



# Gender Monitoring Schema in NbCS

**Nikita Gopal**

Principal Scientist & Head, EIS

ICAR-Central Institute of Fisheries Technology

&

Past Chair, Gender in Aquaculture & Fisheries Section  
of the Asian Fisheries Society

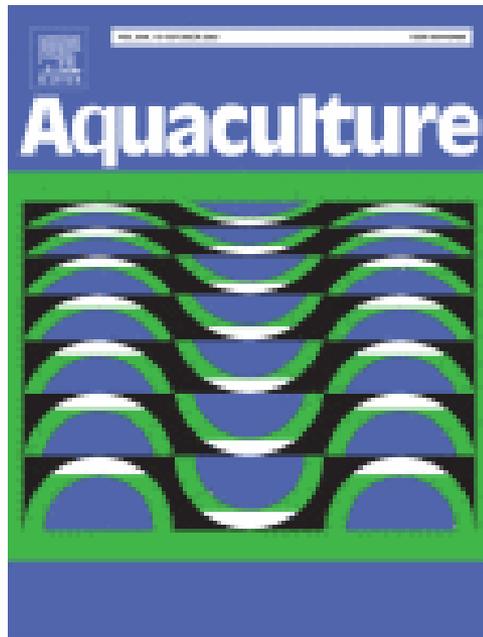


GAF9, AIT, Thailand, 1-3 October 2025

# Basis

## Gender monitoring schema for aquaculture projects: Capturing the process of change

Kyoko Kusakabe, Victoria Syddall, N. Veena, Nikita Gopal, Chollada Wongpanich, Kafayat Fakoya, Alice Joan Ferrer, Arlene Nietes Satapornvanit, Malasri Khumsri, Sereyvath Prak & Meryl J. Williams

