

THE AFS JOURNEY TO GENDER EQUALITY IN AQUACULTURE AND FISHERIES

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Gender equality matters in the fish sectors

- The **social justice** element
 - Inequality exists and is strongly perpetrated
 - The root causes of this perpetration must be addressed
- **Development and the economy** of aquaculture and fisheries **value chains**
 - **Policies and practices** are **gender blind** – hence usually gender biased
 - **Work is highly differentiated** by gender, yet **sex-disaggregated data are not available**
 - Women's and men's **work** are **affected in different ways** by **rapid value chain changes**
 - **Unpaid work** in fish sector households is disproportionately **women's responsibility**
 - Women and men are **affected differently by disasters** and disaster recovery



The long journey to gender equality

- Where has GAF come from? Where is it now? Where is it going?
- **Activists, researchers** and their professional societies are critical
- **Track** awareness, interest and action
 - By **individuals and institutions**
 - Using data on policies, events, research literature, development projects
 - Charting the journey using Gartner's **Hype Cycle** (<http://www.gartner.com/>)

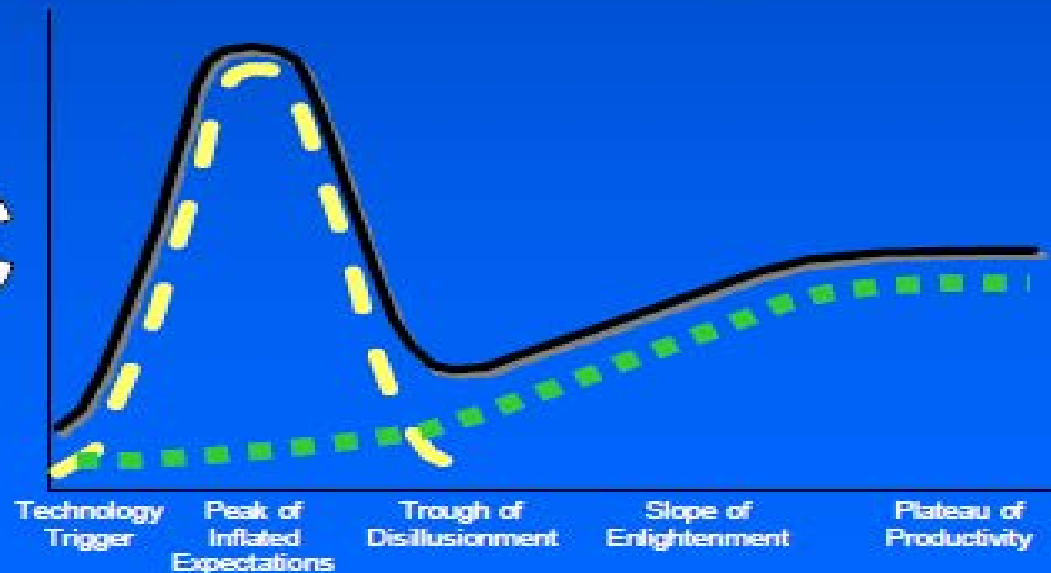
Hype Cycle



Elements



$$A + B = HC$$



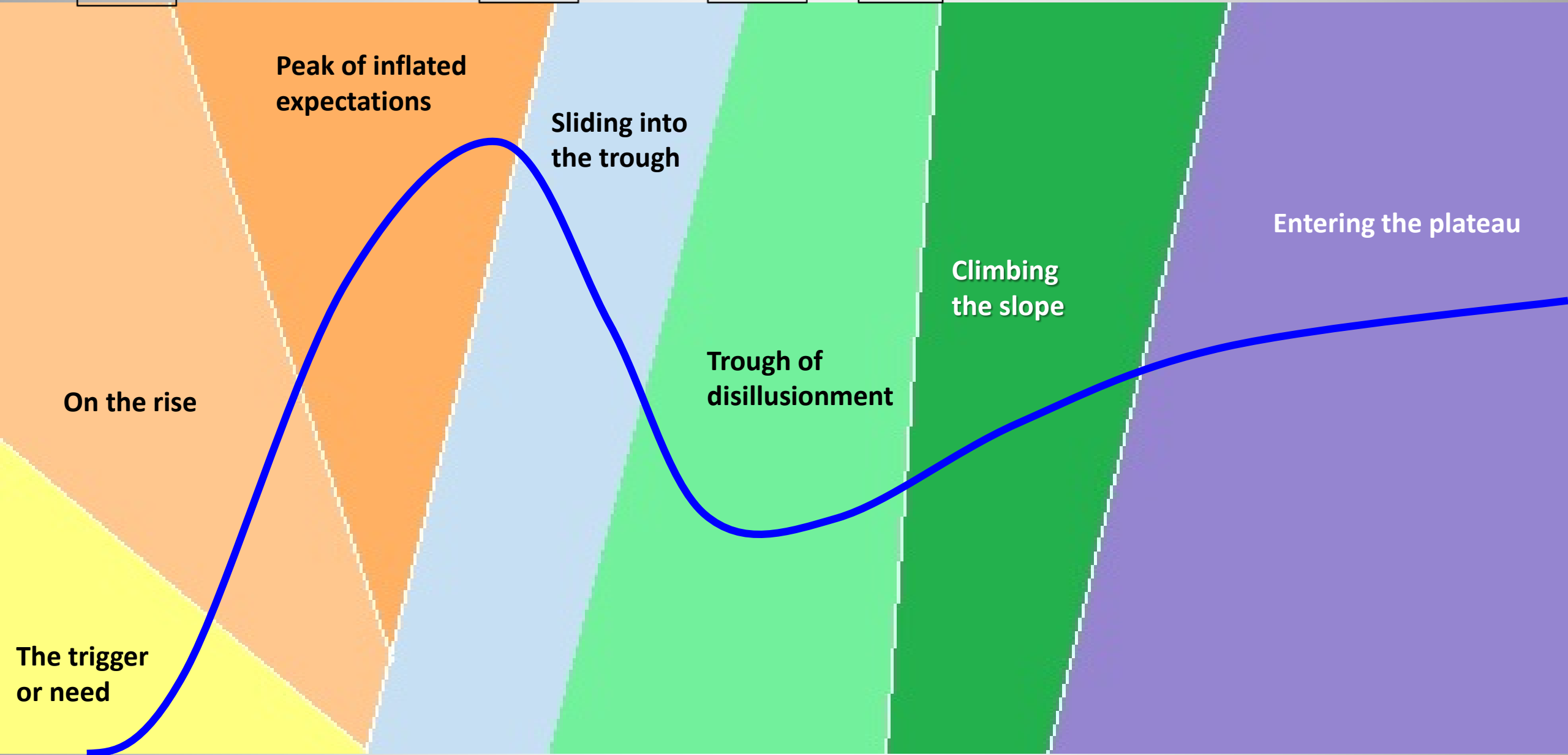


~1980

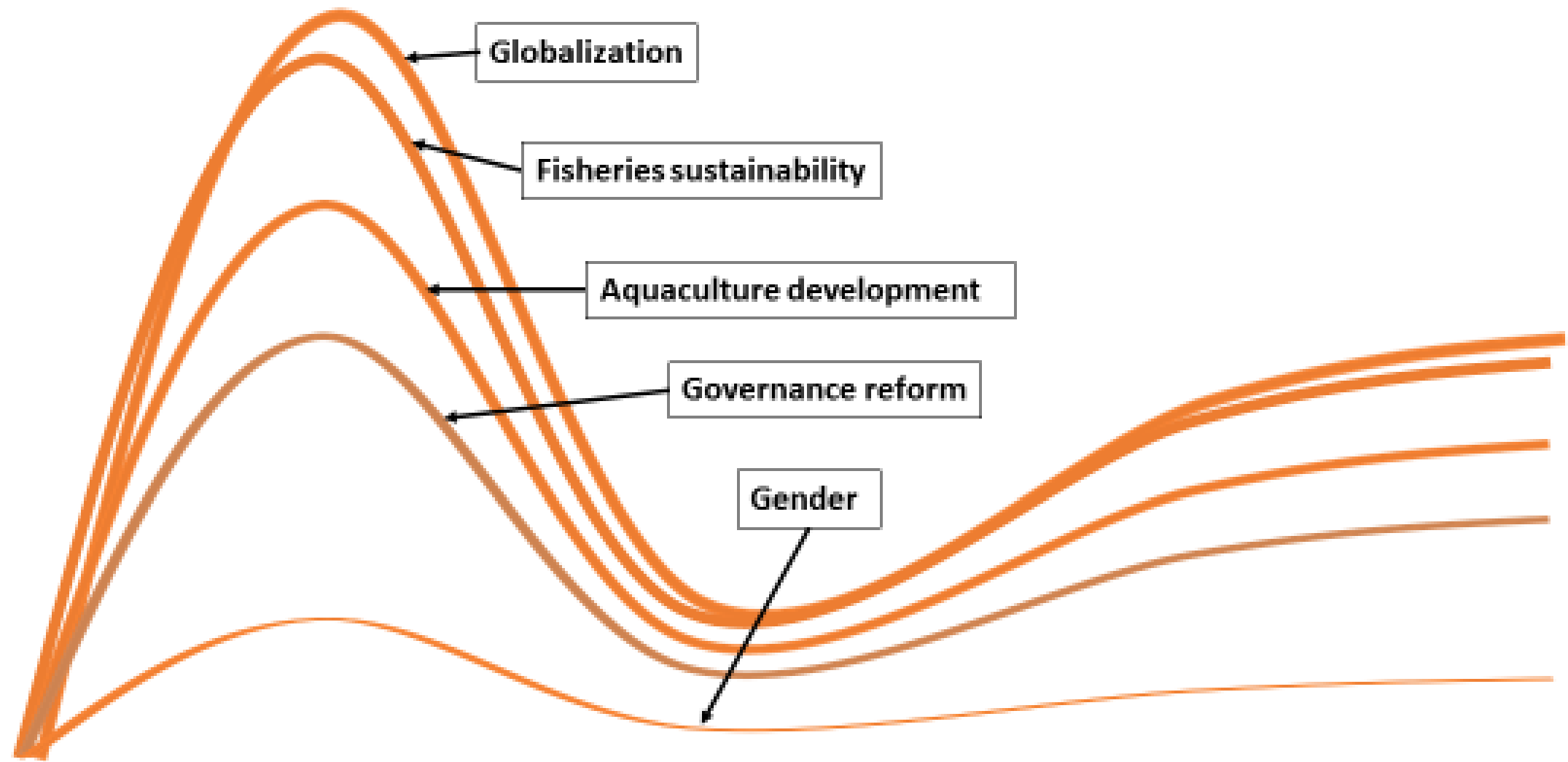
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Applying Gartner's Hype Cycle curves to GAF



