

GAF Section Newsletter

GENDER IN AQUACULTURE AND FISHERIES SECTION
OF THE ASIAN FISHERIES SOCIETY

2023
ISSUE 4

**Stories from
Major Events
since our last
edition**

**GAFS
Contributions
to Global
Consultations**

**New Projects,
Reports and
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Message From The GAFS Chair



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The Gender in Aquaculture and Fisheries Section's latest Newsletter brings all the latest updates that our members and supporters are eagerly looking forward to. GAFS welcomes Dr. Madu Galappaththi who has taken over as the Editor of the Newsletter. We also gratefully acknowledge Dr. Surendran Rajaratnam, who edited the last three editions of the Newsletter, and wish him luck in his future professional career.

In the intervening period, GAFS has been active in its pursuits through organization and participation in Conferences, publishing, and working on project proposals. We released our 'Core Principles' commemorating the International Women's Day 2022. The 8th Global Conference on Gender in Aquaculture and Fisheries (GAF8) was successfully organised in Kochi, India in November 2022. Our members actively contributed to the 13th Asian Fisheries and Aquaculture Forum hosted by the National Cheng Kung University, Tainan, Taiwan in May-June 2022. The IYafa was commemorated by developing a video tribute to women in fishing that was supported by WorldFish.

This Newsletter carries information on major events, projects, research work, and other individual and group initiatives on gender in the sector. We hope that you will find this Issue informative and continue to support us by sharing your work and thoughts for forthcoming editions. We also hope that our collective efforts will bring in greater gender inclusion and equity in the sector.

Message From The Editor



Madu Galappaththi

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Welcome to the fourth edition of the Gender in Aquaculture and Fisheries Section (GAFS) Newsletter!

We bring to you an exciting collection of stories and updates that showcase the variety of GAF undertakings around the globe. A big thank you to all the contributors and also to the GAFS Executive for the amazing support in putting this Newsletter together.

In this edition, we present several stories on recent major events and member achievements. Notably, we share an update on the newly developed GAFS Core Principles, which serve as a guide to how we portray the views of GAFS in our daily work and engagements. In addition, we report on a series of global consultations to which GAFS has contributed. We also highlight several high-level reports and interesting findings from new research projects on gender related topics.

Our feature article is on Sisters in the Arctic Blue (SAB), a new collaborative research network poised to advance the gender perspective in marine and coastal research in Nordic and Arctic regions. We also proudly present a video tribute to women fishing around the world and invite you to help amplify their voices by sharing the video across your networks.

As always, we look forward to hearing about the new and exciting GAF undertakings in which you participate. You will find all our communication channels at the end of the Newsletter. Please stay connected and let us know how you are continuing to advance gender equality in fisheries and aquaculture and beyond!

Stories from Major Events since our last edition

GAFS Core Principles released on International Women's Day 2022

The Gender in Aquaculture and Fisheries Section (GAFS) celebrated International Women's Day on March 8th 2022 by releasing its [Core Principles Statement](#). The GAFS Core Principles are based on the formal Objectives in the [By Laws](#), and practical experience from working in gender equality. The Principles have been drafted, discussed and put through open consultation among GAFS members and other interested experts.

Dr. Danika Kleiber, Membership Coordinator for GAFS, led the consultation and drafting of the Core Principles. She pointed out that "the Principles cover how we do our R&D, the enabling environment for gender equality, what gender equality looks like in fisheries governance and how to ensure the rights of women and gender minorities. Developing the Core Principles helped us to stand back and think about how our work can best make a difference in people's lives. We also look at emerging knowledge and data gaps, such as the role of gender minorities."

The Core Principles were developed to help GAFS members when engaging in global consultations, working actively in their organizations and countries, and representing GAFS in meetings, conferences, and projects. In a practical way, the Principles stress the need for paying attention to women's work in the whole value chain, the importance of data collection and women's representation and collective action.

View and download the GAFS Core Principles here: <https://www.genderaquafish.org/gafs-core-principles/>

Core Principles media cards prepared for the launch by Sijitha Mary, using images kindly provided by WorldFish, ICAR-CIFT and Carmen Pedroza.



GAF8: Shaping the future

GAFS's flagship event, the 8th Global Conference on Gender in Aquaculture & Fisheries (GAF8) was held in November 2022 in the city of Kochi in Kerala, India. The conference was titled "Shaping the Future: Gender Justice for Sustainable Aquaculture and Fisheries".

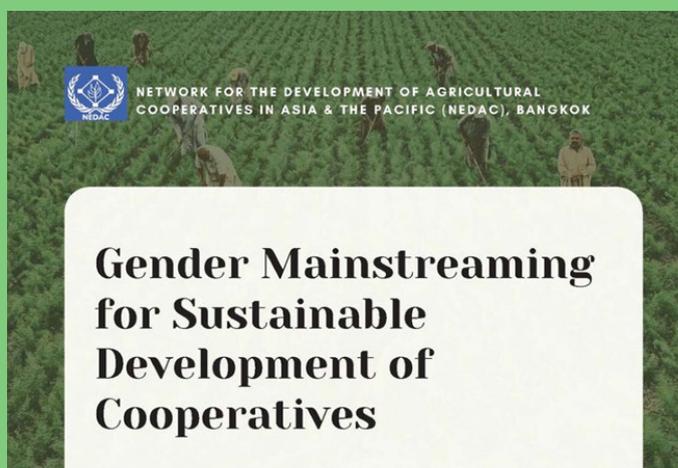
An extensive coverage of the sessions reports from GAF8 was recently featured in the Yemaya Newsletter (Issue #67) produced by the International Collective in Support of Fishworkers (ICSF). Read the full article here: <https://www.icsf.net/yemaya/gaf8-shaping-the-future/>



NEDAC Coop Talk on gender mainstreaming for sustainable development of cooperatives on the occasion of the International Day of Cooperatives

The Network for the Development of Agricultural Cooperatives in Asia and the Pacific (NEDAC) commemorated the International Day of Cooperatives this year by organizing a Coop Talk. The talk was delivered virtually on 10 July 2023 and was titled "Gender Mainstreaming for Sustainable Development of Cooperatives". It was delivered by Professor Kyoko Kusakabe from the Gender and Development Studies, School of Environment, Resources and Development at the Asian Institute of Technology in Thailand.

