

**Report of the**

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**FAO WORKSHOP ON FUTURE DIRECTIONS FOR GENDER IN  
AQUACULTURE AND FISHERIES ACTION, RESEARCH AND  
DEVELOPMENT**

**Shanghai, China, 23–24 April 2011**



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## PREPARATION OF THIS DOCUMENT

This document is the final report of the FAO Workshop on Future Directions for Gender in Aquaculture and Fisheries Action, Research and Development, held in Shanghai Ocean University, Shanghai, China, on 23–24 April 2011 following the Third Gender in Aquaculture and Fisheries Symposium (GAF3) of the Asian Fisheries Society. The GAF3 was part of the Ninth Asian Fisheries and Aquaculture Forum (9AFAF).

This report was prepared by the Workshop Secretariat, Dr Meryl J. Williams (FAO consultant), Dr Melba B. Reantaso and Dr Rebecca Metzner of the FAO Fisheries and Aquaculture Department (FAO FI), and Dr Nandini Gunewardena of the FAO Economic and Social Development Department (FAO ESW).

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FAO.

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#### **ABSTRACT**

The FAO Workshop on Future Directions for Gender in Aquaculture and Fisheries Action, Research and Development was held at the Shanghai Ocean University, Shanghai, the People's Republic of China, from 23 to 24 April 2011. The Workshop was attended by 24 experts from 14 countries in Africa, Asia, Europe, North America, South America and Oceania, and FAO. The Workshop built on United Nations and FAO commitments that heighten attention to the gender dimension in development. It was convened with a goal to generate strategic ideas and actions that could be used to develop a «road map» for future directions on gender in aquaculture and fisheries. To this end, the Shanghai statement was drafted as a starting point to guide actions on the path to understanding the implications of roles, experiences and contributions of women and men in aquaculture and fisheries.

The workshop showed differences in expert opinions relative to three major issues: (1) whether gender issues in aquaculture and fisheries should be considered broadly as gender issues or more specifically focused on women; (2) who are the most vulnerable types of people in the sector; and (3) what areas and to what extent gender issues in aquaculture and fisheries should or can be considered together or treated separately.

Experts agreed that direct advocacy to focus attention on gender in the fish sector is needed to achieve the level of understanding and awareness needed to stimulate actions. Political will is needed to implement and practice gender mainstreaming. Policy makers must be convinced of the need for change, and prerequisites for well-developed policies should be put in place. Such policies must rest on the principles of economic empowerment of women throughout the value chain. Policy priorities should include the needs of marginalized and vulnerable women's and children's groups. They also recognized the value of gender training, education and extension using gender lens concepts and theory when developing gender training modules relevant for aquaculture and fisheries. Gender should be added to courses which educate and train decision-makers and officials. The workshop identified a number of important key gender concepts and how they relate to research, required tools and data.

## CONTENTS

	<b>Page</b>
BACKGROUND .....	1
OPENING OF THE WORKSHOP .....	2
PURPOSE OF THE WORKSHOP .....	3
WORKSHOP PARTICIPATION .....	3
WORKSHOP PROCESSES .....	4
SUMMARY OF ISSUES COLLECTED PRIOR TO THE WORKSHOP .....	4
WORKING GROUP AND PLENARY SESSIONS HIGHLIGHTS .....	5
CONCLUSIONS AND THE WAY FORWARD .....	12
CLOSING .....	13
 <b>APPENDIXES</b>	
APPENDIX 1 Workshop agenda .....	155
APPENDIX 2 List of participants .....	166
APPENDIX 3 Participants' written submissions .....	199
APPENDIX 4 Workshop group photo .....	288



## BACKGROUND

1. The fish sector (capture fisheries and aquaculture) is an important source of income and livelihoods for millions of people, the majority of them in developing countries. Employment in the sector grew substantially during the last three decades with 2008 estimates reaching 44.9 million people, nearly three times the 1980 estimate of 16.7 million people who are directly engaged either full-time or more frequently, part-time, in capture fisheries and aquaculture. This figure represented 3.5 percent of the 1.3 billion economically active people in the broad agriculture sector.
2. Asia has the greatest participation and has shown the largest increases in fish sector workers in recent decades, reflecting the rapid expansion of the aquaculture sector and some continued growth in fisheries. In fact, 2008 data revealed that 85.5 percent of fishers and fish farmers were in Asia, followed by Africa (9.3 percent), Latin America (2.9 percent), Europe (1.4 percent), North America (0.7 percent) and Oceania (0.1 percent). In China alone, 13.3 million people were employed as fishers and fish farmers, followed by India and Indonesia which have the next most significant numbers of fishers and fish farmers<sup>1</sup>. Not counted in these estimates are workers in the fish supply chains in secondary industries such as the service and post-harvest industries which may number several times as many.
3. While comprehensive gender-disaggregated data are not consistently available, information from case studies indicate that women may comprise about one-third of the people counted as working in the fish sector and may constitute an additional number of presently unaccounted for workers. Yet, despite women's contributions, gender has received little attention in fisheries and aquaculture and, over the last four decades, interest in gender actions, research and development has tended to fluctuate.
4. Prior to convening the Workshop on Future Directions for Gender in Aquaculture and Fisheries Action, Research and Development, a number of overarching and fish sectoral developments indicated the growing attention and focus on gender issues. These included: (1) the creation of a new UN organization, UN Women<sup>2</sup> on July 2010, by the UN General Assembly, wherein four UN offices involved with gender issues and carrying a focused mandate on gender equality were merged; (2) the Women in Fisheries Workshop<sup>3</sup> – Recasting the Net: Defining a Gender Agenda for Sustaining Life and Livelihoods in Fishing Communities, convened by the International Collective in Support of Fishworkers (July 2010, India); (3) the Global Conference on Aquaculture 2010 (October 2010, Phuket, Thailand) which, for the first time included a thematic review on human capacity development and gender<sup>4</sup> as one of the 20 important issues in aquaculture development; (4) launch, during the International Women's Day (8 March 2011), of the FAO State of Food and Agriculture 2010–2011<sup>5</sup>: *Women in Agriculture – Closing the Gender Gap for Development* where the importance of addressing gender issues in aquaculture development were recognized; and (5) the Third Global Symposium on Gender in Aquaculture and Fisheries (GAF3), (April 2011, Shanghai, China).

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<sup>1</sup> FAO. 2011. *The State of the World Fisheries and Aquaculture 2010*. Rome, FAO. 2011. 197 pp. [www.fao.org/docrep/013/i1820e/i1820e.pdf](http://www.fao.org/docrep/013/i1820e/i1820e.pdf)

<sup>2</sup> [www.unwomen.org/](http://www.unwomen.org/)

<sup>3</sup> <http://aquaticcommons.org/4514/1/ALL-1.pdf>; and [www.icsf.net](http://www.icsf.net)

<sup>4</sup> [http://audio.enaca.org/global\\_aquaculture\\_2010/kyoko\\_kusakabe.pdf](http://audio.enaca.org/global_aquaculture_2010/kyoko_kusakabe.pdf)

<sup>5</sup> [www.fao.org/publications/sofa/en](http://www.fao.org/publications/sofa/en)

5. Taking advantage of a significant number of gender experts in fisheries and aquaculture participating in GAF3, an invitation was extended for a select group of people to participate in the Workshop on Future Directions for Gender in Aquaculture and Fisheries Action, Research and Development at the Shanghai Ocean University, Shanghai, China on 23-24 April 2011.

