



Gender in the SSFG

Identifying Implementation Capacity & Capabilities

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Workshop agenda

- ① Introduce ourselves
- ② Introduce the topic
- ③ Indicators: Identify - Categorize - Measure
- ④ Reflection

Expected outcomes

1. Co-creation of gender capacity & capability indicators

1. Assessment tool development
2. Tested further in the Pacific
3. Openly available

2. Network for future research

Before we begin...

1. Please sign the attendance sheet
2. Take the number card at your seat and move to the table with the matching number
3. Say hello to your focus group!

1

Introduce Ourselves

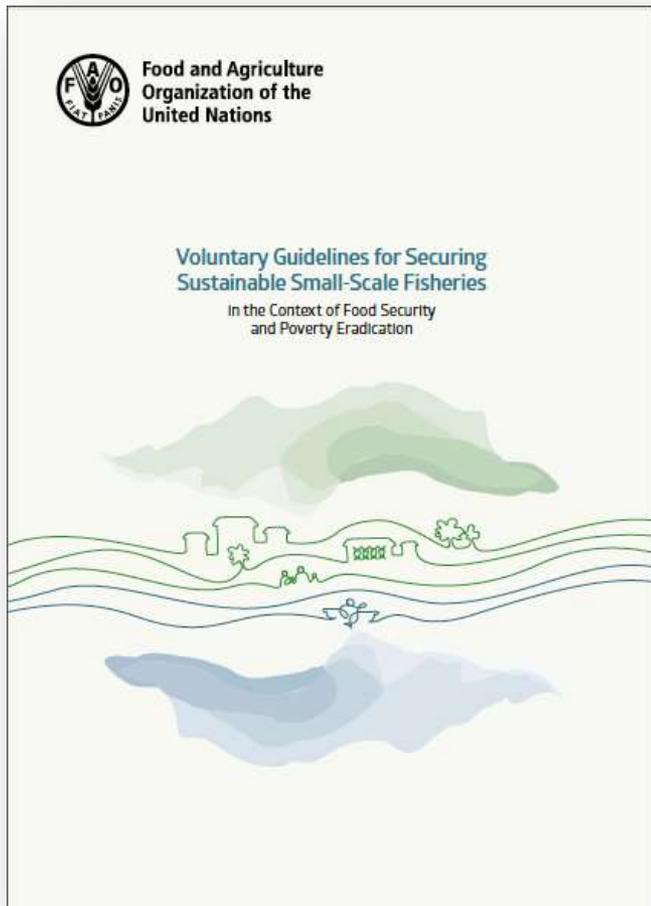
Two minutes each

1. Your name
2. Where you're from
3. What you do
4. How long you've been doing that
5. One benefit you've experienced from being a woman/man.
6. One challenge you've experienced from being a woman/man.

