



From Resistance to Internalization: The Spread of 'Gender Equality' in Small-Scale Fisheries Governance

Sarah Lawless
ARC Centre of Excellence for Coral Reef Studies, James Cook University

In collaboration with Assoc. Prof. Tiffany Morrison, Dr Anne Stephens, Dr Philippa Cohen, Dr Andrew Song and Dr Sangeeta Mangubhai

Gender equality and global commitments



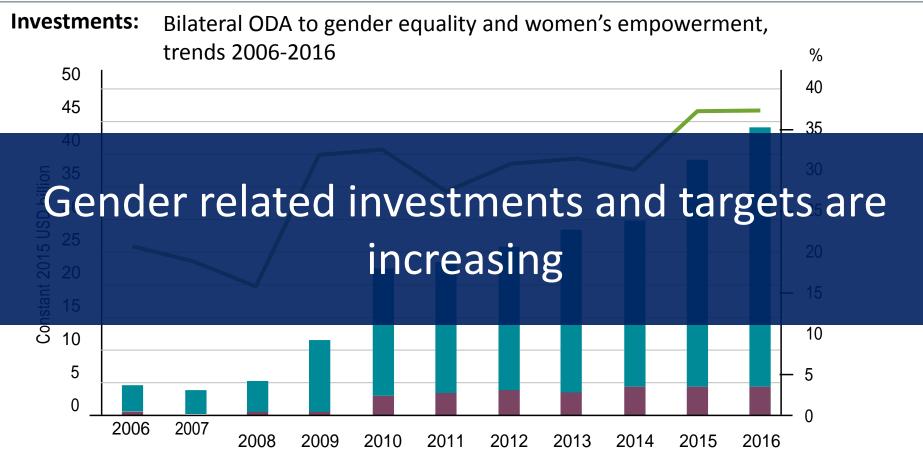






Gender investments and targets





Targets: "At least 80 per cent of investments, regardless of their objectives, will effectively address gender issues in implementation" (DFAT, 2017)



Gender is becoming more prominent in smallscale fisheries policy and reporting



Gender and small-scale fisheries actor commitments





"... drive stronger integration of a gender perspective in both its conservation work and its internal operations. We aim to mainstream gender equality and women's

empowerment..." (WWF, 2018)

Small-scale fisheries actors are increasingly considering gender



"CI works to better understand gender considerations in

conservation ... to improve conservation effectiveness and inform policy that incorporates the different needs of men and women" (Conservation International, 2018)

Research gap





Gender and small-scale fisheries in action?

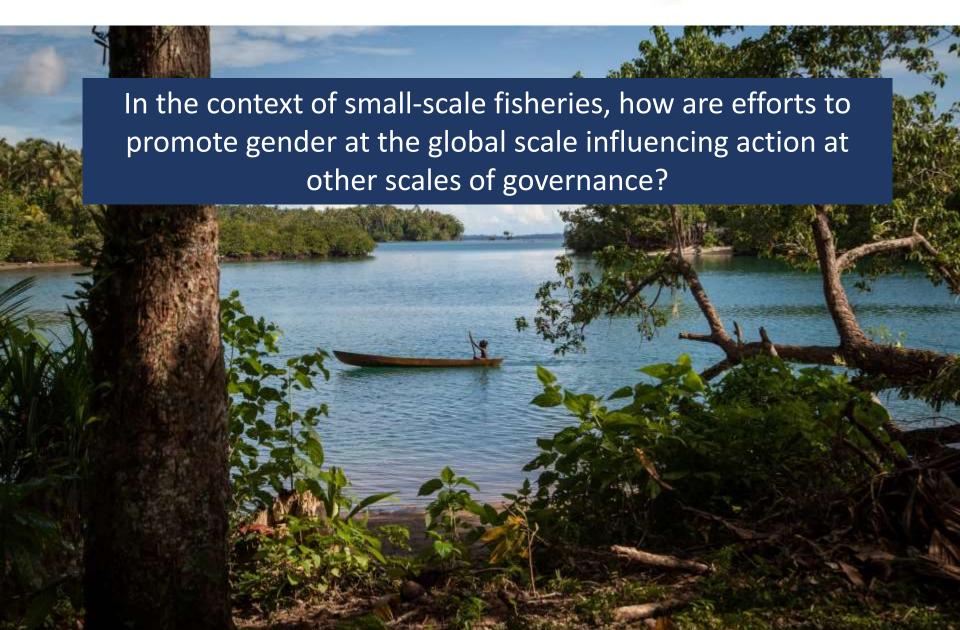


Despite movements including feminism and the adoption of the 1979 United Nations Convention on the Elimination of All forms of Discrimination against Women (CEDAW), research illustrates that efforts to integrate gender have had little influence on the status of women in the fisheries sector.