In her talk, Professor Kusakabe brought attention to the topics of gender equality, role and involvement of women as well as their empowerment in the context of cooperatives. The talk was attended by a diverse audience from across 12 countries, including Bangladesh, Cambodia, France, India, Indonesia, Italy, Malawi, Malaysia, Nepal, Nigeria, Philippines, and Saudi Arabia. Read more on this story here: <https://nedac.info/2023/06/29/nedac-talk-on-gender-mainstreaming-for-sustainable-development-of-cooperatives/>



in connection with the
International Day of Cooperatives

GAFS at the 13th Asian Fisheries and Aquaculture Forum 2022



The 13th Asian Fisheries and Aquaculture Forum (13AFAF) was a watershed for how gender was included in Asian Fisheries Society's (AFS) triennial forums. The 13AFAF was hosted by the National Cheng Kung University, Tainan, Taiwan, and conducted virtually from 31 May to 2 June 2022.

Although the first AFS Forum was held in 1986, Women in Fisheries (later Gender in Fisheries and Aquaculture) did not enter the AFS forums until the 4th Asian Fisheries Forum in Beijing in 1995, when a women in fisheries photographic competition was held (<https://www.genderaquafish.org/gaf-section/milestones/>). In 1998, at the 5th Asian Fisheries Forum in Chiang Mai, Thailand, a second photo competition was held, and so too was the Symposium on Women in Asian Fisheries that marked the beginning the series of women and gender symposia (later GAFS Conferences), that continues until today.

What distinguished the recently completed 13AFAF was that gender was mainstreamed in the program by adding it as a topic on the main Forum agenda. Gender Equality in Fisheries and

Aquaculture was also one of the eight specialized session themes. In the graphic designs used for the Forum, women were given equal billing with men. Kudos to the Chair of the Local Organizing Committee, Prof. Han-Ching Wang, National Cheng Kung University, for the team's work!

Several GAFS members made key contributions to 13AFAF. Prof. Kyoko Kusakabe delivered a plenary address titled "How gender perspective contributes to improved understanding of fisheries management." The themed session on Topic 6: Gender Equality in Fisheries and Aquaculture comprised Prof. Holly Hapke as an Invited Speaker whose speech was titled "Gender in Fisheries and Aquaculture: A Research Agenda for Equity and Robust Science"). The session included five oral presentations and a poster that were highlighted in the Reports on Scientific Session Overviews. In total, therefore, we were treated to eight high quality presentations and a lively question and answer session. For Topic 6, Jenny House won the first prize in the oral and poster competition category. Congratulations Jenny!

Broad events such as the AFS Forums give

participants a professional opportunity to hear the latest developments in many fields of research, and to network with colleagues (even at virtual conferences). Students can present their work that help build their careers and become better known with increased likelihood to be invited to present at future conferences.

Here are three main take-home messages from the gender presentations and discussions at 13AFAF:

1. Why and how research and management are practiced are critical to gender studies. On the why gender should be included, the most common reason given is instrumental—that doing so is better for fisheries. Pragmatically, gender research makes fisheries research more robust. A less common reason is that the benefits are intrinsic—that doing so is better for women and households.
2. Women's agency needs more focus than their victimhood and marginalization. Women's sense of entitlement needs fostering to help change their self-perceptions about their value to the sector. Men need to be part of this action too. Women are not a homogeneous.
3. Gender relations are dynamic, particularly under ruptures and adaptations. Gender relations can be altered not just by climate, declining resources, natural disasters but also by new technologies and markets.

When the GAFS professional journey began in the Asian Fisheries Society nearly 3 decades ago, we did not have the platform of past studies to draw on for reviews and action plans. Women or gender in fisheries and aquaculture was not a topic mainstreamed into the agenda of our Forums. But despite the evident progress in 13AFAF, the insights gained also tell us that we still have a long way to go.

To learn more and download the presentations: <https://www.genderaquafish.org/2022/06/26/reflections-on-gender-and-fisheries-through-the-lens-of-presentations-13afaf/>

GAFS Members recognized in Asian Fisheries Society awards

Recognized by the Asian Fisheries Society and announced at the 13th Asian Fisheries and Aquaculture Forum (13AFAF) 2022 in Taiwan, the following GAFS members received awards for their outstanding contributions. Warm congratulations to all!

Gold Medal Award Recipients

- » Prof. Kyoko Kusakabe
- » Dr. Nikita Gopal
- » Dr. Danika Kleiber

Merit Award Recipients

- » Dr. Arlene Nietes Satapornvanit
- » Dr. Kafayat Fakoya
- » Prof. Ann Fleming

Appreciation Award Recipients

- » Dr. Cecile Brugere
- » Dr. Cornelia Quist



Photo credit: Vijaykiran V

GAFS Video Tribute to Women Fishing Around the World

Inspired by the International Year of Artisanal Fisheries and Aquaculture (IYAF 2022), Gender in Aquaculture and Fisheries Section (GAFS) members Kafayat Fakoya, Nikita Gopal, Sarah Harper, Kyoko Kusakabe, Surendran Rajaratnam and Meryl Williams developed and released a tribute video with technical support from Sam Shng Shng at WorldFish.

Enjoy the video tribute here: <https://www.youtube.com/watch?v=9p8Cl2lIFVs>

The video is a compilation of iconic photos of women fishing around the world highlights the contributions made and challenges faced

by women fishing around the world. It depicts women gleaning for octopus in the intertidal areas off the coast of Tanzania, women sorting fish at a landing site in Tamil Nadu, India, Heiltsuk women exercising their Indigenous rights to harvest and steward herring-spawn-on kelp on Canada's Pacific coast, through to women divers carrying bags of shellfish to the Busan market in South Korea and many other places in between.

We invite you to share the video tribute and help elevate the women who fish all around the world, bringing attention to their importance in the fisheries sector and beyond.



New Networks of GAF undertakings

Sisters in the Arctic Blue (SAB) Network

Advancing a Gender Perspective in Arctic Marine and Coastal Social Science Research

Sisters in the Arctic Blue (SAB) is a newly established network of researchers interested in the gender dimensions of Blue Economies and Blue Sectors in Nordic and Arctic regions. The SAB network's main objective is to initiate, facilitate and expand a platform for marine and coastal social science researchers interested in emphasizing and reinforcing a gender perspective in their work. The network contributes to connecting researchers with decision-makers, all genders alike. In doing so, SAB enables collective knowledge exchange and capacity development and creates a shared platform to collaboratively work towards raising gender equity issues in the maritime sector's political and research agendas in the Arctic and Nordic regions. The network also establishes and expands collaboration among early career and senior social science researchers from academic institutions in the Nordic countries and those working in Arctic and Nordic contexts interested in promoting gender research within blue sectors.