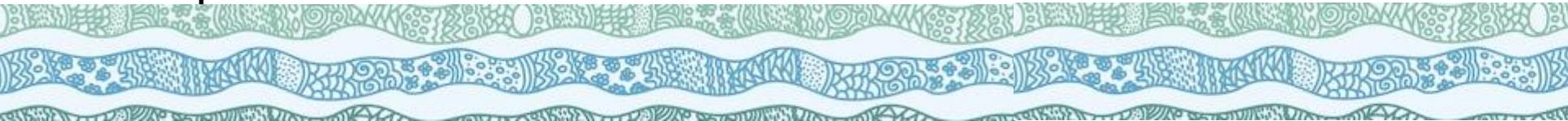


Volume 609, 15  
October 2025, 742776

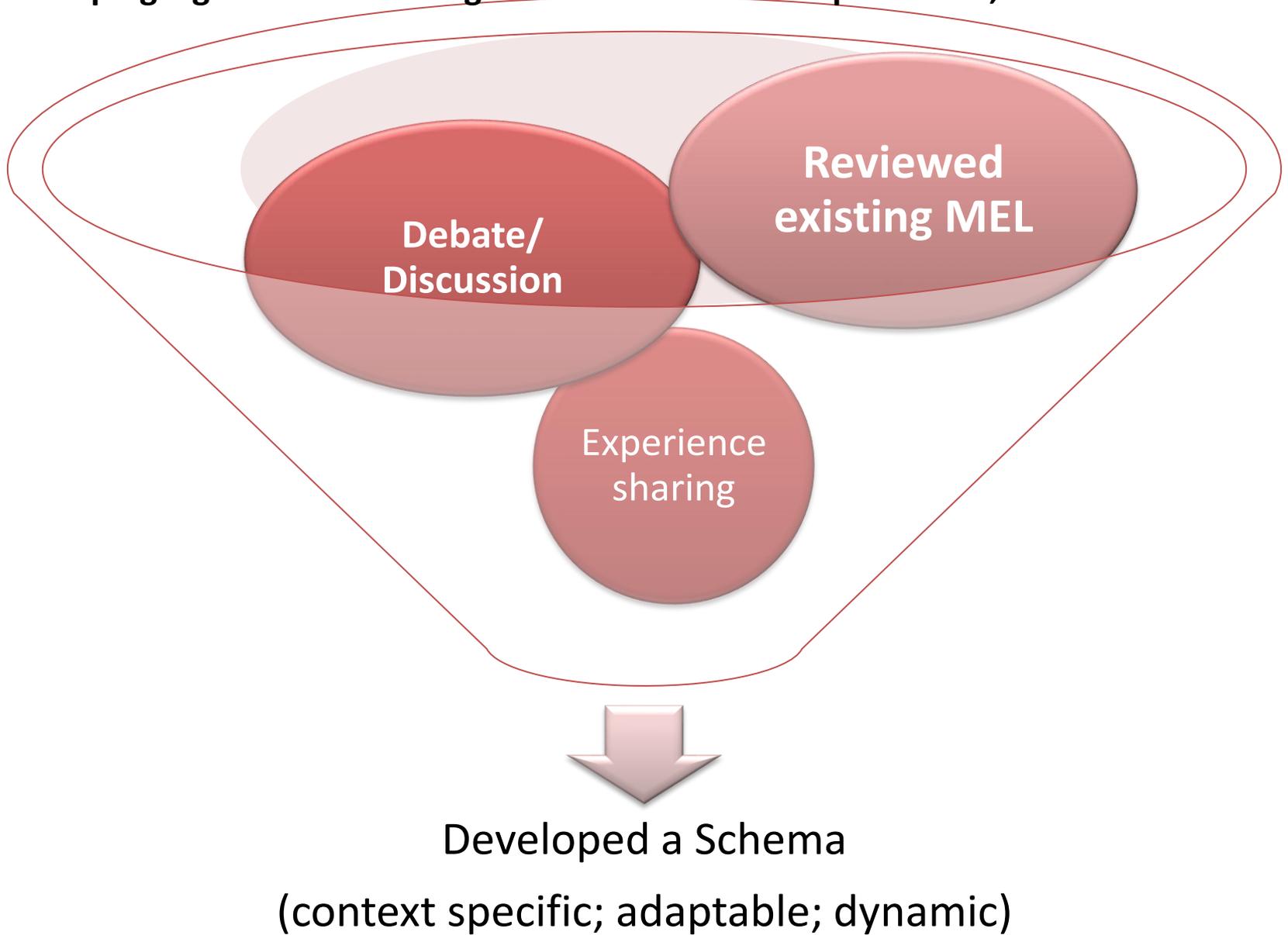


# Women - aquaculture

- Women perform **upto 80 % of all aquaculture activities** in aquaculture, depending on the location and type of enterprise.
- Just like in fisheries, in aquaculture women's participation **unrecognized and underappreciated**
- The **focus** of aquaculture has been **production oriented** – gender blindness
- Women's participation in **less intensive aquaculture** is well-established: perception - **not serious aquaculturists**; fall short on gender considerations
- Women's **knowledge and expertise ignored** in the process of innovation and technological development in aquaculture.



**In developing a gender monitoring schema for NbCS in Aquaculture, the team.....**



**Developed a Schema**

**(context specific; adaptable; dynamic)**

# Gender in MEL frameworks

## Indicator based

- WEAI
- Assesses the roles and degree of women's involvement in agriculture in five areas of empowerment: leadership, time, resources, incomes, and production
- WEFI an adaptation (both quantitative and qualitative aspects)

## Concept based

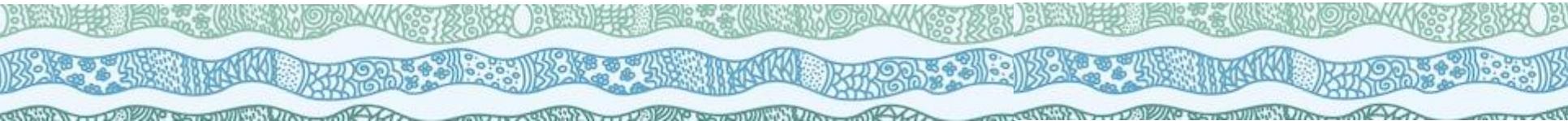
Adaptable concepts  
Gender transformative strategy  
Progress markers/  
outcome mapping  
Minor, gradual changes can be captured  
Several guides

## Story based

- Rely on people's stories
- Participatory Narrative Inquiry (PNI), the Narrative Assessment methodology, and Most Significant Change
- Reflexivity and cultural responsiveness  
critical elements

# Some gaps.....

- Indicators **concentrate on results** - may overlook **subtle and complex changes** and the processes that lead to said results.
- **Qualitative approaches** do try to document minor changes, but recording **gender relations that are dynamic** is a challenge to document (decision-making, involvement, perceptions)
- **Snapshot indicator** may record only one or few dimension (such as a change in income), but **dimensions are complicated**, ambiguous, subjective, and flexible ideas that may vary depending on the situation, time, and location.
- Additionally, **minor shifts in gender relations** may be overlooked



- Outcome-oriented indicators unable to account for the dynamics of families, communities, and potential transformation paths.
- Indicators and traditional MEL both concentrate on project activities and outcomes, they are more used in determining whether the projected outcomes have been attained or not.
- But, gender relations are influenced not only by project activities but by various other factors.
- Who gets to judge the change? Are we capturing opinions of the community



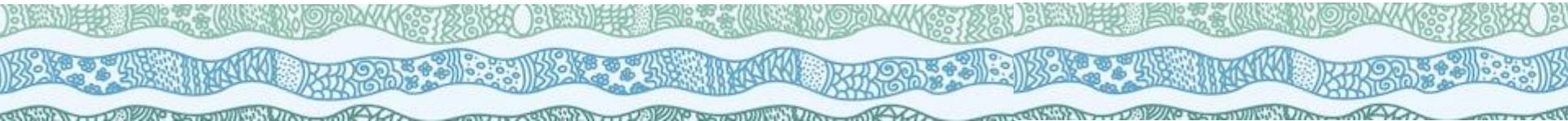
# What we felt

- Current monitoring systems **may be missing** subtle small changes.
- Qs we asked:
  - Where does the **initial indication of change** take place?
  - How can we **detect** it when it occurs?
  - What **causes the initial indication** of change?
  - What is the **relationship between change and the project activities?**
  - How do we **depict transformation from a holistic perspective?**
- All these questions - **capturing the process in a wider context.**