Putting gender into perspective

Other forces (**globalization, sustainability, aquaculture development, governance reform**) are bigger and often counter to achieving gender equality

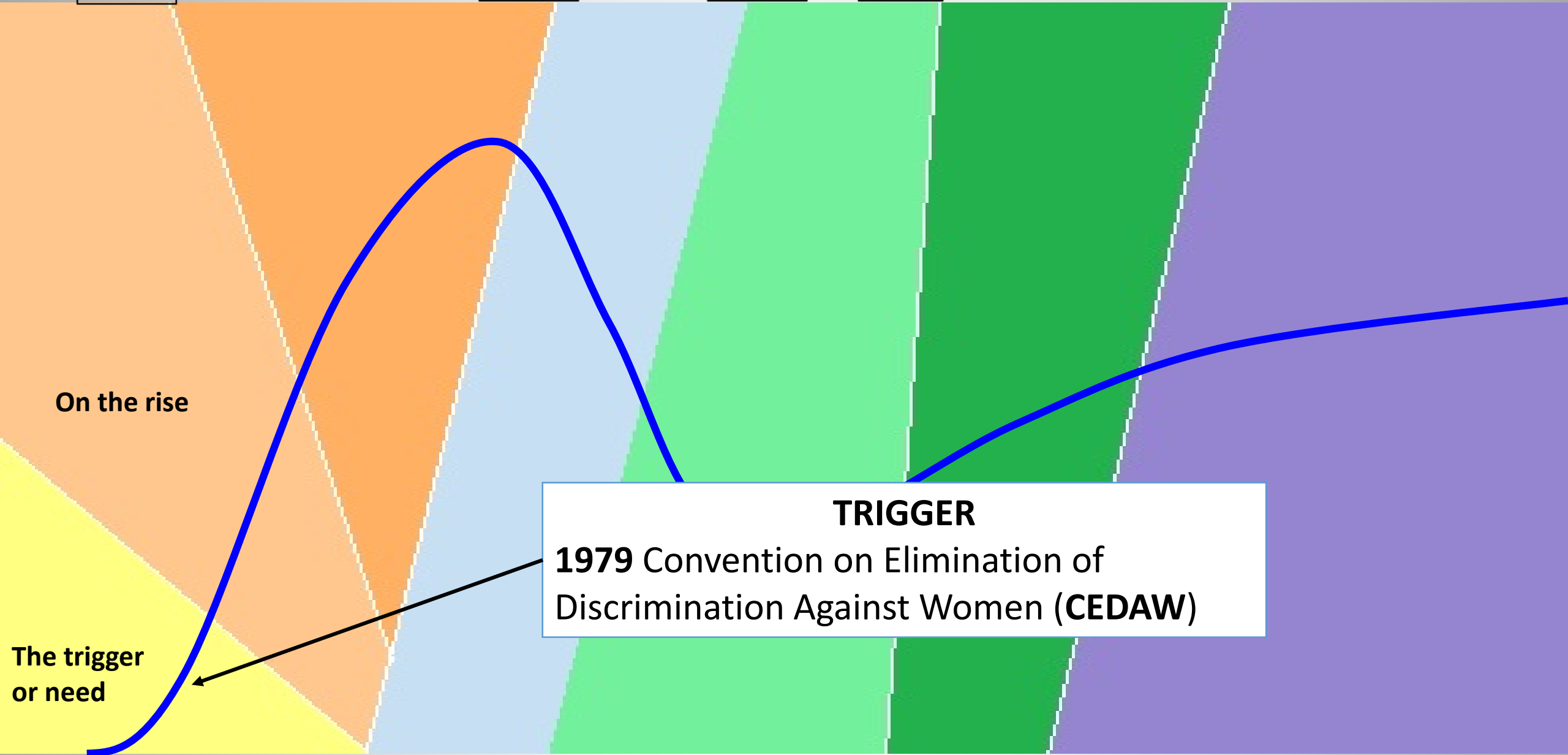


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On the rise

The trigger or need

TRIGGER
1979 Convention on Elimination of
Discrimination Against Women (CEDAW)