Nordic countries have a history of commitment to gender equality and women's emancipation; however, in many sectors associated with the Blue Economy there is an absence of women's participation. In its inaugural year, 2021, SAB released a report discussing this paradox titled [Gender in Nordic Blue Economies: Initial](#)

[networking results and future academic research.](#)

Recognizing that research of Nordic Blue Economy has not sufficiently captured gender-relevant themes, the SAB network wishes to further develop this field and build bridges amongst researchers. Overlaying the gender lens on the Blue Economy helps recognize barriers related to mobility and work-homelife needs and balance, which have implications for women's employment, their career decisions, and well-being. Furthermore, as new Blue Economy opportunities arise, we do not know whether there will be a crowding-out effect—both

spatially (e.g., access to the foreshore to glean in the case of fisheries) and socioeconomically (e.g., the increasing prestige of an activity attracts more men)—within and among Blue Economy sectors.

The SAB network members are interested in connecting with one another and other researchers interested in understanding the gender dimension in Blue Economy and other ocean and coastal activities in the Arctic and beyond. SAB is always accepting new members to their network; sign up here: <https://forms.gle/GQoSbfJVPcpNq2Nn8>

For further information on SABs work and future webinars, follow SAB on Twitter @SAB_Netwk.



GAFS Contributions to Global Consultations

GAFS have been making regular contributions to important consultations on various topics including three recent submissions on fisheries and aquaculture development and food and nutrition security. The aim of these submissions is to encourage the products such as reports, guidelines, and best practice guides resulting in the consultations to be more inclusive of women's roles and opportunities and to stress the importance of fisheries and aquaculture as an important sector. Here are the three consultations to which we have responded recently.

- **CFS Voluntary Guidelines on Gender Equality and Women's and Girls' Empowerment in the context of food security and nutrition**

GAFS submitted comments in December 2021 on the zero draft of Voluntary Guidelines developed by the United Nations Committee on World Food and Nutrition Security (CFS). Subsequent to our submission, we noted progress in the ensuing inter-governmental negotiations. The negotiations were more protracted than expected due to contentions over certain gender-related language. In June 2023, a final version was agreed by the Open-Ended Working Group on the Voluntary Guidelines, and this version will be put to the next meeting of the CFS later in 2023 (<https://www.fao.org/cfs/workingspace/workstreams/gender/en/>). Most of the concerns of GAFS on the zero draft are now addressed.

- **Support for Norwegian recommendation for activity for the CFS Work Program**

In February 2023, GAFS was one of several organizations that supported the Norwegian Government's recommendation to the United Nations Committee on World Food Security and Nutrition's (CFS) High Level Panel of Experts (HLPE) to revisit and update the 2014 HLPE report on fisheries, given the great progress that had been made on knowledge in this field in the interim. Thirty-seven proposals were received and considered at the meetings of the CFS (17 March 2023, 17 May 2023). The fisheries

proposal is one of 31 that have received general acceptance and now appear on the draft 2024-2027 HLPE Work Program.

- **CFS HLPE Report on "Reducing Inequalities for Food Security and Nutrition"**

GAFS made a substantial set of comments and suggestions in January 2023 in the consultation by the Committee on World Food and Nutrition Security (CFS) High Level Panel of Experts (HLPE) on the zero draft of the report. Our aim was to stress the importance of fish (aquatic food), gender, and gender and aquatic food combined. As a result, fish are better covered in the final document and gender coverage is also improved somewhat, making the report much stronger than the earlier draft. Nevertheless, this is a very broad document that has many audiences but may not yet achieve wide ownership. Download: <https://www.fao.org/3/cc6536en/cc6536en.pdf>



New Projects, Reports and Research

Introducing GeNA: Developing gender-responsive monitoring in NbCS aquaculture projects in Southeast Asia

The Gender in Aquaculture and Fisheries Section (GAFS) has been awarded funding for a new project titled “Making nature-based climate solutions in aquaculture in Southeast Asia monitoring more gender-responsive: What gets measured gets done”. Gender-responsive nature-based climate solutions (NbCS) in Aquaculture, or GeNA for short, is supported by IDRC Canada’s AQUADAPT-SEAPAC grant. Based on existing gender monitoring frameworks, the project will develop a reflexive and context specific gender monitoring framework for nature-based climate solutions in aquaculture. It will be piloted at three sites: Philippines (on seaweed culture), Thailand and Cambodia (on rice-fish culture).

The lack of data as well as a lack of holistic understanding of gender relations in aquaculture leads to serious gaps in monitoring and evaluation schemes that wish to include gender outcomes, including in NbCS aquaculture. Therefore, GAFS aims to develop a gender monitoring schema and test the processes by which women and men participate in NbCS aquaculture that help achieve transitions to greater sustainability under climate change. The project findings will be shared in different fora. Training sessions on gender monitoring will also be conducted.

The project will be administered from Asian Institute of Technology (AIT) in partnership with the Cambodian Institute for Research and Rural Development (CIRD), and The University of the Philippines Visayas (UPV) and managed and implemented by GAFS ExCom and other members. Read the detailed GAFS Story here: <https://www.genderaquafish.org/2023/10/05/gena-developing-gender-responsive-monitoring-in-nbcs-aquaculture-projects-in-southeast-asia/>



Rice fish farming, Cambodia.
Source: Park Sereyvath



Philippine women seaweed farmers inspect their line early in the morning. Source: Alice J Ferrer



Rice-fish farming, Thailand.
Source: Malasri Khumsri

Illuminating gender in small-scale fisheries contributions to sustainable development

By Sarah Harper¹, Danika Kleiber² & Kafayat Fakoya³

¹ University of Victoria, Canada, ² National Oceanic and Atmospheric Administration (NOAA), USA, ³ Lagos State University



Just over a decade ago the World Bank and collaborators published the Hidden Harvest report (World Bank, 2012) that brought attention to many previously overlooked and undervalued aspects of fisheries, including estimates of women in the sector. This was

the first attempt at quantifying the contributions by women to fisheries employment globally and brought attention to their importance in the sector – estimating that women represent one out of every two people employed in fisheries. This estimate was one of the most cited statistics from the Hidden Harvest report and brought much needed visibility to this marginalized group within an already marginalized sector – small-scale fisheries. However, despite bringing increased recognition to the important contributions by women in fisheries (and especially in small-scale fisheries, that are chronically underreported), a decade later, gender-inclusive and representative data remain elusive in many contexts, and policies and programs to support fisheries and fisherfolk remain gender blind. This impairs our ability to make advances towards gender equality and the empowerment of women in fisheries, and support sustainable fisheries and communities.