# Why document process of change?

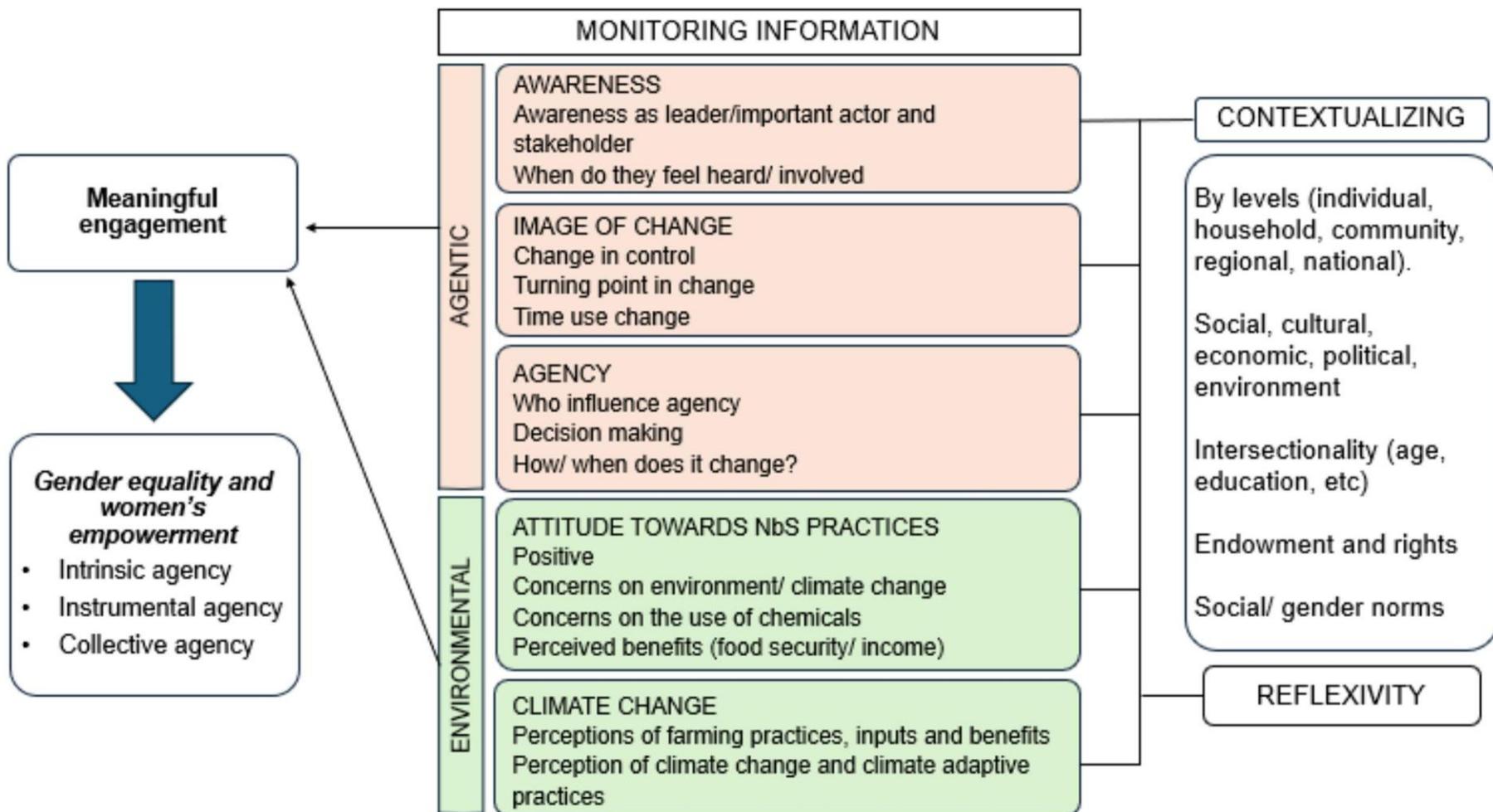
- Capturing the dynamic character of empowerment.
- Understanding the nuances of gender relations and examining how change occurs.
- Evaluate the actual benefits of aquaculture interventions on women's empowerment and social power dynamics
- Uncovering shifts in gender relations required documenting these shifts
- MEL process should be conducted at regular intervals to capture changes over the course of an activity, and not just at the end of an intervention.



# Proposed schema

- Women's participation is crucial and hence it is critical to ensure women's meaningful participation in sustainable aquaculture & NbCS.
- Propose a schema that documents/captures the process of change
- Monitoring five domains will be most useful to capture changes in gender relations:
  - Agentic process***
    - (i) awareness
    - (ii) image of change
    - (iii) agency
  - Environmental process***
    - (iv) attitudes towards NbS aquaculture
    - (v) attitudes towards climate change





Thanks to team GeNa!!

**THANK YOU**