The trigger and the rise of expectations

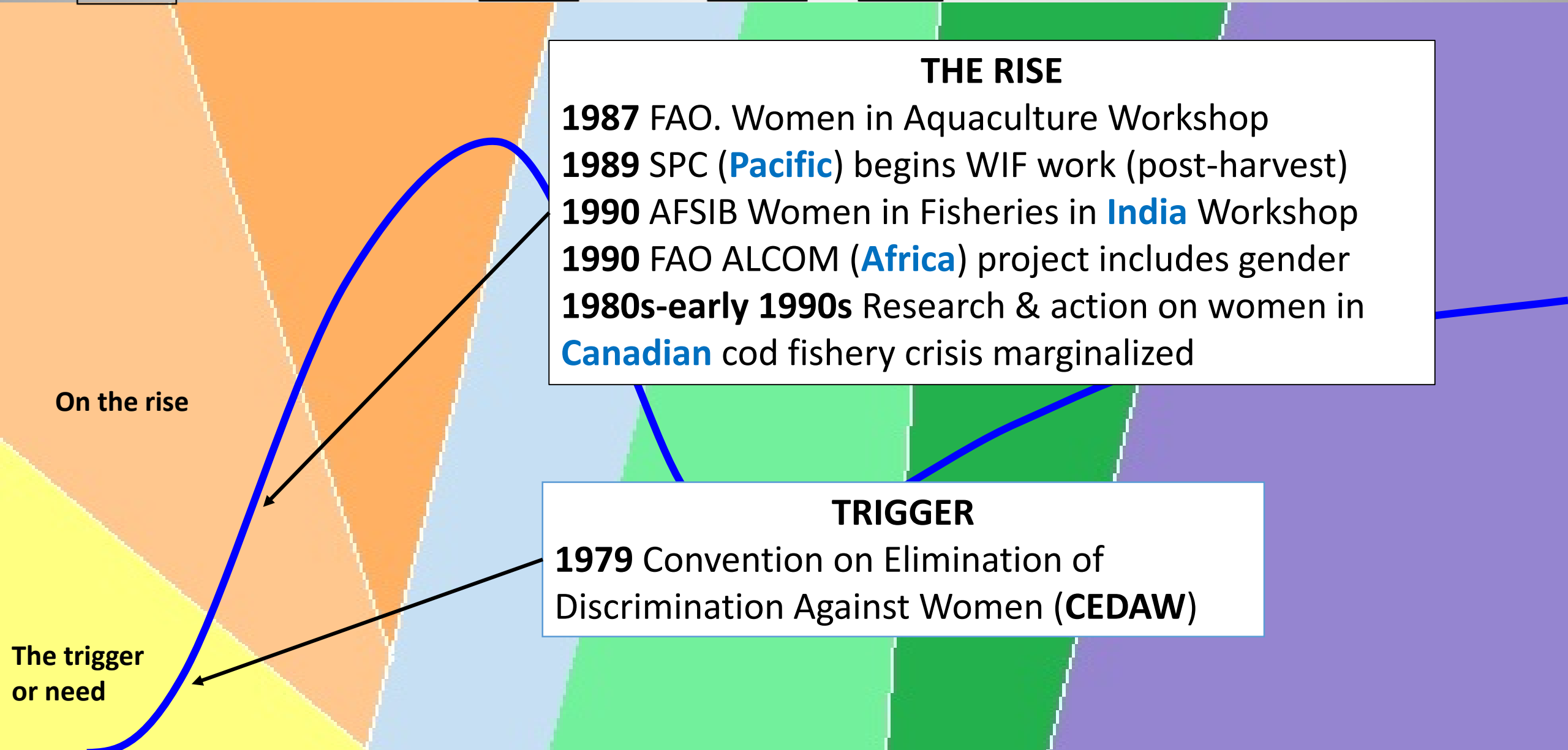


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THE RISE

- 1987 FAO. Women in Aquaculture Workshop
- 1989 SPC (**Pacific**) begins WIF work (post-harvest)
- 1990 AFSIB Women in Fisheries in **India** Workshop
- 1990 FAO ALCOM (**Africa**) project includes gender
- 1980s-early 1990s Research & action on women in **Canadian** cod fishery crisis marginalized