## **OPENING OF THE WORKSHOP**

6. Dr Melba Reantaso, Aquaculture Officer, FAO opened the workshop by outlining the motivation for it namely, the five events listed above and the recently completed Third Global Symposium on Gender in Aquaculture and Fisheries. She described the purpose, processes and expected immediate products. The desired end product is a roadmap to gender integration. The road map would be guided by the ideals of gender equity in economic and social empowerment and decision-making power so that all people could access and benefit from opportunities for, at a minimum, income security and, at a maximum, wealth creation as well as enhancing the livelihoods of the family and community.
7. From FAO's perspective, the objective of gender integration in aquaculture and fisheries is to harness and maximise the respective skills of women and men toward optimal food productivity, quality of life and food and nutrition security. Gender integration could help support productivity increases throughout the value chain and thereby enhance responsible and sustainable use of fisheries and aquaculture resources and make appreciable contributions to household and national well-being, food security and poverty alleviation. Dr Reantaso described how gender equality issues dealt with power and inequity in the treatment of men and women and entails supporting and empowering women whilst working with men whose reactions must be taken into account and whose support will be required.
8. As a UN agency, FAO leads international efforts to defeat hunger. Fisheries and aquaculture make significant contributions to these efforts. For FAO, mainstreaming gender issues in the fisheries and aquaculture sector is based on the premise that doing so helps us in our efforts to create a world in which responsible and sustainable use of fisheries and aquaculture resources make an appreciable contribution to human well-being, food security and poverty alleviation.
9. Dr Reantaso reminded participants that the road to achieving gender integration will not be easy given the starting point. The GCA 2010 concluded that placing gender on the aquaculture agenda requires a coalition of gender champions, informed researchers, expert networks and policy advocates. In contributing ideas to the workshop, she recognized the contributions of all participants in the successfully completed Asian Fisheries Society GAF3 Symposium, which FAO and the FAO-Spain Regional Fisheries Livelihoods Programme for South and Southeast Asia (RFLP) have helped support. In addition, she specifically thanked, for their additional assistance in organizing the workshop, Dr Meryl Williams, Dr Ida Siason and Ms Choo Poh Sze, and the key staff of the Shanghai Ocean University, the RFLP staff and the Multidisciplinary Fund (MDF) team for their additional support.
10. Representing FAO's gender unit, the Gender, Equity, and Rural Employment Division (ESWD), Dr Gunewardena made opening remarks on the role of the gender unit in advancing gender integration across the work of the FAO, by supporting the work of technical divisions such as the Fisheries Department and by supporting member countries. She also illustrated the FAO mandate for gender mainstreaming, and the rationale presented in the SOFA 2010–2011 report, the global significance of aquaculture and fisheries for meeting FAO's overall mandate – meeting food and

nutrition security; women's roles in fisheries and aquaculture and the main gender constraints; and strategic initiatives to address the gender gaps in the sector.

11. Dr Gunewardena highlighted, for example, the two main findings of relevance from the SOFA report: that there are economic and social costs of gender inequality, and these costs are in terms of food security, economic growth, and social welfare. She illustrated the SOFA findings on the possible productivity<sup>6</sup> and food security gains<sup>7</sup> from closing the gender gap, and the specific economic and social gains – namely, better health and education outcomes and human capital development which in turn promotes economic growth. She clarified the findings of the SOFA report, that gender disparities in access to productive resources, smaller operations, and fewer investments in inputs and technology due to their lower access to credit/capital as the main reasons for women's lower productivity. These are not due to their lower capabilities.
12. On the main constraints that women experience, Dr Gunewardena identified lower participation in wage employment, clustering in part-time, seasonal and casual/insecure work, with low wages and insecure terms of employment as the primary concerns. She emphasized the challenges in accounting for women's roles in aquaculture and fisheries due to women's invisibility or low visibility, the dearth of gender-disaggregated data on the sector both in capture fisheries and aquaculture, and the limited data across the value chain. She then cited the implications of these constraints, including how the lack of data and evidence contributes to the invisibility of women in the sector, how it is an impediment to supportive policies and programmes, how it contributes to an under-estimation of women's economic contributions in the sector and to an under-valuation of women's roles in ensuring food and nutrition security.
13. Dr Gunewardena closed her presentation with suggestions for some strategic interventions: a) build the evidence base through the generation of gender-disaggregated data, b) advocate and support the range of roles women occupy in aquaculture and fisheries; c) strengthen the institutional linkages and networks that support women in the sector; d) develop policies and programmes to improve women's access to resources and services; e) and invest in human capital development – literacy and numeracy, formal training and skills development as relevant to the occupations that women are engaged in.
14. The workshop agenda is attached as Appendix 1.

## **PURPOSE OF THE WORKSHOP**

15. The purpose of the workshop was to generate strategic ideas and actions that could be used to develop a 'road map' for future directions on gender in aquaculture and fisheries.

## **WORKSHOP PARTICIPATION**

16. Invitees to the workshop represented a wide range of expertise, regions and organizations. Attendees include 20 independent experts and four FAO officers (see Appendix 2 for a list of participants and Appendix 4 for a group photo). Of the independent experts, 15 were women and

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<sup>6</sup> 20–30 percent increase on women's farms, 2.5–4 percent increase in agricultural output, with the understanding that the agricultural sector includes sub-sectors of fisheries, forestry and livestock, according to the FAO definition.

<sup>7</sup> 12–17 percent reduction in the number of hungry, the equivalent of approximately 100–150 million people.

five were men, coming from 11 countries, namely: Australia, Bangladesh, Brazil, Canada, France, India, Malaysia, Namibia, Nigeria, the Philippines and the United States of America.

## **WORKSHOP PROCESSES**

17. Prior to the workshop event, invitees were requested to submit short narratives on three to five critical areas or issues on gender in aquaculture and fisheries which they considered needed to be addressed (see Appendix 3). During the GAF3 Symposium, Dr Marilyn Porter (Canada) chaired a discussion session in which the respondents presented their views and symposium participants debated and contributed their ideas and which were also summarized and presented during the workshop (see following section).

## **SUMMARY OF ISSUES COLLECTED PRIOR TO THE WORKSHOP**

18. Recapitulating the invitees prior inputs and the inputs and discussions from GAF3 participants, Dr Marilyn Porter presented the following summary:
- Defects have been pointed out in current research and data collection methods for gender in aquaculture and fisheries. Gender-disaggregated data are mostly lacking; published fisheries data on trends in the sector tend to ignore the field; and scientists' perceptions and analytical frameworks, generally, are not well developed and sufficiently rigorous.
  - For research, stronger, more consistent and robust conceptual/analytical frameworks are needed for easier comparisons of results and to ensure that key factors such as power and gender relations, frequently overlooked, would be included.
  - Better definitions, clearer and more rigorous use of terms are needed. The terms gender, women, empowerment, equality, etc. must be better understood by all who work in action, research and development.
  - Studies and action programmes often miss vital issues concerned with the situation of the study/project, social location, temporal and historical views and frames and scale issues in multi-scale contexts.
  - Gender/women studies in fisheries and aquaculture rarely touch on women's reproductive rights and how these impact fishing, as well as the impacts of violence on women.
  - More attention should be given to the value chain, especially in light of the global nature of fish supply chains. Production and post-production activities need to be better linked.
  - High quality training on gender research and action methods should be delivered urgently if the field is to break through and perform richer studies that enable rigorous comparative research. Feminist research methods can be adapted for use in fisheries and aquaculture.
  - Participants are aware that we are at a critical moment in the development of fisheries and aquaculture. Food prices, intra- and inter-sectoral conflicts, climate and environmental change and crises need handling.

- At this critical point, to get better gender outcomes, sustainable, significant and transformative efforts are needed. Considering the politics of the gender issues and also in recognition of the patriarchal system that exists widely in the fisheries and aquaculture sector, positioning the subject of gender to achieve change will require passion, energy and resources.

19. In the discussion following this summary presentation, some participants expressed the view that actions to assist men are not necessary as they are already served by their own organizations and their needs tend to be well identified. Others felt that men should be involved as part of the whole process of cultural change needed for women to succeed. Women need to be professionalized if they were to stand a chance to achieve economic empowerment.

## **WORKING GROUP AND PLENARY SESSIONS HIGHLIGHTS**

### **Working Group Session**

20. Following the summary presentation of salient issues previously generated, the participants were divided into two working groups and requested to both address the following key questions:

- What are we trying to achieve?
- What are the issues that have to be addressed as part of a roadmap?
- Who are the targets (people, agencies, policies, programmes) that need to be reached/influenced?