In March 2023, a follow-up report, the Illuminating Hidden Harvests (IHH) study was published (<https://www.fao.org/3/cc4576en/cc4576en.pdf>). This multidisciplinary initiative led by the Food and Agriculture Organization of the United Nations (FAO), Duke University and WorldFish, involved over 800 collaborators from around the world, including a team of over 28

gender advisors that informed this work. One of the goals of the gender dimension of the IHH study was to identify pathways through which gender considerations support the contributions of small-scale fisheries to sustainable development.

Sarah and Danika were the initial leads on the gender dimension of this project, but we quickly realized that our expertise alone would not constitute a robust synthesis of insights on gender in small-scale fisheries. GAFS was instrumental in our next step of leveraging our networks to bring together a team of gender advisors from around the world to share deep knowledge and rich insights from their work in supporting and advancing gender equity and equality in small-scale fisheries. Through a collaborative process, this large team of gender experts brought forward new insights on gender dimensions of small-scale fisheries while also identifying what continues to be hidden. This involved the sourcing and synthesis of existing data sources through country case studies and from labour force surveys, household income and expenditure surveys and country census data - the results of which are presented in this stand-

alone chapter of the IHH report: Chapter 6: Towards gender inclusivity and equality in small-scale fisheries.

Among the insights brought forward in this chapter is the persistent phenomenon of sexist data, whereby the vast majority of information gathered by fisheries management and



related agencies and institutions refers only to men or activities done by men. This persists in part because of the focus on production/harvesting, excluding the full picture of actors and activities

along value chain segments, subsistence fishing and processing, and all relevant inputs. Additionally, the focus on boat-based, gear-driven, income-earning, full time fishing activities elevated in data collection and policy, overlooks the contributions of women and other marginalized groups. The resulting data gap is further exacerbated by a lack of institutional capacity, low funding, no gender training for staff, and not enough women researchers. Ultimately, women, despite greater attention, are still not considered key players in fisheries hence collection, analysis and sharing of gender-inclusive and disaggregated data are not prioritized, including data on participating in fisheries governance institutions despite commitments to gender inclusive participation and representation in small-scale fisheries. This phenomenon is highlighted by the IHH gender advisor for Uganda, “Women’s work is often excluded from fisheries data collected by the Department of Fisheries. This is particularly the case for processing, but also the other kinds of “shadow work” that sustain fishermen (J. Lee Johnson, 2020).

The absence of women in the data, among other things, is part of a self-reinforcing cycle of entrenched gender blindness that despite more widespread recognition of the importance of women in small-scale fisheries, hinders efforts to realize the sustainable development goals (SDG), especially SDG 5 on gender equality and SDG 14 on healthy oceans. Thus, one of the key outputs of this chapter was not just coming up with new numbers but in reflecting on the process of doing so, and in trying to understand how we move from

entrenched gender blindness to gender inclusivity and equality. We end the chapter by offering some key considerations for policymakers, practitioners, academics, and all those involved in small-scale fisheries as we navigate towards a more gender equitable future. We also identify the areas of further research, for example a deeper exploration of what the challenges and opportunities are for closing the gender data gap in small-scale fisheries.

Link to download the IHH Report: <https://www.fao.org/3/cc4576en/cc4576en.pdf>

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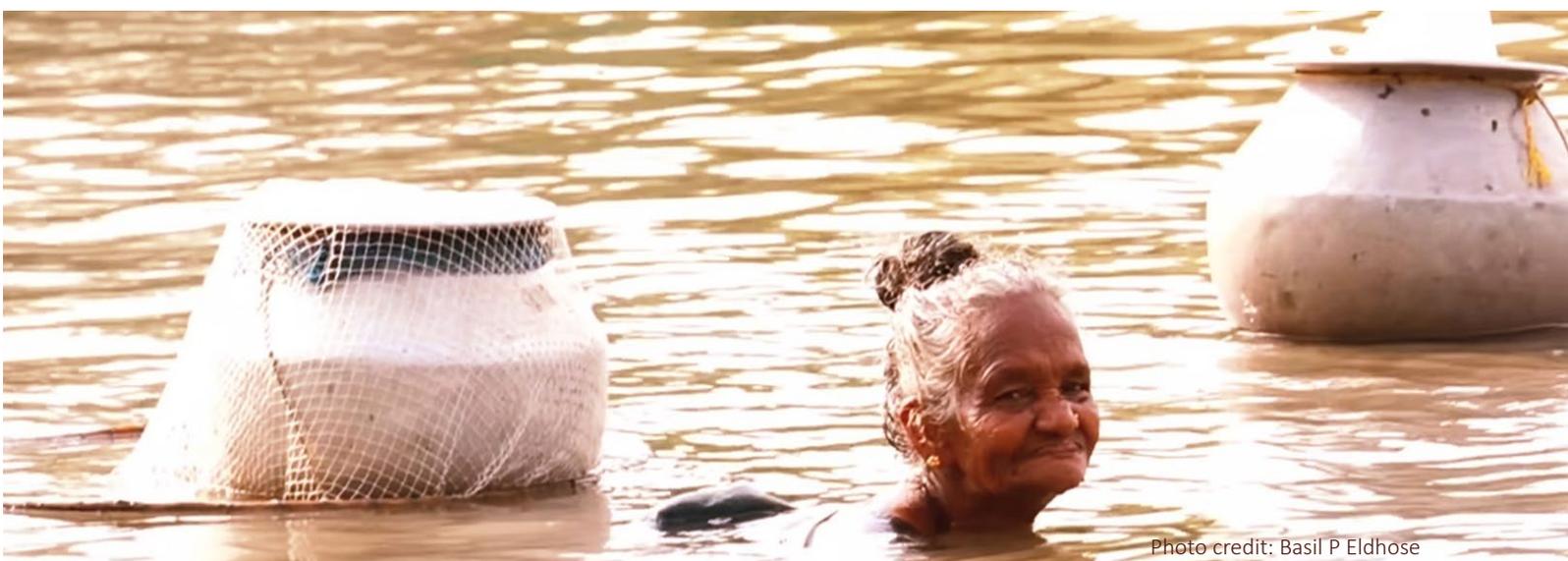