(Williams 2016)

Research question





Case study of the Pacific Islands region





Highest concentration of smallscale fisheries investments and governance actors

Fiji: <50% households involved in subsistence small-scale fisheries

Solomon Islands: 70-80% of households

(FAO, 2018; Pacific Community, 2017)

Organizational landscape

Organizational datapoints:









Total interviews: 64 (f=40, m=24)



Global





































How do global principles (gender equality) spread?



Theoretical Framework

Drivers

+

Responses

- 1. Economic benefit
- 2. Compliance mechanisms
- 3. Institutional normative environments
- 4. Functional interaction
- 5. Norm source
- 6. Norm issue framing
- 7. Cultural suitability
- 8. Societal temper



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How do global principles (gender equality) spread?



Response typology

Applied practice / action

Responses:

Resistance

Rhetorical adoption

Contestation

Implementation

Internalization

Alternative terminology:

Abandonment,
block,
deferment,
defence,
defiance, false
compliance,
indifference,
inhibit,
obstinacy,
opposition,
rejection

Decoupling, incomplete internalization, lip-service, partial compliance, symbolic commitment

Adaptation,
amendment,
argumentation,
conflict,
contestation,
(re)interpretation,
modification,
mutation,
(re)negotiation,
norm-bending,
norm-shrinking, redefining,
reinvention,
translation

Appropriation, embracement, embedding, integration, sustained adoption

Acceptance, domestication, institutionalization, localization, success, vernaculization



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Empirical findings: Responses to gender in small-scale fisheries



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Gender is part of the "issues the world is doing rather than something they [regional governors] are supporting"

- Female, middle management, regional agency

"The fisheries mandate is not on gender, it's on sustainably managed fisheries".

- Male, senior leader, regional fisheries

- Male, senior leader, regional fisheries agency

Usually people working at the regional level don't support gender integration, "if a male is leading something they won't want gender issues [as part of the initiative]".

- Female, middle management, regional agency





Resistance Resistance Contestation Implementation Internalization

Regional scale

In our funding proposals we mention 'gender mainstreaming', I still don't even know what this means, or how to do this. Maybe it's a juicy term that appeals to donors. We leave it to the gender team to do this work (paraphrased from original).

- Male, senior leader, regional fisheries agency

The Secretary General always asks us to include gender because he 'should' be doing it. "If there is a [gender-balanced] panel he looks good".

- Female, middle management, regional agency





Responses:

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National scale

"There is no resistance [to work on gender], but fisheries officers do not know how" - Male, national policy advisor, regional fisheries agency

"I think people want to include gender in their work, but what does including gender actually entail?"

- Female, fisheries research officer, national fisheries ministry

"We are biologists, not gender experts"

- Female, Conservation scientist, INGO





Responses:

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"You always deal with backlash [when working on gender]. It's a sign you're on the right track and that you're destabilizing those harmful social norms".

- Female, regional gender expert

I needed support from head quarters before I could implement gender in our project. I had to pass the project through a number of 'gate keepers' in the head quarters to review. I had challenges because its a new project and it didn't have gender requirements. So we were questioned whether the inclusion of gender was relevant or appropriate (paraphrased from original).

- Female, country director, INGO





Responses: Resistance Rhetorical adoption Contestation Implementation Internalization

Evidence is limited

Barriers included:

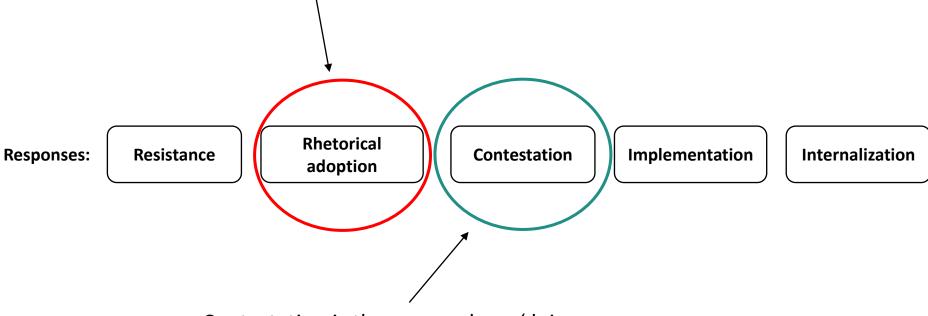
- Perceptions that gender = women's issues
- Majority of approaches were gender reinforcing and gender accommodating
- Approaches largely reflected Women in Development (WID) approaches, however evidence of shift towards Gender and Development (GAD)



What does this mean for future research?



If gender remains obscure, intangible and non context specific = Best case



Contestation is the space where 'doing gender' is negotiated, made more tangible and contextualized.



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Development of strategies









Sarah Lawless

sarah.lawless@my.jcu.edu.au @lawlesssarah1

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