2

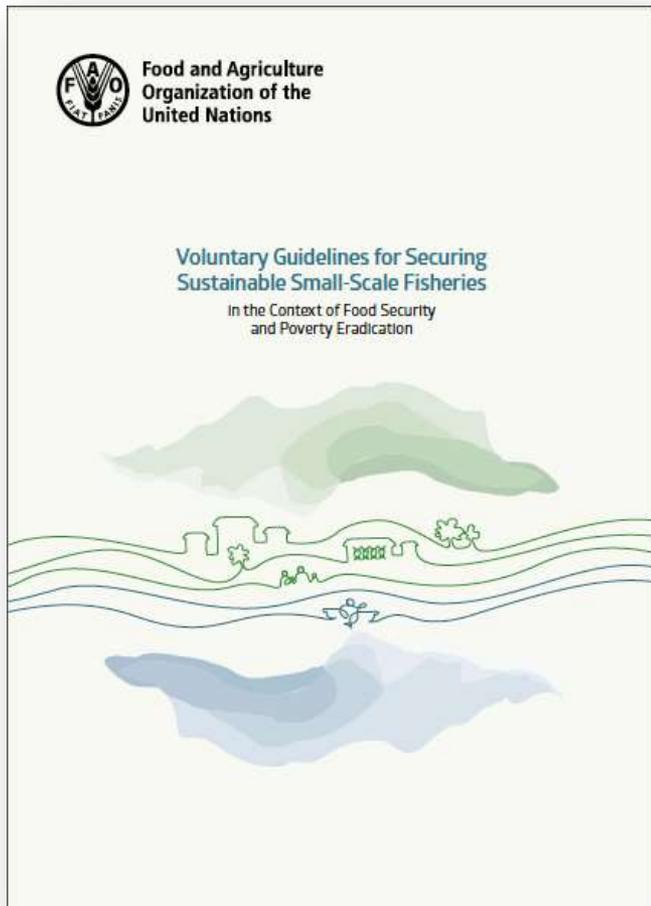
Introduce the Topic

SSF Guidelines



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

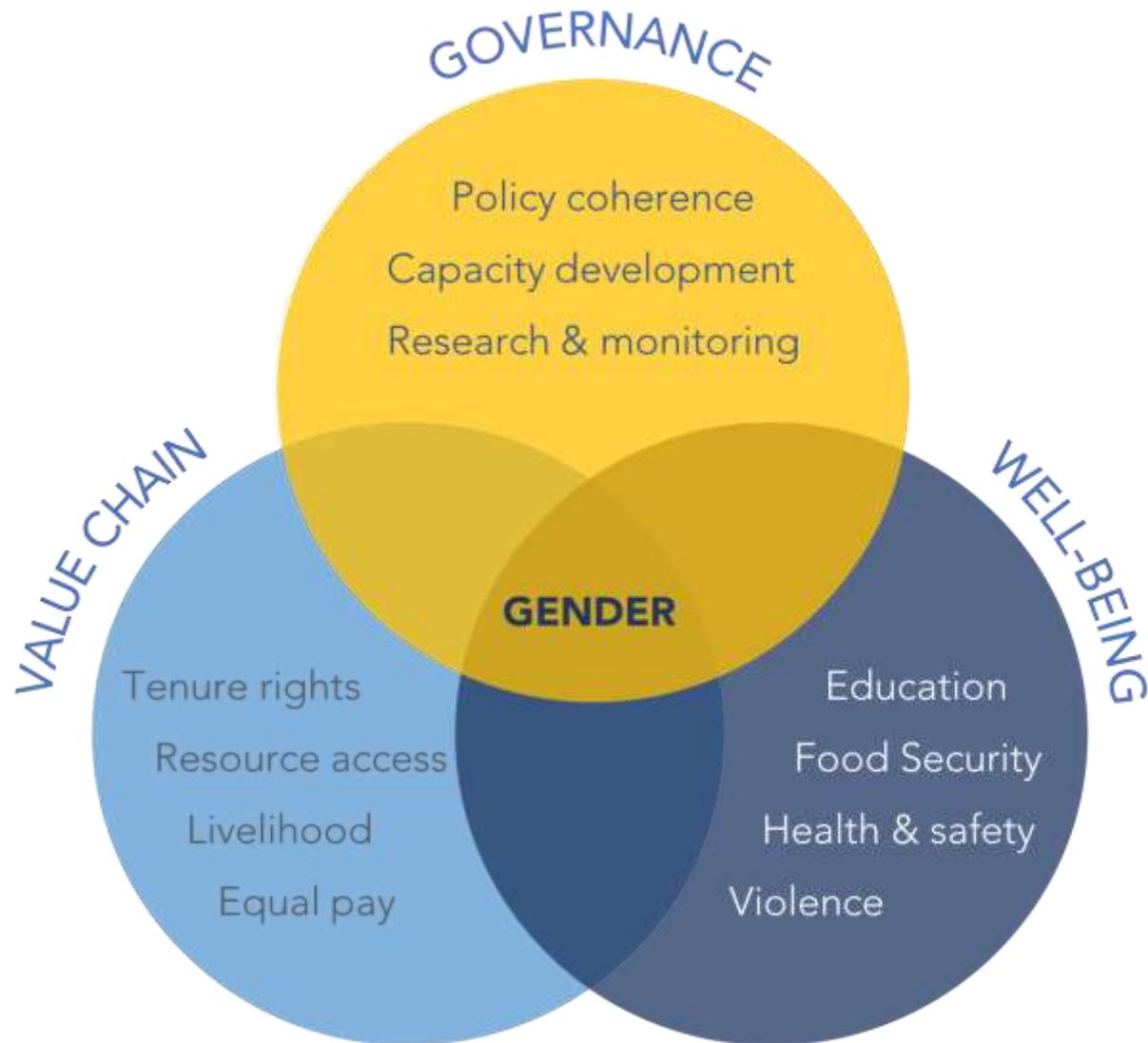
SSF Guidelines 4th principle



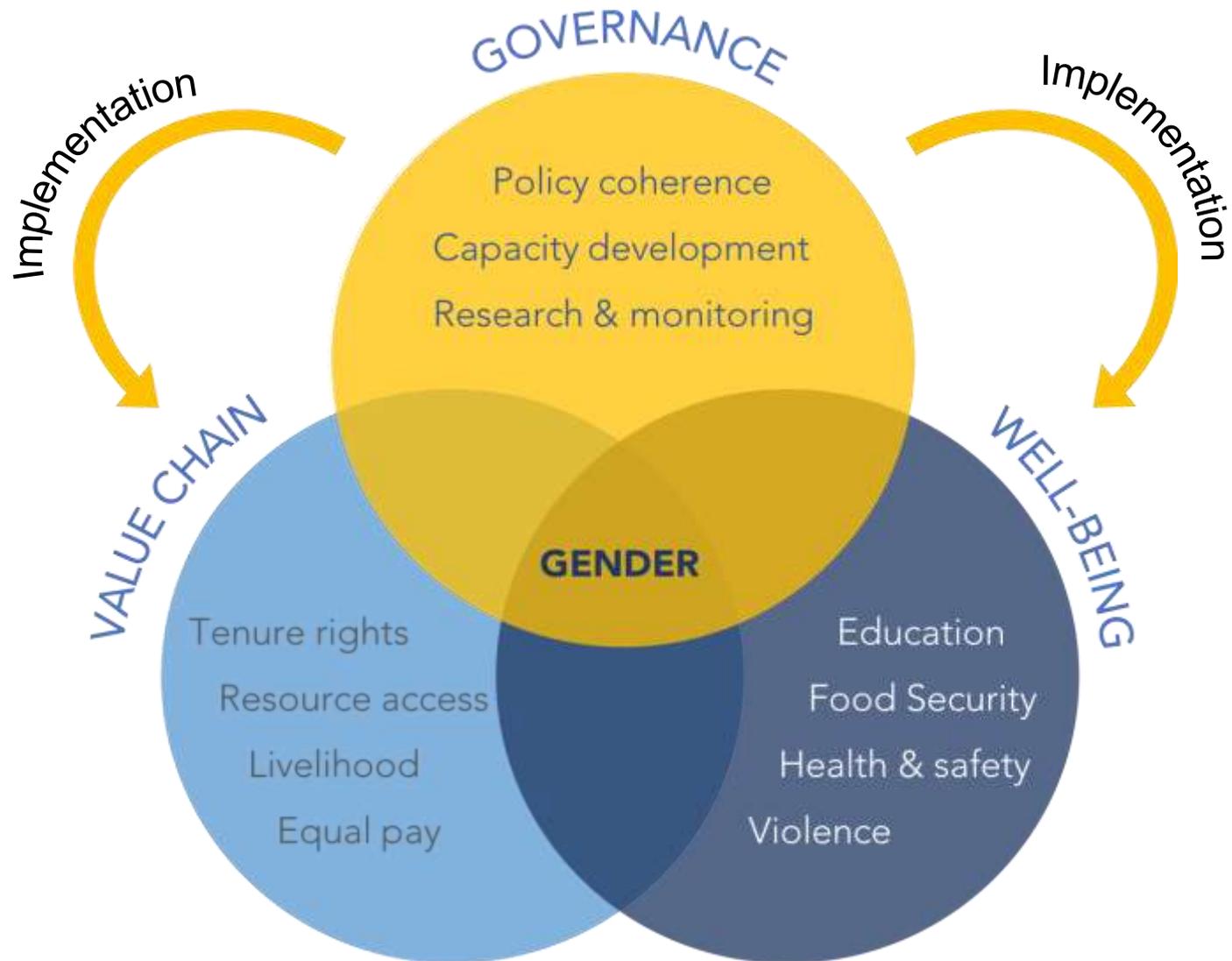
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Gender equality and equity is fundamental to any development. Recognizing the vital role of women in small-scale fisheries, equal rights and opportunities should be promoted.

Gender is a cross cutting theme



Implementation through governance



Move beyond common Implementation barriers

Problem 1: “Not enough capacity!”