Photo credit: Basil P Eldhose

Decent Work and Thriving Businesses for Women Working in Fisheries: A Call to Action

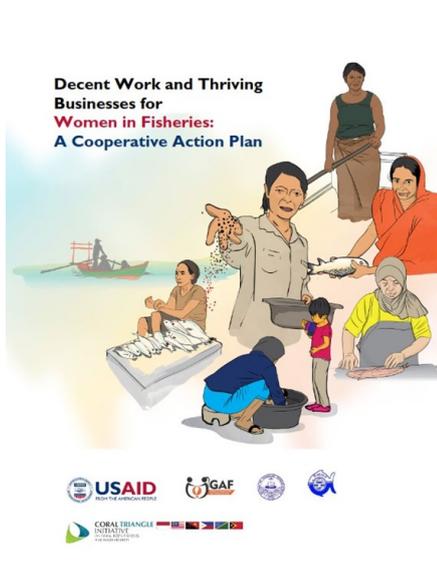
By Arlene Nietes Satapornvanit

USAID Sustainable Fish Asia Local Capacity Development Activity

Although women's labor in fisheries is economically and socially important, it receives little attention in fisheries policies and support programs. As fisheries undergo rapid changes over the years, women's labor issues remain under-prioritized and under-investigated. Most studies on women's labor in fisheries describe the gender-based divisions of labor that exist for women and men across different value chains, with a few in-depth studies looking at the status of women working in seafood processing industries, and even fewer on women as traders and business entrepreneurs. This leads to excluding women in formal fisheries statistics, and from being considered in key topics and decision-making, such as forced labor, sustainable fisheries management and relief efforts such as during disasters or the pandemic.

Women's total labor contributions include not only their productive labor in the workforce and as business entrepreneurs, but also their reproductive and care labor in households, communities, and for the environment. Much of women's labor is still to be revealed and quantified, and the means found for empowering women to secure decent work and thriving businesses.

In 2022, an action plan was developed through a collaborative effort among the following organizations facilitated by the USAID Sustainable Fish Asia Local Capacity Development Activity, namely: the Gender in Aquaculture and Fisheries Section of the Asian Fisheries Society, the Women Leaders' Forum of the Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security, the ICAR-Central Institute of Fisheries Technology, and the



Society of Fisheries Technologists in India, to provide a roadmap for the fisheries sector to address these issues. Additional expert opinions are also included, namely from ICAR-Central Marine Fisheries Research Institute, RTI International, United Nations Food and Agriculture Organization, Universiti Putra Malaysia, and WorldFish.

This roadmap is necessary if the sector is to advance towards meeting key gender-related Sustainable Development Goals by 2030, and to comply with global instruments on gender equality, decent work, and fair

labor. The goal of the roadmap is to contribute to greater regional understanding across stakeholder groups of key labor challenges for women in fisheries, and to support regional advancements for gender and just, equitable, and inclusive labor conditions, particularly in Asia-Pacific, but can be applicable elsewhere.

The action plan aims to provide strategic direction, guidance and recommendations to fisheries stakeholders in order that in the next 5 years:

- » More attention is given to women so their voices are heard, and they can meaningfully participate in decision making roles;
- » Constructive male engagement in domestic tasks is being advocated to enable women and girls to engage more in the market economy and community;
- » Research and development understand gendered conditions in fisheries, and gender disaggregated data are systematically collected; and,
- » Gendered impacts of current issues and actions are considered and integrated in policies, recovery programs and interventions.

The Cooperative Action Plan consists of 10 Articles grouped into three Clusters (Box 1):

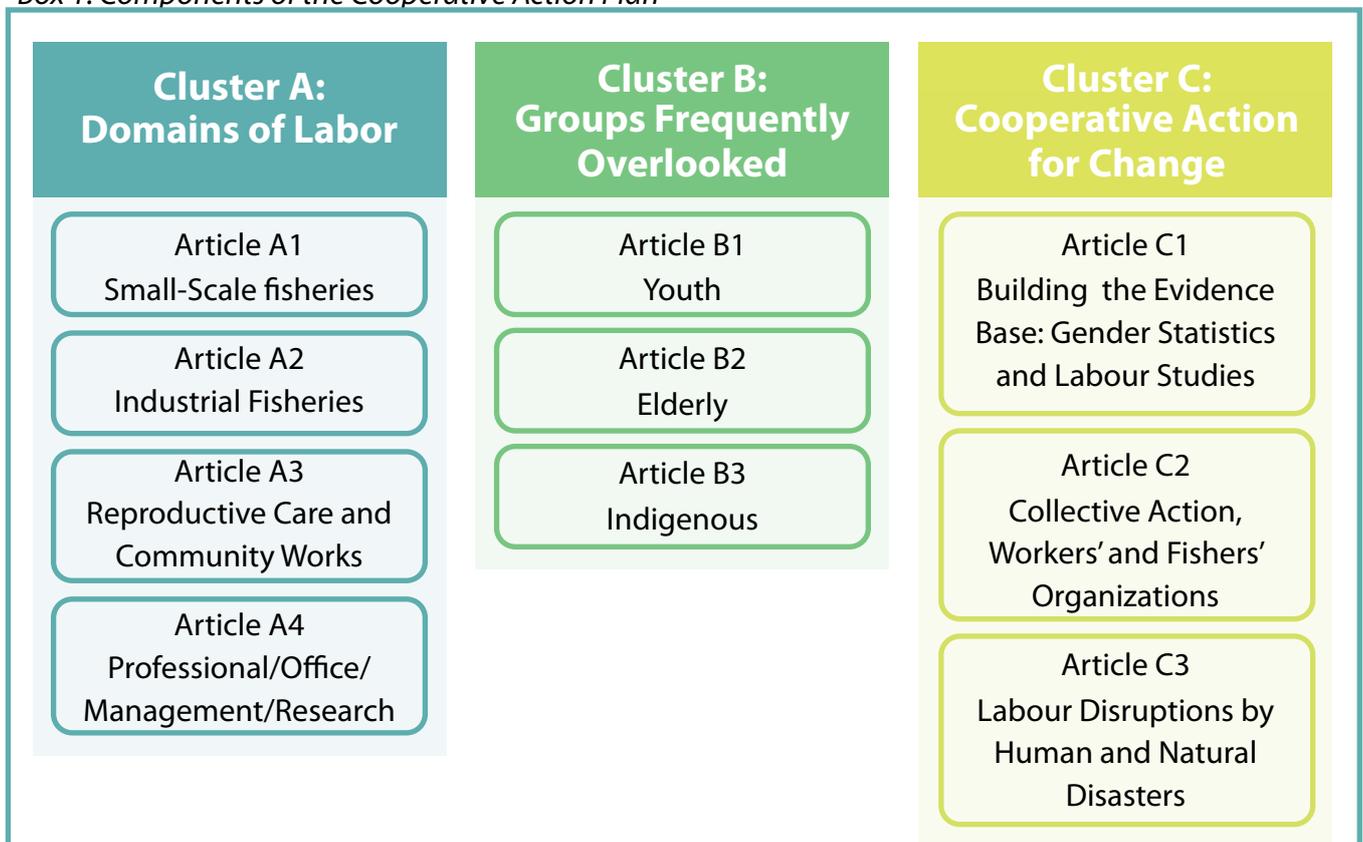
Cluster A comprises the major domains of women’s fisheries labor; according to where the work is done, based on the types of fisheries value chains (small-scale, industrial) or work environments (professional office or company or home and community).

