia McDougall	WorldFish	Global
Mamta Mehar	WorldFish	Bangladesh
Natsuko Miki	Japan Fisheries Research and Education Agency	Japan
Shabnam Mostary	Department of Fisheries Bangladesh	Bangladesh
Jean Nebrea	Bohol Island State University	Philippines
Francis Nwosu	University of Calabar	Nigeria
Siyanbola Omitoyin	University of Ibadan	Nigeria
Nicholas Paul	University of Sunshine Coast	Australia
Carmen Pedroza	UNAM	Mexico
Janine Pierce	University of South Australia	Australia
Renissa Quinones	Cebu Technological University	Philippines
Heidi Schuttenberg	USAID	USA
Izumi Seki	Tokai University	Japan
Jackie Siles	IUCN	Global
Fiona Simmance	WorldFish	Global
Bertha Simmons	Gender in Fishery Team (GIFT)	Barbados
Kumi Soejima	National Fisheries University of Japan	Japan
Helen Teioli	WorldFish	Pacific
Gopakumar V	Amrita University	India

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