Problem 2: Box ticking

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

Building an assessment tool

Identify capacity & capability indicators to better target implementation needs



Indicators

Capacity & capability indicators

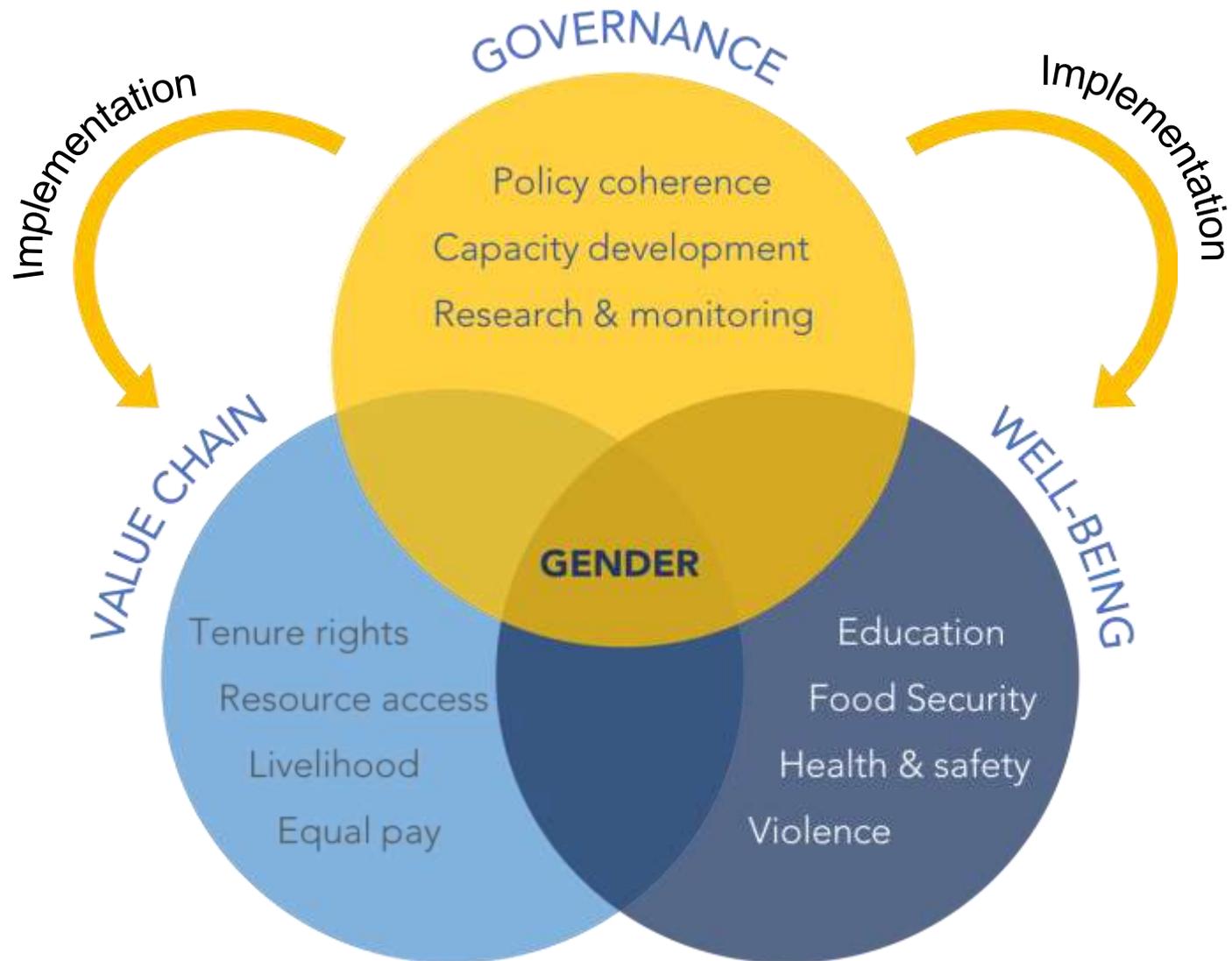
Capacity

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

Capability

The institutional support to apply capacity

Implementation through governance



Categorize Indicators

- Did groups come up with similar ideas?
- What are some common themes?
- What are some unique ideas?

Measuring indicators 1

List quantitative and qualitative methods that could be used to measure indicators

Measuring indicators 2

List the possibilities and limitations of the different approaches (time, effort, expertise etc.)



Reflection

Final Discussion

- What was good about our discussion today?
- What could be improved?
- What are we missing?
- Where should we go next?

THANK YOU!

We love follow up questions: danika.kleiber@jcu.edu

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.

Next steps

1. Write a report and share with the group
2. Continue to develop assessment tool
3. Test the tool in the Pacific
4. Make the tool available
5. Other things to consider:
 1. Developing a tool for non-public actors