### **Working Group 1**

#### **Working Group 1**

Facilitator: Nandini Gunewardena

Presenter: Nikita Gopal

Members: Nikita Gopal, Froukje Kruijssen, Ida M. Siason, Meryl J. Williams, M.C. Nandeesh, Poh Sze Choo, Tengku Aizan Hamid, Jariah Masud, Angela Lentisco, Zumilah Zainaludin, Benjamin Belton

21. Working Group 1 made the following observations and conclusions:

- Given FAO's mandate, action on gender is highly appropriate and indeed should be central to FAO's aquaculture and fisheries agenda. Gender equity should be promoted in international instruments relevant to aquaculture and fisheries. Indeed, gender analysis should be a pre-requisite for policy instruments. FAO also has an important role in sensitizing statutory bodies and governments with a consistent emphasis on gender mainstreaming as follow through has to occur at all levels, including at the community level.
- Hard data are required. Sex-disaggregated data generation would assist research capabilities and thus improve inputs to policy makers. Gender indicators are needed and some of these will need to be region specific. Lessons can be learned from the collection of gender/sex disaggregated data in agriculture. For example, a standard agri-gender toolkit includes the following data, often at multiple scales: agricultural population including number of households, access to productive resources, production and productivity, distribution of

products, labour and time use, income and expenditure, membership of agricultural/farmer organizations, food security and poverty indicators.

- A strong conceptual framework should be developed, drawing on existing frameworks. With a common analytical framework, guide books can be developed that would enable cross-country and cross-site comparisons. For example, in the GAF3 symposium, the results from two papers on micro-finance<sup>8</sup> were difficult to compare because they used different study approaches.
- Gender and gender relationships are important as power shapes gender and women's location in the society and in the economy. Gender relations also rest on culture, religion and social class.

## Working Group 2

### Working Group 2

Facilitators: Rebecca Metzner and Melba Reantaso

Presenter: Stella Williams

Members: Marilyn Porter, Stella Williams, Katia Frangoudes, Holly Hapke, Pedro Bueno, Veikila Vuki, Naina Pierri Estades, MD. Ghulam Kibria, Hon Kilus Nguvauva, Hillary Egna

22. Working Group 2 presented a list of factors and realms that generated gender issues. These included:
- culture and society, religion and belief, values, passion and patriarchy
  - policy and politics
  - technology, strategies and globalization
  - human capital development (education)
  - leadership, education, soft skills and sustainable training
  - data – sex/gender disaggregated data, concepts and terminology
  - science – hard versus soft science
  - internal factors for the sector, such as climate change impacts, the resources status
23. In an effort to prioritize all ideas and help FAO in its work, the working group suggested starting with women as they are central in culture, society and are important and under-recognized human resources and identified the following considerations:
- Many issues, old and new, challenge fisheries and aquaculture. Old issues include pre-existing and often persistent issues such as what is happening in the community. At the same time, new issues are emerging such as climate change and strong neoliberal policies, e.g. on trade.

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<sup>8</sup> For presentations on a study from India, N. Gopal, 2011; and one from Philippines, A. Ferrer, 2011, see <http://genderaquafish.org/gaf3-2/gaf3-program-and-abstracts/>

- Since the dominant paradigm of development in the fisheries sector is market-led development whose requirements may sometimes be quite difficult for the small-scale sector to comply with, the time has come to re-examine it.
- But change is not easy. How can individual ideas transform power relations in the sector? Through power relations, social transformation can change productive and reproductive rights.
- Education can be an entry point as it leads to awareness and builds human capital. Extension and outreach are also tools to assist sustainability and can also form part of the social transformation processes. At the household level, culture, family and religion are influential factors.

### **Plenary Session**

24. During the plenary discussions, the following issues were raised:

- Networking is the first stage in taking action.
- Paradoxical issues need to be unraveled. Women's participation in the market should be encouraged and the profit-only paradigm, which has sometimes limited women's labour in the fish supply chains need to be re-examined. Certainly, there are also activities, primarily handled by men (e.g. establishment of fish business (making the boats, obtaining loans, fishing), buying/procuring fish inputs and maintenance of fish operations), where women participation can also be enhanced as appropriate. A number of relevant questions for poorer women entering the market need to be positively answered. There are: (i) Can they participate in an equitable manner? (ii) Will trade be fair? (iii) Will women receive a living wage and access to entrepreneurial opportunities?
- Women's time is another major issue. Many women already work long hours, often longer than the men. The sector will need to shift to a value chain paradigm if more value is to be gained from the same or less inputs including labour by women and men.
- Value-added supply chain activities require new investments. Credit, especially micro-credit often ends up paying for subsistence household needs and does not reach an amount that enables the recipients to break through and invest to higher value levels. Not everyone can be scaled-up and only a few small-scale operators will make it through to form small- and medium- scale enterprises.
- In certain countries and cultures, institutional affiliations (e.g. fisheries producer/marketing groups or organizations, India's Self-Help Group schemes) can be platforms for social enterprise. However, clustering of people does not work in every culture, requires good management and can be beset with its own problems of hierarchy and power relations. Nevertheless, FAO's experience across all sectors is that organizing women can help them gain voice, strengthen their bargaining powers with suppliers of inputs, middlemen/women and buyers of their products, and improve access to capital and markets. This experience seems to work better in aquaculture than fisheries. In all sectors, non-government organizations can play a vital role if they are trusted by the people they serve to be committed to their cause.
- Neither clustering people nor provision of credit is a universal panacea or magic bullet. Supportive national policies and commitment are essential to understand and resolve the paradoxes.

25. In order to capture a wide range of ideas resulting from both the working group and plenary discussions and the previously generated ideas, the next activity undertaken was to request each participant to identify two of the most important issues/actions needed to mainstream gender in aquaculture and fisheries.
26. All the ideas generated became the basis for drafting a common vision statement as a preliminary step towards a future direction on a gender agenda for the fisheries and aquaculture sector.
27. The following section elaborates on the draft vision statement as well as other important issues that require considerable attention, good contextual and conceptual understanding and further debate in the hope of finding a convergence of opinions to support a gender action plan.

### **Towards a vision for engendering aquaculture and fisheries**

28. The workshop recognized that strategic changes, short- and long-term, were needed in order to engender the fish sector. A common vision is needed to guide actions as a starting point on the path to understanding the implications of roles, experiences and contributions of women and men in aquaculture and fisheries.
29. The workshop participants discussed but could not totally agree on the following working draft vision statement for engendering aquaculture and fisheries (see Box 1 below).

#### **BOX 1**

#### **Shanghai Statement for engendering aquaculture and fisheries**

#### **(a working draft)**

*To promote and achieve gender equity in the aquaculture and fisheries sector in support of responsible and sustainable use of resources and services for food and nutrition security, quality of life of all stakeholders, primarily women, children, vulnerable and marginalized groups/communities.*

### **Differences of expert opinions on some issues**

30. The workshop recognized the existence of differences of expert opinions on a number of issues. These need to be resolved before appropriate guidance on any plan of action can be provided. Some of the issues are elaborated in the following paragraphs.
31. The first conflicting view was whether the gender issues in aquaculture and fisheries should be considered broadly as gender issues or more specifically focused on women given women's inequality and lack of recognition in the sector. Several participants wanted «gender equity» to mean «women's equity». All participants agreed that, given the current inequity and inequalities, the focus will be on women. Participants also recognized that men may also be vulnerable and likely be at risk of food and nutrition insecurity. Men have an important role in being involved in action to change the opportunities for women as their attitudes and beliefs may be responsible for the cultural and organization barriers to change. Clarification on these issues will also be of value.

32. The distinction between the use of the term “gender” as compared to “women” is really not a problematic issue as the former refers to a conceptual lens, while the latter refers to practical targeting strategies, as explained by FAO’s gender unit (ESWD): Focus on the objective of gender equity is based on the understanding that women’s lives are shaped by the gender systems in the society they live in. These gender systems prescribe roles for women and men, norms, and practices that women and men are expected to adhere to, and which are inherently embedded in power relationships which are hierarchical. In order to reverse or reduce these power hierarchies, working towards gender equity enables a systemic transformation. On the other hand, an exclusive focus on women will leave the power structures and institutionalized constraints untouched. This does not mean that interventions geared to address these gender inequalities should not be targeted to women. In fact, targeting women in particular in development interventions is a must. Another critical area of difference pertains to the issue of who are the most vulnerable types of people in the sector and the broader question as to whether gender mainstreaming and integration can be achieved solely by paying attention to women’s issues or whether men’s positions must be included if positive social transformation is to occur. The concept and methodology of identifying and characterizing who are the most vulnerable should also be examined.
33. A third critical point was to examine in what areas and to what extent gender issues in aquaculture and fisheries should or can be considered together or should be treated separately. The different natures of the two components of the fish sector are sometimes considered antagonistic, sometimes synergistic or at least common. Many but not all gender issues are different between the components. Whereas gender issues in aquaculture may learn much from gender developments in agriculture, fisheries is a very different sub-sector and has less in common with agriculture.