Cluster B addresses the needs of groups of women and girls who are frequently overlooked, such as the Youth, Elderly, and Indigenous Women.).

Cluster C comprises fundamental measures for building a solid platform for action.

For other categories of women such as self-employed, entrepreneurs, and migrants, their needs are woven into actions under the various labor domains.

Box 1: Components of the Cooperative Action Plan



Here are a few samples to give a taste of the material in the Cooperative Action Plan.

Cluster A: In small-scale fisheries greater formal recognition of women’s labor roles and challenges would lead to improved labor and business conditions and improved uptake of the gender equality provisions of the Voluntary Guidelines on Small-Scale Fisheries. By legitimizing women’s fishing activity, recording, and registering it in official statistics, women would be included in decision-making and become eligible for development programs and relief assistance. In industrial fisheries, gender-sensitive policies would aid women workers in achieving greater dignity, welfare, opportunities, safer working conditions and protection. Women themselves need to better understand their rights. Employers need to know how to better involve and support women in their workforces, do away with the gender pay gap and learn from workers and companies that have diversified the work performed by women and men. In reproductive

and care labor, the Plan seeks to enhance the capacity of women to see themselves as important social and economic contributors who are accepted as equal partners in the development process at home, in the workplace and in communities. This transformation also could help reduce forced labor and trafficking risks and help prevent illegal labor and other illegal fishing activities. Professional women in fisheries management agencies, the private sector, and in research and monitoring should have access to equitable recruitment and promotion opportunities.

Cluster B: Young women workers should expect that the fisheries sector will provide them a safe working environment, free from any harassment, enabling of personal growth, engagement, and improved agency. Opportunities in fisheries entrepreneurship, fisheries data management, and other relevant technical topics can be enhanced through increased education, improved knowledge, learning exchanges and training, such as in the basics of how to set up and run a business, manage fisheries data, access and use fisheries technology, fish processing and post-harvest technologies, and climate change. The extent of elderly women's and men's work, welfare, and social needs should be assessed as the basis for providing support to enable them to lead dignified and productive lives. This will require improved outreach and services by local institutions responsible for social security and protection. Fisheries associations can be encouraged to include the elderly and have them represented in leadership and governance. Indigenous women, men, and communities need equitable access to resources, labor and entrepreneurship opportunities and representation in policy-making. This will entail collecting reliable data, ensuring that indigenous knowledge becomes part of decision-making and supports indigenous people's roles and contributions.

Cluster C: A quantum leap is needed in reliable time series of gender statistics (sex-disaggregated and qualitative gender data) on women's and men's work, and the power and gender relations affecting their labor opportunities and benefits. Collective action including through stronger fishers' and workers' organizations could enhance participation and leadership of women. Often, this will first require that women's fishing activities are correctly recognized and formalized. When labor is disrupted by human and natural disasters, planning, recovery, and rehabilitation needs to take full account of women's labor and roles in the economy by disaster and emergency relief agencies, and fisheries agencies, Women's economic and care interests and needs must be represented in decision-making, recovery budgeting and programming, and monitoring of progress.

Next Steps – Call to Action

The Plan is being disseminated to promote action by various stakeholders, their members, networks, and partners and in the press and social media. Stakeholders / networks are encouraged to consider, develop, and adopt recommended activities of this Action Plan or integrate relevant recommendations into their own work plans. Please let us know of your interest and when you implement some of these actions.

Link to download the Action Plan and further information: <https://www.rti.org/brochures/women-fisheries-cooperative-action-plan>

ICSF Yemaya Special Issue #65: <https://www.icsf.net/yemaya-articles.php?id=9111>

A review of resources and experiences supporting gender and fisheries within development projects in Southeast Asia

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Abstract : Many resources and materials have been published on women's empowerment and gender inclusion in fisheries and conservation management. While these provide useful theoretical frameworks, these materials often fail to meet the needs of local practitioners due to the use of technical and academic language. Furthermore, these materials provide limited practical guidance on the entire project cycle from institutional strategy to design and implementation. In addition, the operational tools developed by in-house gender specialists tend to serve unique objective(s) of individual projects and are accessible only internally. Toward optimizing resources needed for promoting gender equality in small-scale fisheries, the sharing of implementation tools as well as the conceptual or theoretical frameworks are crucial to assist the organizations more widely, especially those with limited resources. To this end, we offer seven recommendations and emphasize that a collaborative platform may be needed to facilitate the sharing process and accelerate gender inclusion initiatives.

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Background

Women are estimated to make up around 21% of the 58.5 million of people involved in capture fisheries and aquaculture. For capture fisheries, women made up 65% of total workers (FAO, 2022). However, their contribution is often unrecognized and undervalued. Long standing gender norms associated with fisheries result in a general underrepresentation of women in the sector that impacts both men and women.

Many organizations and projects are attempting to close the gaps in gender equity, and support women's empowerment in the fisheries and natural

resource management sectors. In order to assist and help guide these efforts, numerous tools and resources are increasingly being produced by government agencies, inter-governmental organizations, non-government organizations (NGOs) and multilateral organizations in the region.