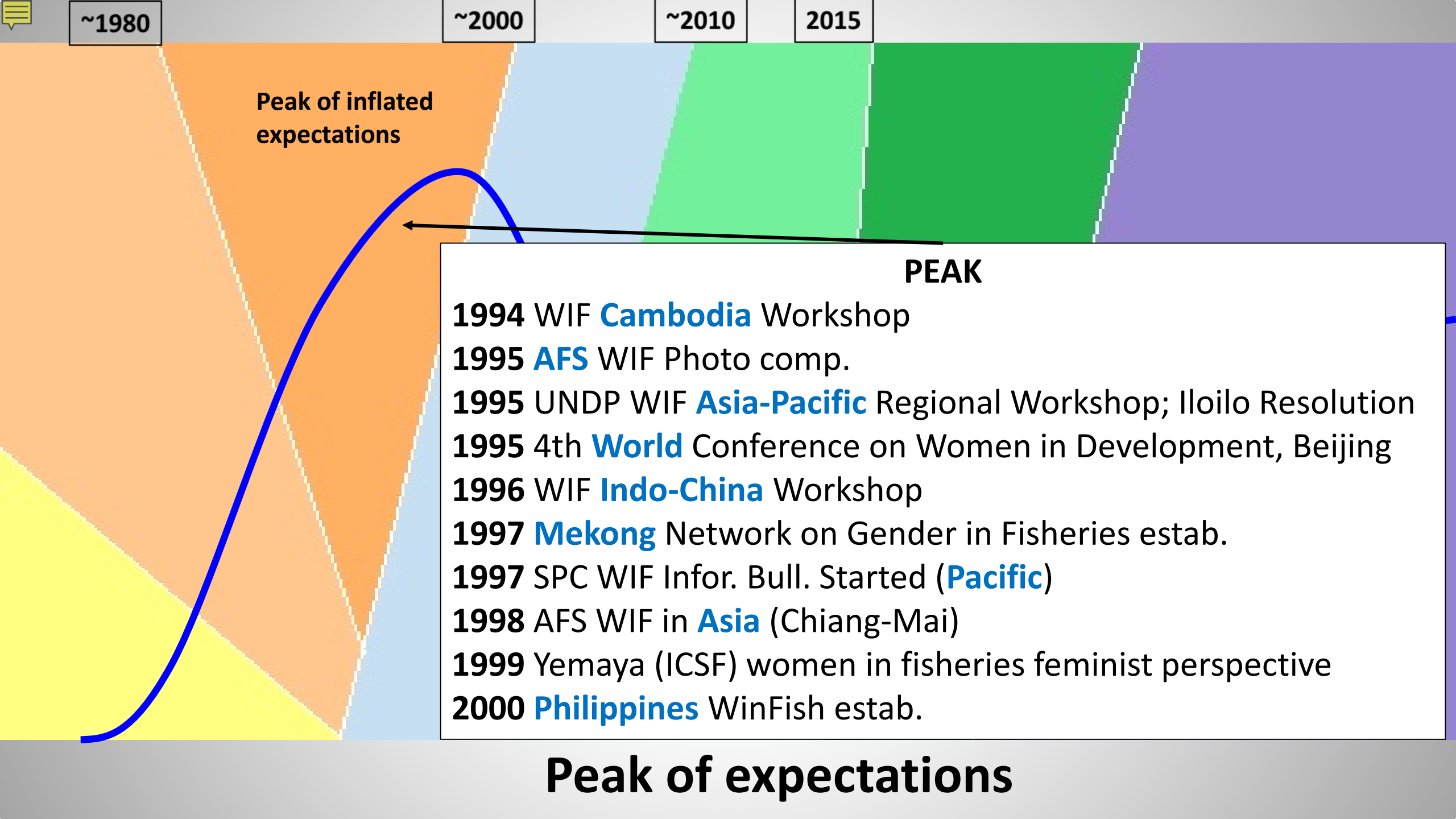
TRIGGER

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On the rise

The trigger or need

The trigger and the rise of expectations



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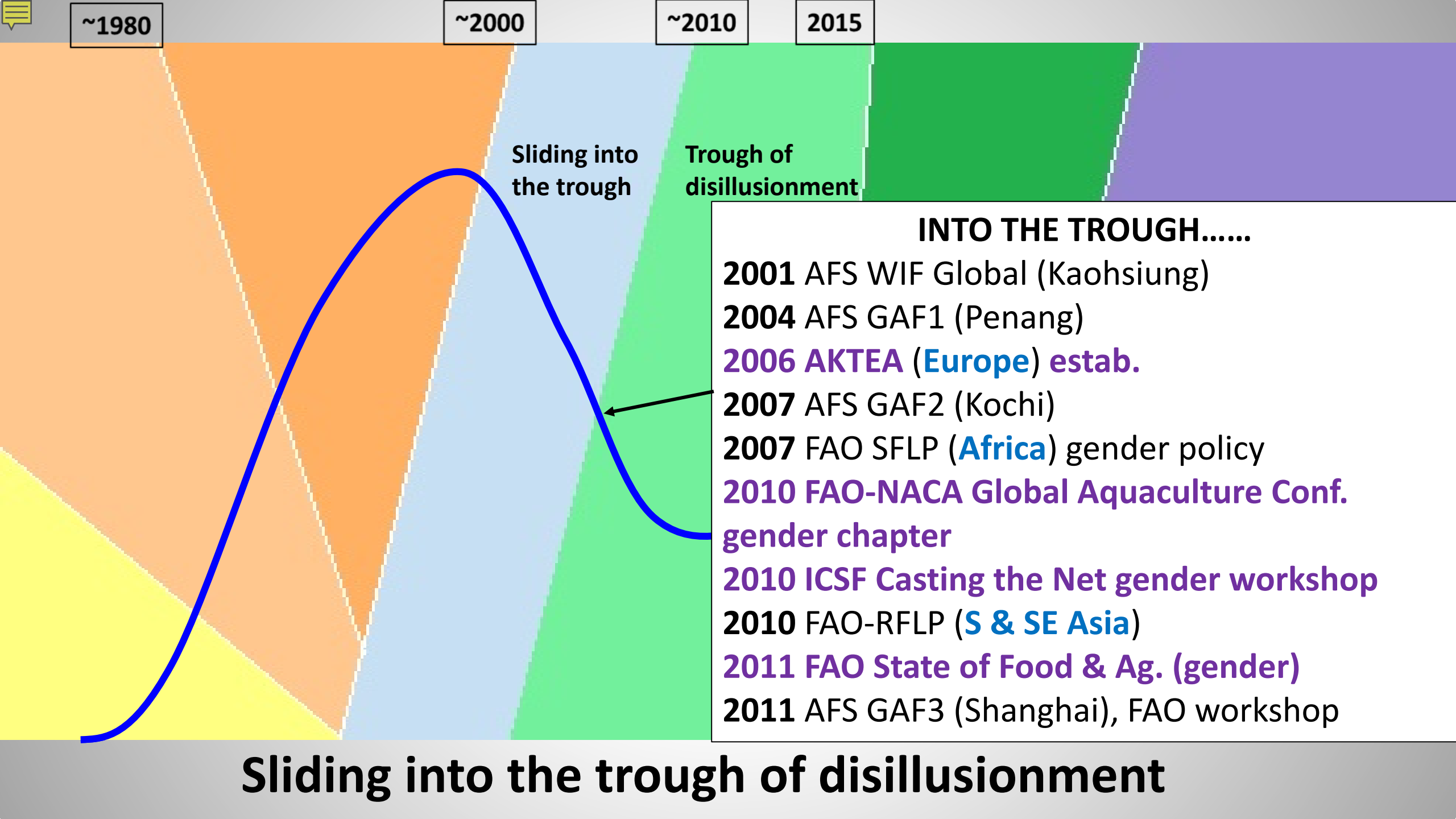
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Peak of inflated expectations