#### **Advocacy to focus attention on gender in the fish sector**

34. The workshop agreed that strong advocacy is needed to sensitize key people and raise awareness of the importance of gender and especially women’s issues, especially among those at the top levels of institutions in the sector.
35. First-hand experience of the workshop participants indicated that the fish sector will not be engendered without direct action, especially within the sector. Decades of international, regional and national policy pronouncements on gender equality and the elimination of discrimination against women have not resulted in much change in the fish sector. Direct advocacy is needed to achieve the level of understanding and awareness needed to stimulate actions.
36. Strengthening women’s social, economic and political roles, power, voice and influence through human capital development using strategic entry points (education and secure tenure), enhancing and recognizing women’s contributions in aquaculture and fisheries across the value chain are all parts of the necessary first steps.
37. Gender champions, who can be women or men, are usually essential to shape policy change. However, most frequently, women who see and feel the need for change are the agents of change, as shown by the example of AKTEA in Europe which spearheaded advocacy for women’s fisheries rights.

### **Policy changes needed to engender the aquaculture and fisheries agenda**

38. The workshop recognized that political will is needed to implement and practice gender mainstreaming. This means that policy makers must be convinced of the relevance of gender for poverty alleviation and development in aquaculture and fisheries. Gender mainstreaming will require changes in culture, norms and practices as well as policies that support them.
39. Once policy makers are convinced of the need for change, prerequisites for well-developed policies should be put in place including tools, resources, accountability framework and supported by a network of active parties to implement the policies.
40. Such policies that address gender equality must rest on the principles of economic empowerment of women throughout the value chain. Women should be seen as medium- and large-scale entrepreneurs in the private sector, as ‘socio-entrepreneurs’ in their communities, looking not only at economic and technological aspects but also on the well-being of society.
41. To reinforce the policy process, gender mainstreaming will need to be vertical (i.e. bottom up and top down) and gender integration will be needed at both the meso- and micro- levels. At the meso level, women’s roles should be increased. At the micro-level, case studies and lessons learned will be invaluable to inform the policy process.
42. Many aquaculture and fisheries projects that should be gender sensitive are not. A strong entry point towards changing this situation is to screen all projects for their gender content and ensure that adequate resources are allocated to the gender dimensions within the projects. This will require action on the development, review, approval, implementation and evaluation stages. Project developers could be supported by rigorous documentation of lessons learned from other projects and distillation of good practice.
43. Policy priorities should include the needs of marginalized and vulnerable women’s and children’s groups such as those in remote rural and coastal communities and those living with HIV/AIDS. These groups need to be empowered through sustainable and tangible extension and outreach programmes e.g. record keeping, best practices, business planning, and transfer of aquaculture technologies.
44. Given the current lack of gender equality in most, though not all, parts of the fish sector, the political role of women in defence of collective interests will need to be supported by explicit policies. In many countries, women and women’s groups are not formally recognized in the aquaculture and fisheries landscape and, as an example, they may not be able to join fishers’ organizations and apply for assistance and fishing rights.

### **Gender training, education and extension**

45. The workshop recognized the value of using gender lens concepts and theory when developing gender training modules relevant for aquaculture and fisheries.
46. First, a training needs assessment is required followed by the development of suitable training modules by gender experts. Fish sector trainers on gender need to first be trained as the knowledge on gender in aquaculture and fisheries is still in its infancy.

47. Many different groups would be the targets for gender training. Gender should be added to courses which educate and train decision-makers and officials such as FAO staff, fisheries managers and government aquaculture officials and extensions workers. Gender training should be provided as widely as possible, e.g. to university and college students, researchers, fish sector community service organizations and even mass media staff (journalists and reporters).
48. In all fish sector training, including that addressing gender, special attention should be given to also provide technical training (on aquaculture and fisheries management) to women.
49. In terms of curricula, modules containing information on how to reinforce women's participation in income generating activities in the aquaculture and fisheries supply chain should be included. Increasing women productivity and closing the gender gap through increased access to resources, training and services should be a major goal.
50. Guidelines are needed for gender training to cover defining the target groups, content and training methodologies.
51. For current and upcoming researchers and evaluators, training programmes are needed on gender concepts, qualitative and quantitative socially-based research methods, feminist research and gender analysis methods and evaluation. Presently, too much of what passes for gender research in aquaculture and fisheries is descriptive and does not meet rigorous social science methods. Frequently, the researchers are biologists and economists with little grounding in quality social science research methodology.

### **Concepts, sex/gender disaggregated data, research and information**

52. The workshop identified a number of important key gender concepts and how they relate to research, required tools and data as briefly elaborated in the following section.

#### **Concepts and context**

53. Gender and the roots of gender issues and disparities cannot be conceptualized, identified and documented in isolation from other socio-cultural, religious, economic status, age, power, technologies, and other variables in order to understand the real opportunities and constraints to change. Thus, through research and analysis that consider context, advice can be developed for equitable social/institutional change. In this challenging complexity, clear gender concepts for aquaculture and fisheries – woman, man, family – are needed and data and information may be generated on the basis of these concepts.
54. Rigorous research is required to give robust and convincing policy inputs. Science-based evidence is needed on the social and economic benefits from gender initiatives.

#### **Research and comparative analysis**

55. Effective tools for gender analysis should be able to address questions of access and decision-making through questioning and observation. Examples of basic questions include: (i) who does what? (ii) who has control of assets and access? (iii) who is involved in decision-making? They must be discovered and examined and not be taken for granted.
56. Using community-based, participatory methodologies as a research tool enable better understanding of women's roles.

- 57. Good comparative studies on gender in the fish sector will help provide sound policy advice. Thus, such studies, especially at the micro-level, must be increased.
- 58. Analysis and meta-analysis should be used to draw out lessons learned, successes or failures and good practices.

### **Data**

- 59. For synoptic data, sex-disaggregated data should be mandatory wherever data are collected on people. FAO should consider developing a global database of quantitative and qualitative data on gender in aquaculture and fisheries to enable regional, cross-regional and other comparative data. For such data, technical guidelines will be needed for identifying indicators and generating data.
- 60. Given their current invisibility, major efforts should be made to generate robust data on the range of women's roles in the fish sector, in production, processing and marketing. Such data are needed to help change minds on the importance of women in the sector.
- 61. In addition to data specifically on women's roles, a better understanding of gender roles in households is needed to understand gender gaps in productivity. This means quantifying the contribution of males and females. At present, gender role studies are predominately at the qualitative descriptive stage. While a useful start and helpful in describing the gender dynamic, data collection must go beyond this stage and become quantitative.
- 62. Research and development programmes on gender issues are needed in aquaculture and fisheries. At present, gender-based approaches are merely embedded (or, more commonly, not) in other fish sector programmes. With such meager attempts and means to address the issues in the sector, impact is impossible to detect. By developing and implementing serious gender programmes, the results could eventually be measured.

### **Evaluation**

- 63. Results-based management approaches should be used to identify measures, outputs and outcomes, and to monitor and evaluate gender-based interventions.

## **CONCLUSIONS AND THE WAY FORWARD**

- 64. The workshop generated a lot of good and useful ideas (some new, some old, some emerging, some sensitive, some controversial, some forward looking) in our quest to understand the issues, gaps and actions that need to be considered and a number of gender key concepts which need to be clearly understood if we are to achieve effective guidance to mainstreaming gender in the fish sector.
- 65. The draft Shanghai Statement can serve as a platform for action by aquaculture and fisheries organizations, associations and networks.
- 66. Many existing policies will need to be changed in order to improve the policy and decision-making power of women, to improve knowledge on gender issues through delivery of

education and training, and to improve the visibility of women through collection of disaggregated data.