In 2019, staff of the Wildlife Conservation Society (WCS) Myanmar Program began to look for appropriate tools to help guide project design and implementation, that incorporated ways of improving gender equity within marine conservation projects. We quickly found that despite the numerous tools and resources that have been produced in the Asia-Pacific region, it was difficult to find those that were directly relevant for project staff working with coastal communities in Myanmar, and that we needed to sort through many guides and materials to find specific tools that were useful for the needs of the program. To help streamline this effort, we conducted a review of prominent gender-related guidelines and tools published by organizations working on marine conservation and small-scale fisheries management in South and Southeast Asia, and the Pacific Islands to:

- » Understand the scope of tools available and identify major gaps, particularly from the standpoint of the needs of a marine conservation-focused program; and
- » Evaluate the application of the tools and their success in given contexts with focuses on: (1) At what level or for what type of organization was the material developed (e.g. government, NGO, local community?); (2) How accessible was the language used – i.e. do the materials use language that is easy for practitioners to understand?; & (3) Did the practitioners feel the materials could be usefully applied in their work and helped improve their understanding of issues related to gender and social equity?

Methods

Literature Review: We identified and reviewed 27 documents published by different organizations working on marine and fisheries management and conservation in South and Southeast Asia, and the Pacific Islands. The documents were accessed through publicly available websites or publication directories of the organizations. We then categorized the documents based on the type of tools or guidelines presented including: 1) commitment to gender equity at the institutional level; (2) gender and equity assessment; (3) project planning; (4) project implementation; and (5) monitoring, evaluation and learning.

Key Informant Interviews: We conducted semi-structured interviews with 12 key informants from 10 fisheries management and conservation organizations between June to July 2022, to gain their perspectives on the application of documents they used, and experience participating in gender awareness programs. Ten of the interviews were conducted via telephone, and two respondents provided written answers to the set of questions. Key informants were selected based on their involvement in gender initiatives within the region, and included authors of gender guidelines and tools, users of these tools, and participants of gender training workshops in the region.

Findings

Literature Review: We found that there are two main types of gender materials produced. The first type are documents written for and by researchers and specialists. These documents are publicly available and tend to be conceptual guides that focus on guiding gender assessments and offer definitions of gender equity and feminist concepts. Only a few of these provide practical guidance on how to integrate gender and equity systematically into institutional processes or into projects. For example, the IUCN has a set of tools for ensuring gender inclusion into their overall system (IUCN, 2007, 2016b, 2016a). The second type are practical implementation materials for fisheries technical staff, project staff and communities, including training modules and communication tools. We found this kind of material to be quite limited in the public domain, and mainly



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produced, used and circulated internally within organizations. For instance, a training material developed by Sinergi Riset-Edukasi Indonesia (SRI Institute) for ATSEA 2 project (SRI Institute, 2022)

Key Informant Interviews: All of the interviewed respondents were aware of the importance of gender integration into programs and some of them already had gender initiatives integrated into their fisheries programs. However, respondents from three of the nine respondent organisations stated that they are not well-equipped with sufficient practical tools and guidelines to support results-based planning, implementation, monitoring and evaluation. In addition, the respondents were asked their perception on their experiences with using the various guidelines that we assessed. The results of the reviews and interviews suggest that: (1) people with knowledge of gender issues found the materials easy or of medium level of difficulty; those with no background in gender found them difficult to understand; (2) feminist theory and concepts are important to include, but can be difficult to understand, so should be balanced with stories and visualizations; (3) working with a gender specialist is recommended for organizations to help adapt the conceptual materials to practical use; (4) it is important and necessary to adapt tools for different local contexts; (5) concepts should be adapted into practical materials such as questionnaires and communications materials for implementation; and (6) field staff require training to work ethically and appropriately with communities about potentially sensitive issues, especially in strongly patriarchal societies.

Recommendations

To accelerate the integration of initiatives for gender equality in small-scale fisheries and marine conservation, it is useful for organisations to have practical guides and tools, complemented with tangible case studies and examples that translate assessment findings to design, implement, and monitor and evaluate as well as an operational standard procedure governing organizational practices. However, such organizations may have limited capacity and resources to specifically

develop the required guides and tools, especially those developed and circulated internally. Thus, a platform for collective production and sharing, such as the Gender in Aquaculture and Fisheries (GAF) platform of the Asia Fisheries Society (<https://www.genderaquafish.org/>), can be useful to help such organizations to better integrate gender into their programs.

For organisations seeking to improve gender and social equity practices, we recommend the following steps, and provide some practical guides and tools to support that process found in this review. From a practitioner's perspective, we recommend organisations should at a minimum prioritise activities under 1 to 4, followed by 5 and 6.

1. Undertake gender assessments to understand gender issues and context in programs.

- » Gender Research in Fisheries and Aquaculture (USAID Oceans, 2018), Chapters 2 and 3 present the concept and case studies; and Chapter 4 for gender appraisal assessment for inclusivity and welfare consideration.
- » Assessing Fisheries in a New Era (USAID Ocean, 2019), Chapter 4 lays out the detail methodology and steps to conduct an appraisal gender assessment.
- » Practical Guide for Gender Analysis in Small-scale Fisheries and Aquaculture in Southeast Asia. Southeast Asian Fisheries Development Center (SEAFDEC, 2020), has various frameworks and tools for different objectives of gender assessments.
- » Pacific Handbook for Gender Equity and Social Inclusion in Coastal Fisheries and Aquaculture (Barclay et al., 2021), Module 2 has a graphic illustrating equity, as well as case studies, questions, gender analysis checklist and several tools.

2. Define possible interventions, objectives, outcomes and a road map to address the issues. No practical guide has been developed specifically focused on gender integration, however USAID developed some guides that

can be adopted:

- » Developing Situation Models in USAID Biodiversity Programming (Stem & Margoluis, 2016b).
- » Using Results Chains to Depict Theories of Changes in USAID Biodiversity Programming (Stem, 2016).

3. Develop operational tools based on the interventions and activities designed

including training and awareness materials. Most operational tools are not published or widely available, and collaboration and dissemination among organizations is needed to optimize the resources needed for development and use of materials, although adjustments may still be needed. Examples include:

- » Training materials of AT-SEA (SRI Institute, 2022).
- » Gender inclusive guide for CBRM (Kleiber et al., 2019), for designing stakeholder and facilitation tools.