PEAK

- 1994 WIF **Cambodia** Workshop
- 1995 **AFS** WIF Photo comp.
- 1995 UNDP WIF **Asia-Pacific** Regional Workshop; Iloilo Resolution
- 1995 4th **World** Conference on Women in Development, Beijing
- 1996 WIF **Indo-China** Workshop
- 1997 **Mekong** Network on Gender in Fisheries estab.
- 1997 SPC WIF Infor. Bull. Started (**Pacific**)
- 1998 AFS WIF in **Asia** (Chiang-Mai)
- 1999 Yemaya (ICSF) women in fisheries feminist perspective
- 2000 **Philippines** WinFish estab.

Peak of expectations



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2015

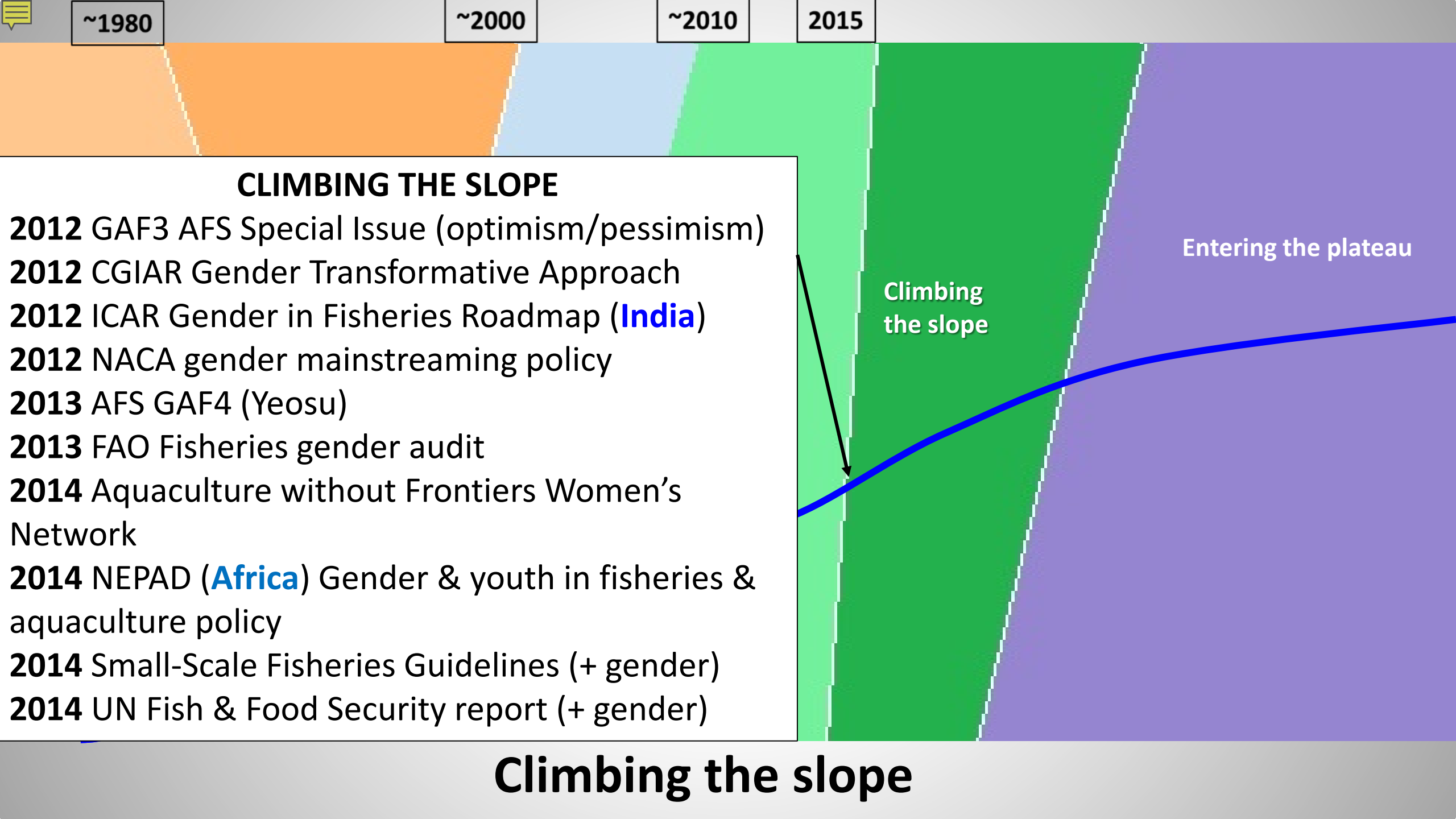
Sliding into the trough

Trough of disillusionment

INTO THE TROUGH.....