67. There are a number of significant aquaculture and fisheries events which could drive the gender agenda and these events should be targeted. Some specific actions directed to FAO include: (i) consideration of gender as an agenda item in future sessions of the FAO Committee on Fisheries (COFI); (ii) consideration of gender as an issues paper in the flagship document – State of Fisheries and Aquaculture (SOFIA); (iii) making gender more explicit in its programme of work planning; and (iv) providing gender training for FAO fisheries and aquaculture staff members.
68. Externally, gender can be drawn to COFI and FAO attention by international civil societies, national bodies, technical committees, regional meetings, community service organizations, professional organizations and at COFI side events. In addition to COFI, a list of significant aquaculture and fisheries events should be developed that could drive gender topics and issues in the fish sector.
69. Best and worst practices as well as successes and failures should be documented and disseminated.
70. The workshop participants will continue their advocacy to raise awareness, find opportunities for exchange of information, training and joint projects that will establish cooperative and collaborative activities building on the outcomes of the Shanghai workshop.

## **CLOSING**

71. Before closing, the Honorable Deputy Minister of Fisheries and Marine Resources of the Republic of Namibia, Mr Kilus Nguvauva, was invited to give a few thoughts about the workshop and about gender. He thanked FAO for creating the opportunity for him to attend GAF3 and the Special Workshop. He stressed the importance that Namibia gave to empowering disadvantaged people through aquaculture development and in supporting food security for all citizens.
72. In closing, Dr Meryl Williams commended FAO for their foresight in convening the Special Workshop. She thanked all the participants for their very active and lively participation in debating fundamental issues while seeking agreement and for their contributions of ideas which could become the basis for future action.



**APPENDIX 1****Workshop agenda**

<b>Date and Time</b>	<b>Activities</b>
<b>23 April 2011, Saturday</b>	
14:00-14:30	Introduction to the workshop: motivation, purpose, process and participation
14:30-15:00	Summary, overview and discussion of issues captured prior to the workshop and during GAF3 Symposium discussion session
14:30-16:30	Discussion in two working groups addressing the key questions
16:30-17:30	Plenary presentations from the two working groups and open discussion
<b>24 April 2011, Sunday</b>	
09:00-13:00	Plenary discussions and brainstorming

## APPENDIX 2

## List of participants

**Belton, Benjamin (Mr)**

Post-Doctoral Fellow  
The WorldFish Center, Bangladesh Office House  
22B, Road 7, Block-F, Banani  
Dhaka 1213  
Bangladesh  
E-mail: b.belton@cgiar.org  
(23 April only)

**Bueno, Pedro B. (Mr)**

Former Director General, Network of  
Aquaculture Centres in Asia  
2/387 Supalai Park@Kaset  
Prasert Manukitch Road  
Sena Nikhom  
Jatujak, Bangkok 10900  
Thailand  
Tel.: (+66) 81 731 6594  
E-mail: pete.bueno@gmail.com

**Choo, Poh Sze (Ms)**

Assistant Editor, Asian Fisheries Science Journal  
Asian Fisheries Society  
Laboratory of Marine Biotechnology  
Institute of Bioscience, UPM, 43400 UPM  
Serdang Selangor, Malaysia.  
E-mail: pohsze@gmail.com

**Egna, Hillary (Ms)**

AquaFish CRSP  
Oregon State University  
418 Snell Hall  
Corvallis OR 97331-1643  
USA  
Tel.: (+541) 737 6415  
E-mail: egnah@onid.orst.edu  
(23 April only)

**Estades, Naina Pierri (Ms)**

International Ocean Institute  
Rua Alferes Marcilio Machado  
721, Casa 09  
Barrio Tingui, Curitiba, Parana  
CEP: 82600-140  
Brazil

Tel.: (+55) 41 3357 2984  
E-mail: naina@cem.ufpr.br

**Frangoudes, Katia (Ms)**

Research Fellow  
Centre de droit et D'économie de la mer  
(CEDEM)  
University of Western Brittany, Brest  
France  
Tel.: (+33) 29 801 7309  
E-mail: katia.frangoudes@univ-brest.fr

**Gopal, Nikita (Ms)**

Senior Scientist  
Central Institute of Fisheries Technology  
Indian Council of Agricultural Research, CIFT  
Junction, Willingdon Island, Matsyapuri PO  
Cochin-682 029, Kerala  
India.  
Tel.: (+91) 484 266 6845  
E-mail: nikiajith@gmail.com

**Hamid, Tengku Aizan (Ms)**

Director  
Institute of Gerontology  
University Putra Malaysia  
43400 Serdang  
Malaysia  
E-mail: aizan@putra.upm.edu.my

**Hapke, Holly (Ms)**

Associate Professor  
 East Carolina University  
 Department of Geography, A227 Brewster Bldg.  
 East Carolina University  
 Greenville  
 NC 27858, USA  
 Tel.: (+01) 252 328 1041  
 E-mail: hapkeh@ecu.edu

**Kibria, MD. Ghulam (Mr)**

Special Aquaculture Adviser (Commonwealth)  
 to Honourable Minister  
 Ministry of Fisheries and Marine Resources,  
 Uhland Street, Private Bag 13355  
 Windhoek  
 Namibia  
 Tel.: (+264) 61205 3110/205 3101/205 3002  
 (Off): (+264) 8140 07719  
 E-mail: kibriamg@mfmr.gov.na

**Kruijssen, Froukje (Ms)**

Postdoctoral Fellow, Markets and Trade  
 The WorldFish Center  
 PO Box 500, GPO, 10670 Penang  
 Malaysia  
 Tel.: (+60) 462 02191  
 E-mail: F.Kruijssen@cgiar.org  
 (23 April only)

**Masud, Jariah (Ms)**

Senior Research Fellow  
 Institute of Gerontology  
 University Putra Malaysia  
 43400, Serdang, Selangor  
 Malaysia  
 Tel.: (+ 603) 894 72754  
 E-mail: jariah@putra.upm.edu.my

**Nandeesh, M.C. (Mr)**

Dean  
 Fisheries College and Research Institute  
 Tamil Nadu Veterinary and Animal Sciences  
 University, Tuticorin-628008  
 Tamil Nadu  
 India  
 E-mail: mcnraju@gmail.com

**Nguvauva, Hon Kilus (Mr)**

Deputy Minister  
 Ministry of Fisheries and Marine Resources,  
 Republic of Namibia  
 Uhland Street, Private Bag 13355  
 Windhoek  
 Namibia  
 Tel.: (+264) 61 205 3005  
 E-mail: ruises@mfmr.gov.na

**Porter, Marilyn (Ms)**

University Professor Emeritus  
 Memorial University  
 Department of Sociology, Memorial University,  
 St. John's, NL A1C 2Z1  
 Canada  
 Tel.: (+1) 709 739 7982  
 E-mail: Mporter2008@gmail.com

**Siason, Ida M. (Ms)**

Professor  
 University of the Philippines Visayas  
 Gender and Development Building, UP Visayas  
 General Luna Street, Iloilo City  
 Philippines  
 Tel.: (+63) 33 509 0980  
 E-mail: ida.siason@gmail.com

**Vuki, Veikila (Ms)**

Editor of Secretariat of Pacific Community's  
 Women in Fisheries Information Bulletin  
 Secretariat of the Pacific Community  
 PO Box 5214, UOG Station, Mangilao  
 Guam 96913  
 E-mail: vuki61@yahoo.co.uk  
 (23 April only)

**Williams, Meryl J. (Ms)**

17 Agnew Street  
 Aspley, Queensland  
 Australia  
 Tel.: (+61) 40 707 0062  
 E-mail: MerylJWilliams@gmail.com

**Williams, Stella (Ms)**

Chair, Steering Committee  
 AWARD  
 c/o World Agroforestry Centre  
 United Nations Avenue, Gigiri  
 PO Box 30677-00100  
 Nairobi  
 Kenya  
 Tel.: (+254) 020 722 4000  
 E-mail: aquabola@hotmail.com

**Zainalaludin, Zumilah (Ms)**

Senior Lecturer  
 Department of Resource Management and  
 Consumer Studies  
 Faculty of Human Ecology  
 University Putra Malaysia  
 43400, Serdang, Selangor  
 Malaysia  
 Tel.: (+60) 19 258 2304  
 E-mail: zumilah@putra.upm.edu.my