4. Design and undertake monitoring and evaluation.

A Monitoring and Evaluation Plan should be designed in parallel with the design of the interventions, to effectively align indicators with activities. Useful references are:

- » Defining Outcomes & Indicators for Monitoring, Evaluation, and Learning in USAID Biodiversity Programming (Stem & Margoluis, 2016a).
- » Practical Guide for Gender Analysis in Small-scale Fisheries and Aquaculture in Southeast Asia. Southeast Asian Fisheries Development Center (SEAFDEC, 2020), Chapter 8 presents questions and indicators for various aspects of fisheries including responsible governance of tenure, sustainable resource management, social development, employment and decent work, value chains, post-harvest and trade and disaster risk and climate change.
- » Pacific Handbook for Gender Equity and Social Inclusion in Coastal Fisheries and Aquaculture (Barclay et al., 2021), Module 3 has an indicator reference sheet template and examples of indicators.

5. Establish an organizational policy

to ensure gender considerations are integrated into the organizations activities. For example, the IUCN Policy on Gender Equity and Equality (IUCN, 2007).

6. Integrate gender and equity aspects and standards throughout the entire project cycle:

identification and conceptualization; development, implementation and monitoring; evaluation and closure. This will help women and other marginalized groups are engaged and benefit from the projects and programs. Useful references are:

- » IUCN Project Guidelines and Standards (IUCN, 2016b) especially the Stakeholder analysis tool (Module 2) and the IUCN Project Evaluation Plan Template (Module 3)
- » Environmental and Social Management System (IUCN, 2016a), the principle 2.1.3 Gender Equality and Women Empowerment.

7. Document lessons learned and design necessary adaptive strategies.

Writing lessons learned helps project teams and others understand what works and what does not, and subsequently adapt implementation approaches, maximising potential effectiveness over the long term. Examples are: Regional Fisheries Livelihoods Programme for South and Southeast Asia (RFLP) on gender mainstreaming in small scale fisheries in Viet Nam, the Philippines, Indonesia, Cambodia, Sri Lanka and Timor-Leste (RFLP, 2013).

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Gleaning the expanse: Gender and invisibilized dimensions of fisheries in American Samoa

By Jonathan Fisk, Naomi Galeai, Danika Kleiber

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Although fisheries research and management can have community wide social and cultural impacts, we often only have limited economic information from commercial and recreational fishers. The Fisheries Social Scientists at the National Oceanic and Atmospheric Administration (NOAA) within the United States Department of Commerce are working to expand whose voices and experiences are included in research. In 2022, Naomi Matagi, the Social Science Liaison of the Pacific Island Fisheries Science Center in American Samoa talked to 28 women and fa'afafine* about their fishing, and how they value fisheries and the ocean.

What they shared illuminated intergenerational relationships, including the passing on of

fishing knowledge from elders to the youth, and importance of sharing fish as a part of elder care. They enthusiastically shared their favorite cooking methods, revealing how preparation and cooking transforms raw catch into cultural subsistence as well as the importance of the ocean and fisheries as inspiration for art and design.

For further reading: Fisk, Matagi & Kleiber, 2023. *Gleaning the expanse: Gender and invisibilized dimensions of fisheries in American Samoa*. SPC Women in Fisheries Information Bulletin, 37: 7-10. <https://purl.org/spc/digilib/doc/vwxrz>

In traditional Samoan culture, fa'afafine are assigned male at birth although they do not identify as men. Today, some fa'afafine identify as trans women. Please see McMullin and Kihara 2018. *Samoan queer lives*. Auckland: Little Island Press for scholarship from fa'afafine about their own experiences.

Stories on Genderaquafish.org

Story	Posting date
Participatory Action Research enhances fish smokers' willingness to adopt social change and technology innovation in Lagos, Nigeria	June 4, 2023
Video tribute to women fishing around the world	March 5, 2023
Amphibious Living Opportunities: ALO for the Sundarbans	January 19, 2023
Masculinities riptide: wind in the sails or anchor for the inclusion of gender in fisheries?	Sept 28, 2022
Gender @ 12th Indian Fisheries and Aquaculture Forum	Sept 13, 2022
Calling for Cooperation in Action for Decent Work and Thriving Businesses for Women in Fisheries	June 28, 2022
Reflections on Gender and Fisheries: Through the lens of presentations @ 13AFAP	June 26, 2022
Women fish too: Invisible women in tuna industries	May 18, 2022
Yemaya Special Issue on Women's Labour in Fisheries	April 12, 2022
International Women's Day 2022- GAF	March 7, 2022
Issue #3 of the Gender Section e-Newsletter released	January 15, 2022
Economic outcomes in small-scale fish trade: The role of gender norms	November 5, 2023
A Review of the Multi-dimensional Perspectives of Taboos on Gender Roles of Fisherfolk in the Global South	November 3, 2023
GeNA: Developing gender-responsive monitoring in NbCS aquaculture projects in Southeast Asia	October 5, 2023
Participatory Action Research enhances fish smokers' willingness to adopt social change and technology innovation in Lagos, Nigeria	June 4, 2023



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Upcoming Events



IIFET 2024 PENANG **AQUATIC FOOD SYSTEMS** **IN THE BLUE ECONOMY**

IIFET 2024: Aquatic Food Systems in the Blue Economy in Penang, Malaysia

Pre-conference workshop on 15 July 2024

Workshop topic: Integrating Gender into Fisheries and Aquaculture Economics and Trade Research

Workshop leads:

- » Dr. Holly Hapke, University of California-Irvine
- » Prof. Kyoko Kusakabe, Asian Institute of Technology
- » Dr. Cynthia McDougall, Stockholm Environment Institute
- » Dr. Carmen Pedroza, Universidad Nacional Autónoma de México
- » Dr. Meryl Williams, Gender in Aquaculture and Fisheries Section of the Asian Fisheries Society

Plan to be there and see more details here:

<https://www.iifet2024.org/program.html?fbclid=IwAR1eM6gZA1PXp71sMQT2cP3Whf2kLpCZVggy4nZLfwR-IIKEVqzz0QKPWmQ#workshops>

Listing of Communication Channels for GAFS

GAFS continues its strong internet and social media presence through its website and Facebook and Twitter feeds. Key stories are compiled and relayed to GAFS members in the monthly news digest by email, called **"Keeping up with GAF,"** by the secretariat, Ms. Sijitha Mary. GAFS has a number of communication channels where you can stay up to date with our latest activities, get in touch and interact with us.

- GAFS website: www.genderaquafish.org
- GAFS conference website: www.gafconference.org
- GAFS on Facebook:
<https://web.facebook.com/AFS-Gender-in-Aquaculture-and-Fisheries-181176555231544/>
- GAFS on Twitter: @Genderaquafish
- GAFS mailing list: genderaquafish@gmail.com



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Designer of the Newsletter : Vijith Shaji



<https://www.genderaquafish.org/>