- 2001 AFS WIF Global (Kaohsiung)
- 2004 AFS GAF1 (Penang)
- 2006 AKTEA (Europe) estab.
- 2007 AFS GAF2 (Kochi)
- 2007 FAO SFLP (Africa) gender policy
- 2010 FAO-NACA Global Aquaculture Conf. gender chapter
- 2010 ICSF Casting the Net gender workshop
- 2010 FAO-RFLP (S & SE Asia)
- 2011 FAO State of Food & Ag. (gender)
- 2011 AFS GAF3 (Shanghai), FAO workshop

Sliding into the trough of disillusionment



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CLIMBING THE SLOPE

- 2012 GAF3 AFS Special Issue (optimism/pessimism)
- 2012 CGIAR Gender Transformative Approach
- 2012 ICAR Gender in Fisheries Roadmap (**India**)
- 2012 NACA gender mainstreaming policy
- 2013 AFS GAF4 (Yeosu)
- 2013 FAO Fisheries gender audit
- 2014 Aquaculture without Frontiers Women's Network
- 2014 NEPAD (**Africa**) Gender & youth in fisheries & aquaculture policy
- 2014 Small-Scale Fisheries Guidelines (+ gender)
- 2014 UN Fish & Food Security report (+ gender)

Climbing the slope

Entering the plateau

Climbing the slope

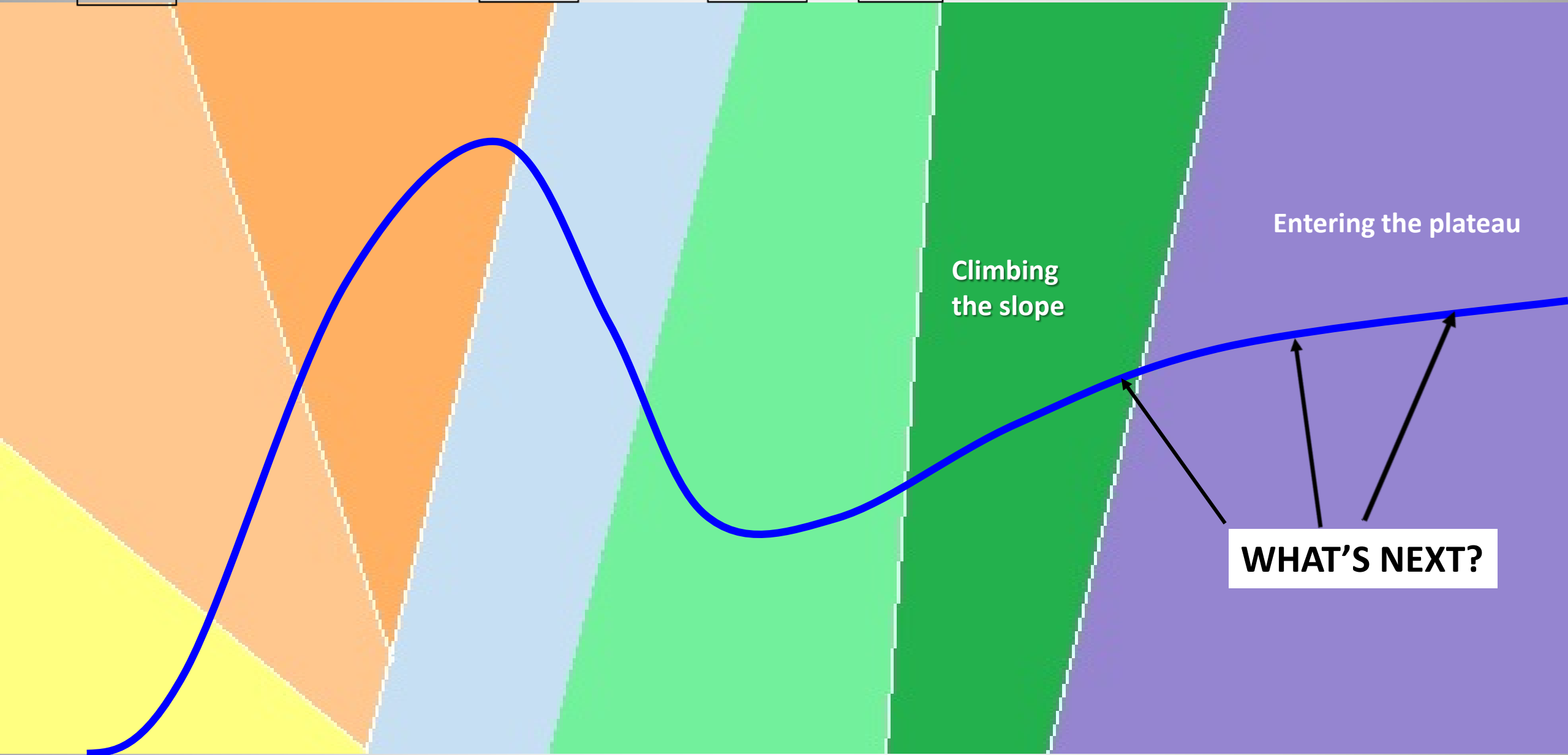


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Entering the (first) plateau ...

Climbing the slope

Entering the plateau

WHAT'S NEXT?



What's next for organizations?