**FOOD AND AGRICULTURE  
 ORGANIZATION OF THE UNITED  
 NATIONS (FAO)**

**Gunewardena, Nandini (Ms)**

Rural Sociologist/Gender and Rural  
 Development Statistics Officer  
 Equity and Rural Development Division  
 Viale delle Terme di Caracalla  
 00153 Rome  
 Italy  
 Tel.: (+39) 06 570 56466  
 E-mail: Nandini.Gunewardena@fao.org

**Lentisco, Angela (Ms)**

Associate Professional Officer  
 Regional Fisheries Livelihood Programme for  
 South and Southeast Asia  
 FAO Regional Office for Asia and the Pacific  
 Maliwan Mansion, 39 Phra Atit Road  
 Bangkok, 10200  
 Tel.: (+66) 2697 4260  
 E-mail: Angela.Lentisco@fao.org

**Metzner, Rebecca (Ms)**

Fishery Analyst  
 Policy, Economics and Institution Service  
 Viale delle Terme di Caracalla  
 00153 Rome  
 Italy  
 Tel.: (+39) 06 570 56718  
 E-mail: Rebecca.Metzner@fao.org

**Reantaso, Melba (Ms)**

Aquaculture Officer  
 Aquaculture Service  
 Viale delle Terme di Caracalla  
 00153 Rome  
 Italy  
 Tel.: (+39) 06 570 54843  
 E-mail: Melba.Reantaso@fao.org

## APPENDIX 3

### Participants' written submissions

#### 1: Ideas on future directions on action, research and development by Choo Poh Sze, Malaysia

1. Immediate action given to the collection of sex-disaggregated data in the fisheries sector. FAO can take the lead and discuss with member countries on how and what kind of data to collect. This can be a follow-up action to the Big Numbers Project which was a collaborative project participated by FAO, the World Bank and the WorldFish Center.
2. The enhancement of women's equality should not focus primarily on improving income and work opportunities for women, who especially those in the lower income group, are already burdened with a heavy work load. A better understanding on the well-being of women taking into consideration their needs, aspirations and their perception of what will be an improved lifestyle should be given some research priority. We should try to answer questions like:
  - what is more important to women – higher family income or greater happiness or better health;
  - more time for the intangible aspects in life, such as social relationships, creative, cultural and artistic expressions.
3. Identify opportunities and challenges to women in a patriarchal society in a globalized fisheries economy. For example, what are the gendered effects of eco-labeling and product certification on small-scale fisheries producers?
4. Preparedness of women in fisheries communities in times of change and crisis situations.
5. Post-ante impact assessment studies to assess effectiveness of development programmes aimed at addressing gender equality.

#### 2: Europe: by Katia Frangoudes (France)

##### Women professional empowerment

1. Women working in fisheries, shellfish harvesting and in aquaculture should be considered as professional as men involved in the same activities. It is the only way to be recognised.
2. Recognition of the contribution of fishers' spouses in fisheries and shellfish family enterprise. In some countries, such recognition gives women access to social benefits (maternity leaves, retirement pension, health, etc.)
3. Establishment of statistical data within fisheries based on gender
4. The principle of the equality between women and men should be introduced in all public policies concerning the fisheries industry.
5. Monitoring the implementation of this principle in all fisheries policies
6. Promote the participation of women's organisations in the decision-making process concerning fisheries management.
7. Equal access to fishing rights

#### 3: Note on issues to consider for FAO Workshop on Future Directions for Gender in Aquaculture and Fisheries Action, Research and Development by Holly M. Hapke (USA)

##### *I. Conceptual frameworks that link production to post-production activities and impacts*

Until relatively recent, interventions in fisheries development have been fragmentary in two ways. First, an understanding of the physical science of fisheries has been disconnected from an understanding of the social dimensions of fisheries i.e. the economic, political, cultural and social dimensions of fishing

activities and fishing communities. Second, analysis and intervention in fisheries production has not been linked to an understanding of the relationship between fish harvesting and post-production activities (e.g. processing and marketing) and the impacts of interventions in the former on the latter. The emphasis of policy interventions on increasing output to meet emerging market demands at the national and international scale has often ignored the structure of, and likely impact on local institutions for the processing and distribution of fish and fish products – even as a way of incorporating them into proposed development initiatives. With respect to gender, this has been a significant oversight, if not deliberate bias, since local gendered divisions of labour across the world’s fisheries often assign women to post-production activities.

Emerging research over the past decade or so that utilizes commodity (or value) chain analysis and analysis of gendered divisions of labour within the fisheries represents an important and innovative conceptual development that should constitute standard practice in the economic analysis of fisheries and underlie policy intervention within the fisheries sector. Such analysis should be expanded and incorporate a gendered component to understand gendered divisions of labour at each node of commodity/value chains and how these shape outcomes and impacts of transformations within the commodity chain.

## ***II. Multi-scalar framework***

The second dimension of analysis that is required is attention to geographic scale, i.e. an understanding of the manner in which economic processes unfold at the global, national, regional, local, household, and individual levels and the interconnections among each. That is, in what ways do national structures and policies and the state mediate global level trends and transformations and how do these then impact regions and locales within its jurisdiction? In what ways do local economic, political and cultural structures and institutions shape global and national trends and processes? In what ways are these gendered, and in what ways are men and women – either collectively or individually – impacted as a result?

## ***III. Conceptual/analytical focus on livelihoods and household economies***

Third, while the utilization of commodity/value chain and gendered division of labour analysis represents an important innovation in our understanding of fish economies and the impact of economic transformations (such as globalization or state-led initiatives) on fishing communities and households in a given region, extending this analysis to questions of livelihood provides a more nuanced understanding of how economic processes impact households and individuals in particular ways. For example, we might ask what the implications of globalization for fisherfolk livelihoods are. In what ways do economic trends within the fisheries sector impact individual and household access to assets and activities that support livelihood strategies? To whom and under what circumstances do economic trends provide access and opportunity? For whom and under what circumstances do such trends create constraints? How do these differ for men and women? How do individuals and households forge strategies to adapt to and cope with macro-level trends and processes and institutional structures?

An understanding of the dynamics of household economies and the ways in which these are gendered are critical and must be incorporated in our understanding of livelihoods. Factors structuring the household economy and livelihood strategies pursued include current asset base (boat ownership/non-ownership), household size and composition (age, number and gender of members), education and skill levels, work identities and family ideologies, and entrepreneurial initiative (agency) shape the particular livelihood strategies individuals and households adopt. An understanding of both power relations within households and communities as well as the way particular individuals or groups of individuals are linked to fish economies is central to analyses of livelihood options, opportunities, and impacts. Understanding the diversity of experience and impact within general trends, patterns and processes, can hopefully lead to more effective policy interventions.

#### ***IV. Research capacity in gender analysis***

The implementation of this analytical framework rests on the capacity of researchers working in various capacities within the fisheries sector to collect particular types of data and to analyze these data in particular ways. Research paradigms within the fisheries sector and in academic institutions training fisheries scientists/social scientists tend to privilege quantitative methods. Related to this is the shortage of social scientists working within the fisheries sector who possess solid skills in conducting gender analysis. While quantitative analysis certainly is a necessary component of fisheries research, high quality gender analysis as outlined above requires qualitative data and a mixed method approach. Thus, gender mainstreaming in the fisheries sector also requires the development of research capacity in qualitative methods in general, and in gender analysis in particular. One the ways FAO could promote the mainstreaming of gender issues in the fisheries sector is to support the development of research capacity in these two areas.

#### **4: Gender issues in fisheries and aquaculture: Malaysia by Jariah Masud (Malaysia)**

1. Lack of gender awareness and concern policy formulation and programme planning. Policy and programmes are very "FISH" oriented. Almost all programmes available are focused on men and claim to be gender neutral. In Malaysia, except for agro tourism, there seems to be very limited integrated programmes in the fishing sector.
2. The issues of access to productive resources are often associated with low levels of educational attainment. Women in fishing communities are also involved in time consuming activities and lack appropriate technology which can save time in doing the tasks.
3. Limited evidence/data available and inaccessible (could be available but not accessible) data to enable proper gender analysis in the fishing sector. There are ample data on the fish but not much on the people involved in the fishing sector. The socio economic information on aquaculture sector is also limited. Even study on gender roles in fisheries and aquaculture in Malaysia is limited.
4. Much are focused on increasing income (immediate) but specific focus should be given to human capital investment so that the next generation of fishing communities can venture into high yielding fishing products either through downstream industry or technology driven production. Since Malaysia is projected to become an aged nation, the issue of social protection at old age is an emerging concern since fishermen families have no social protection programme. This is true both for men and women.
5. With regards to women in this sector, there is no existing mechanism for women to be involved in decision making since the women group KUNITA is an informal setup under the fishermen association, majority controlled by men.