- We **do** want
 - Greater equality in aquaculture and fisheries supply chains
 - Growth and maturation of GAF work
 - More hype and more targeted hype to generate growth and a new plateau
 - More people and organizations motivated and active
- We **do not** want
 - Over-hype
 - Disillusionment and drop out



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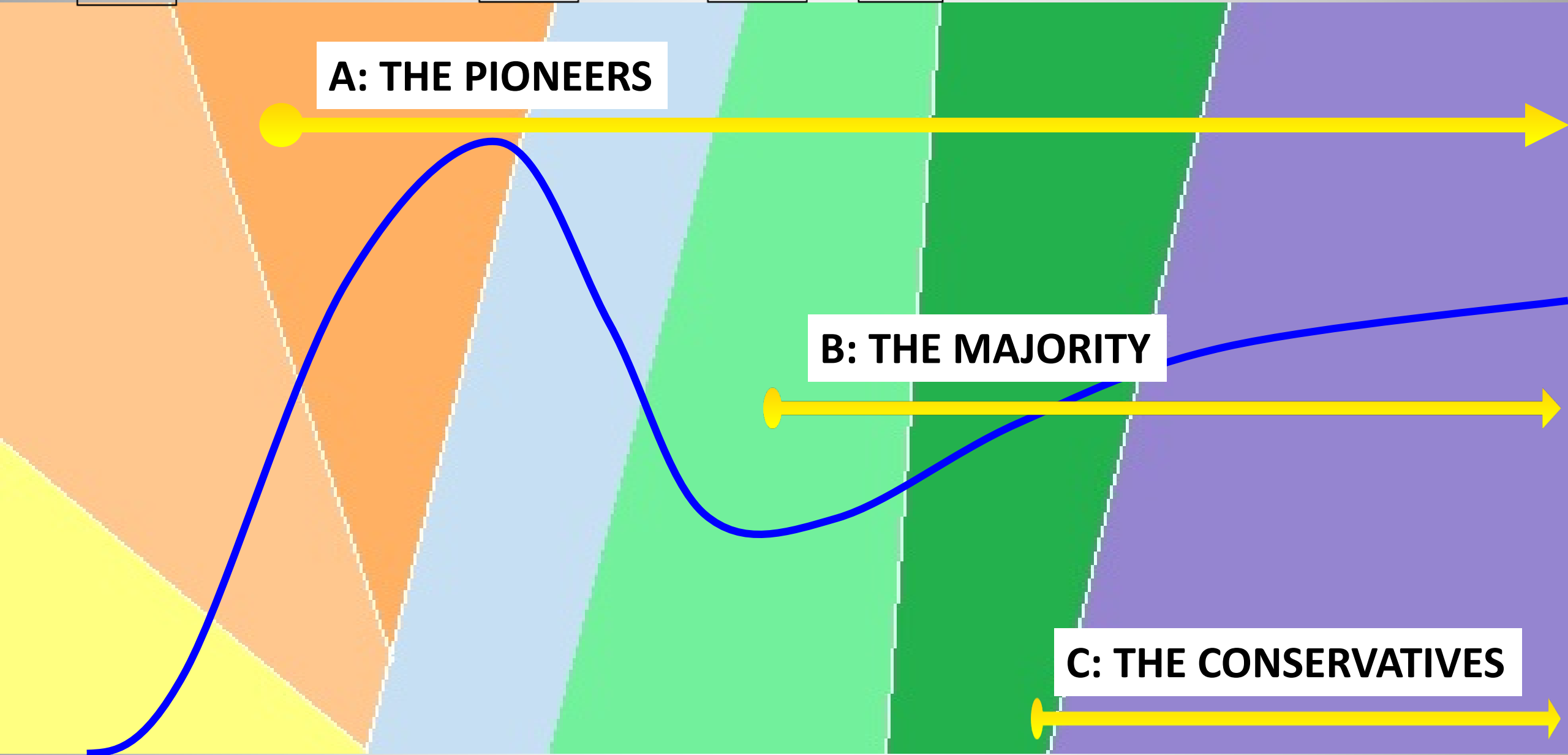
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A: THE PIONEERS

B: THE MAJORITY

C: THE CONSERVATIVES

Look to the organizations: each adopts GAF at its own pace





What's next for **Pioneer** organizations?

- **Keep going! Do not give up.**
- Capitalise on **previous investments** – including failures
 - Early adopters may risk starting without a sound approach (see Choo & Williams 2014)
- **Learn from others**, including in other sectors, especially agriculture
- Become a **leader** – share your experience
- **Expand GAF** – “grow the field, not be the field” (Joy Anderson, Criterion Institute)
- Improve the **standards** and **speed up progress**

What's next for the **Majority** of organizations?



- **Get going** and keep going!
- **Learn** from Pioneers and others
- Find ways to **speed up** progress
 - Develop **internal GAF knowledge**
- **Improve on current practice**

**International Livestock Research Institute
Gender action timeline (2104)**



What's next for **Conservative** organizations?

- **Do not wait** any longer
- **Learn** from others
- **Imagine the potential** of adopting GAF approaches
- Enjoy **lower entry costs and risks** by benefiting from others' experience



What's next for AFS-GAF?

- Immediate (**GAF5**)
 - Political will and gender-inclusive policies (**Small-Scale Fisheries Guidelines**)
 - Information (making better use of our website - **Writing Workshop**)
 - Capacity building (**Gender 101**)
 - Projects (**NACA-USAID Workshop**)
 - Support networks (**Networks Meeting, Genderaquafish social media**)
 - Support researchers and activists (**GAF4 Special Issue, GAF5, Focus India**)
- Future
 - A vision, and strategy for greater effectiveness of GAF in AFS
 - Strengthen the Genderaquafish platform



12 November 2014, Lucknow:

**10IFAF Dignitaries take the launch of the GAF4 Special Issue very seriously!
We hope all the fisheries and aquaculture world will also take it seriously.**

Have a successful GAF5!

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