#### **5: Future direction of gender in aquaculture and fisheries: action, research and development by B. Meenakumari (India)**

Gender studies or research should essentially deal with the impacts of changes in social, cultural, political, technological and environmental spheres on the lives and livelihood of men and women and their equations within the family, community and society in general. The effects have both external and internal dimensions. Any change or shift in any one of the dimensions brings in issues of adjustments that have to be addressed. The fisheries sector is also similar in its scope as far as gender studies are concerned.

Some critical issues that will require attention in fisheries and aquaculture from the point of view of gender are:

1. Technological changes in harvest and post harvest sectors of fisheries and aquaculture  
Impact of technological changes on resources access- will it have any impact on traditional fishing rights?

- a. Whether there will be any marginalisation of sections of fishers like fisherwomen (as has been seen in the case of mechanisation and centralisation of points of first sale) and small-scale, subsistence fishers
- b. Impact on market and trade arrangements
- c. Impact on livelihoods and incomes
- d. Impact on overall socio-economic status
- e. Strategies to build capacities to face the challenges and utilise the opportunities that technological changes offer

In general, it has been observed that the effect of introducing new technologies in the fisheries sector has been different for both fishermen and fisherwomen. To a certain extent, certain sections of the fisher population have been able to take advantage of the innovations with respect to craft and gears, increasing their access to deeper waters and better harvests. Fisherwomen have been marginalised and an almost complete exclusion from traditional roles has taken place. With centralisation of landing, the traditionally women centric activities like post harvest handling and trade have all been taken over by men, and not necessarily by fishermen. The impact on small-scale subsistence fishers has also not been so positive with the changes not percolating to their level and no direct or indirect benefits accruing to them. While harvest is only one aspect of the 'technological change' paradigm, the related trade and market issues also has undergone change, in turn affecting the overall socio-economic status of the fishers. All these aspects need to be studied in the gender framework, to make the entire process of technology development gender sensitive.

## 2. Policy shifts

- a. Process of and approaches to policy formulation, including assessment of stakeholder participation in the policy making process
- b. Gender specific impact of policy changes or shifts, both quantitative and qualitative
  - i. On their spaces within the community and society
  - ii. On their livelihoods - livelihood changes (any change in existing livelihood scenario) or shifts (any change from existing livelihood scenario) and livelihood security
  - iii. On their income and overall socio-economic status

Policy formulation process and policy impacts at all levels and in all sectors that can have an impact on fishers and their livelihoods need to be studied. The emergence of innovative systems of policy formulation, like in the case of the co-management approach to common property resources needs to be looked at from the gender perspective. Since decision-making is still very patriarchal in fishing communities, the voice of fisherwomen in these processes tend to be unheard and therefore this becomes even more pertinent, because the role and involvement of fisherwomen in these processes are to be assessed so as to ensure better participation through proactive policy formulation.

## 3. Environmental changes

- a. Degradation of resources
- b. Climate change

Research shows that women have been bearing the brunt of climate change as the availability of natural resources like water is stressed as a result of this. The impact on coastal communities will be much more far reaching as rising sea levels, changes in fish stock availability, among others are becoming pronounced. These issues need to be studied in depth with urgency so as to evolve policies to mitigate these challenges.

## 4. Issues and challenges of the development debate

- a. Encroachment into their livelihood spaces by development projects (including tourism)

The development versus sustainability debate has been an ongoing one in many parts of the world and a via media (or midway) has to be arrived at so that both development and sustainability can go hand in hand. With coastal areas coming under the ambit of developmental projects, the impact on coastal livelihoods is an area of concern.

#### 5. Research – systems and methodologies

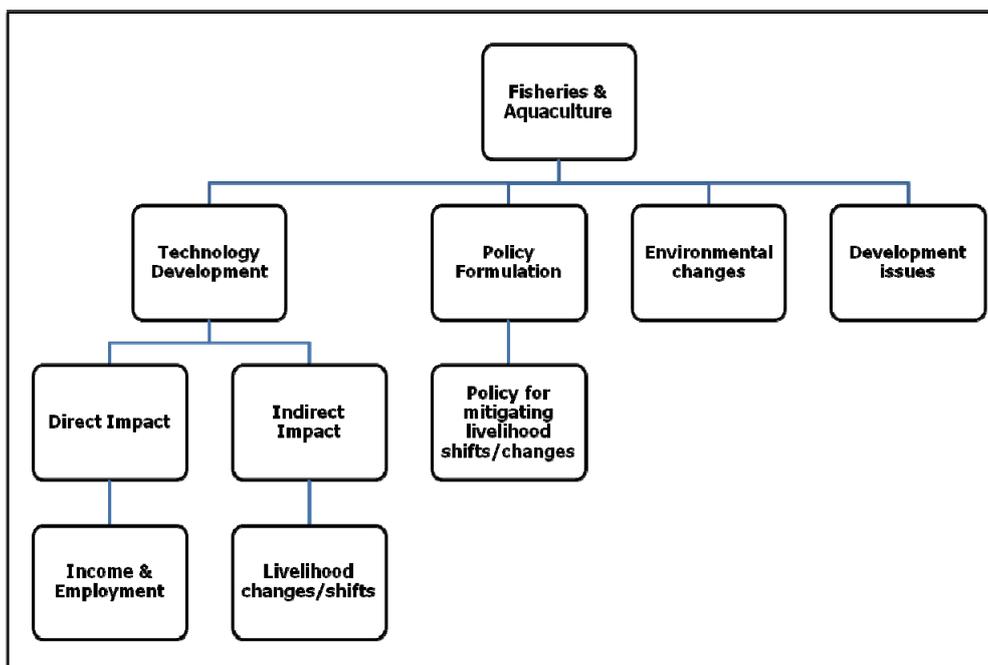
- a. Gender disaggregated data about all levels in the sector (on the lines of the ‘Village Level Studies’ (VLS))
- b. Availability of information/data at the micro and macro levels
- c. Tested and standardised methodologies for gender research/gender studies which are fisheries specific, including developing problem/issue specific framework for analysis
- d. Development of women centric technologies – especially in aquaculture
- e. Building research capabilities

The number of gender specific studies in fisheries and aquaculture needs to be increased and greater funding for these is to be provided. The studies should be undertaken at the local, regional, and national levels. The lack of data has been highlighted by many experts and projects that result in generation of data must be given priority. Projects like the VLS undertaken by the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) in the agriculture sector needs to be emulated. A gender workshop can be organized as an annual event by the Asian Fisheries Society (AFS), to review the work in gender in fisheries and aquaculture.

An indicative framework which may serve as a pointer for research, development as well as policy or action in gender in fisheries and aquaculture is presented in Figure 1.

**FIGURE 1**

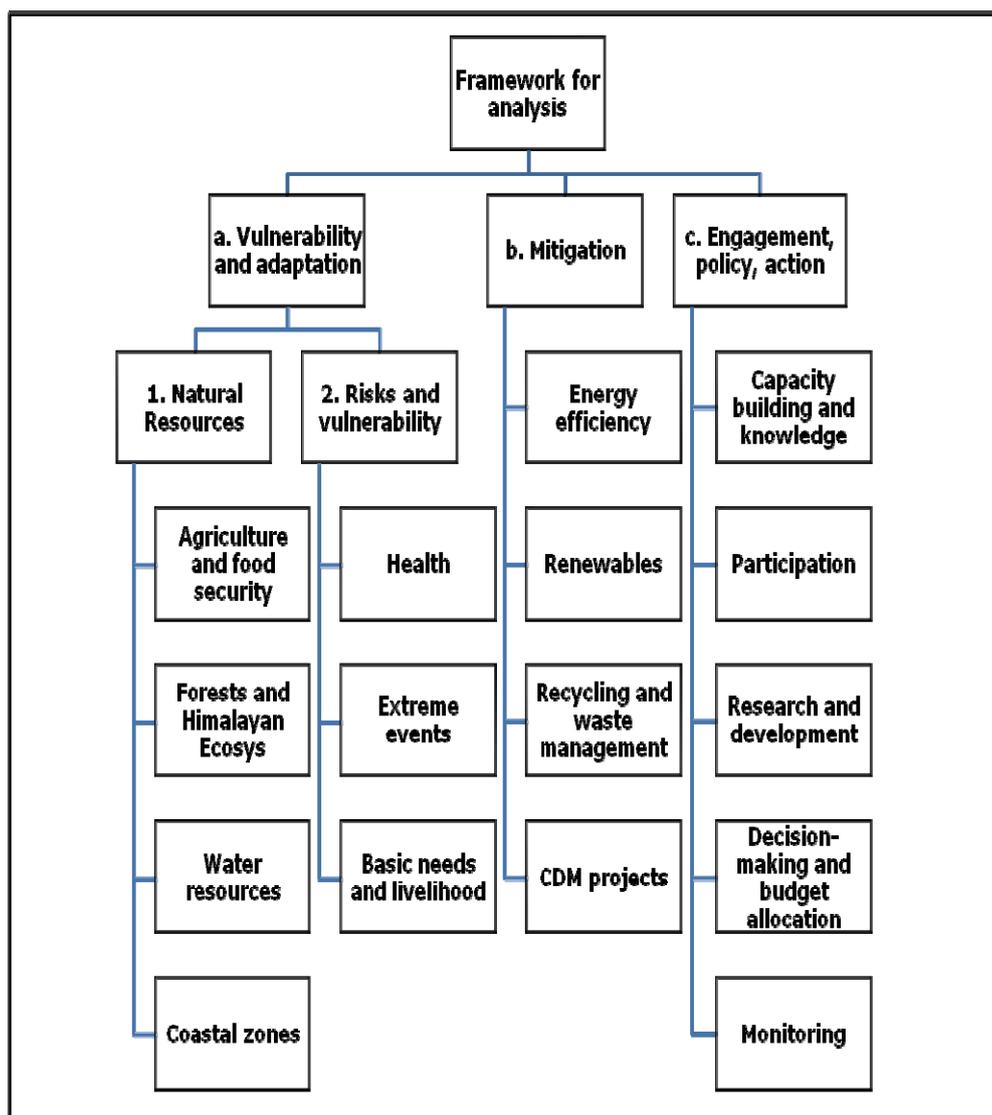
Indicative framework for action in gender in the fisheries and aquaculture sectors



Issue specific frameworks need to be developed. They can be interlinked to other issues and the studies can become more holistic. An issue specific framework (for climate change) which is prepared by Dr Jyothi Parikh from the Integrated Research and Action for Development (IRADe) for the agriculture sector is found relevant and is presented here as example. Similar frameworks can be developed for the fisheries sector for each issue at the micro as well as in the macro levels.

**FIGURE 2**

Gender and climate change, framework for analysis, policy and action by Dr Jyothi Parikh



### 6: Strict gender division of labour by Runia Mowla (Bangladesh)

In many countries especially South Asia, fish farming is considered mainly a man's activity. Some projects take initiative to involve and train women as fish farmers. However, among fisher folk, women are not considered as farmers, they usually do minor farming task serving as their helper in fish farming activities.

They are unaware that continuing social division of labour leaves the community with few chances to develop. The beneficiaries do not think that flexible gender division of labour is an important factor for a good production system. Many women think that 'men should buy fish fry from the market as they are not confident enough to find out which are strong enough to stock in the pond; it is not female work and only the male partner should know the technology of fish farming as their husbands understand all things better than they'.

Women are usually or traditionally responsible for obtaining feed for fish such as collecting rice bran and grass and any other available vegetables wastes and feeding the fish, pond fertilization and pond maintenance. Generally, men are responsible for pond preparation, pond weeding, drying or drainage and the regulation of water into pond prior to stocking, although women often help.

When a large batch of fish is to be harvested from a pond using caste nets, this is considered as the men's responsibility. Also, fish farming is considered to be a male activity which needs strength and mental preparedness to face any uncertainty, loss or challenges that women may not be able to overcome.

#### **Women's participation in training and extension services**

Usually, women do not speak out in mixed-sex training sessions before males who speak loudly in responding to the trainer though these sessions do enable women farmers to become informed about production and new technologies. Women members are less confident in the groups. Causes identified are women having less education or being more illiterate than men.

The causes of less attendance in training were identified as women having to work longer hours on both productive and reproductive work and thus have little time to attend training sessions and are confused about how to manage their time between home and work.

Sometimes, the women are unable to attend aquaculture training as they have to take care of small children and ill or aged members of the family. Another reason for the low participation of women in training was the feeling that they might not be able to take notes and follow technical knowledge because they have a lower education level. Women's lack of literacy further limits their ability to participate in decision-making processes and training and education programmes. This may lead to their self-exclusion from aquaculture training.

#### **Women's agency: access and control over resources and decision-making processes**

Traditionally, women do not have access and control over resources like land produce, knowledge, cash/credit and tools. Women are still considered dependent on their family income and resources. Women are less knowledgeable as to which resources they control, who has power to decide whether a resource is used, how it is used and how it is allocated. In the opinion of women, men spend more of the money that they earn from fish farming for their own consumption than do women. On the other hand, women are more likely to purchase goods for children, husband and general household consumption. But they feel relieve to depend on men's decisions on money use as they think they are less knowledgeable and lack the proper skills in money management, yet they manage household activities in most cases smoothly with consideration as a home manager.

Buying and stocking fingerlings, for example, is an important technical decision for farmer groups and the role of men focuses more on decision-making in deciding the fish species, purchasing, netting, harvesting, marketing and even the use of income while women provide the labour for collecting the feed and feeding fish on a daily basis along with their other household chores. While women's labour is critical to the running of households and fish farms, they traditionally have limited roles in the decision-making processes. At present, the majority of the credit is obtained from small credit bank and informal sources in

which women are the primary borrowers. Usually, women give the credit to their husband if they invest in fish farming or spend for personal needs whereas women are responsible to repay the installment money of the loan.

### **7: Suggestions for critical areas to be considered at FAO Workshop on Future Directions for Gender in Aquaculture and Fisheries Action, Research and Development by Marilyn Porter (Canada)**

**Targeted, comparative qualitative communities studies.** This suggestion arises out of my theoretical concern that we have not yet applied the full power of sociological and feminist thinking to the problems that women fishers face. We have begun to supply the missing perspective of gender and have recognised that if, as Williams has indicated, we start by looking through a ‘gender lens’, we change what we look at, how we interpret it and how we address the issues it raised. But, we are not yet equipped with an overall understanding of gender and fisheries, which means that we also lack a way of fully conceptualising the impact of globalisation and other macro processes on the situation.

I would like to see enough resources to initiate a large scale, qualitative and comparative inquiry to show how dimensions of power, inequality and discrimination take different forms as different social, cultural and economic contexts interact with different fisheries. Such studies would draw attention to exactly how changes in the pursuit of marine resources are constructed in different situations, and thus obtain a greater understanding of how gender is one (very important but not exclusive) dimension in how power, culture and economy interact.

We all quote from numerous small-scale studies of particular fishing communities to make points about how women’s situations could be improved but we lack systematic, overall, comparative studies that would parallel the large scale quantitative scientific studies and would enable us to create realistic and substantial policy frameworks to help women fishers and women living in fishing communities.

**Women feed the world.** Oxfam, and other large NGOs have paid increasing attention to the food shortages that now imperil many populations. The number of people who live in chronic hunger is already rising and is likely to rise more as climate changes take effect. In response to this, NGOs have drawn attention to the role of women as food providers for their families. While most of this attention has focused on women as farmers, we should argue that women can also provide nutrition from aquatic sources – fish, shellfish, seaweed, etc. My thoughts on this are not well developed, but it seems worth developing as a theme. How can we enhance women’s access to fish as a food source for their families, rather than as a form of employment or for sale? But at the moment, most projects and policies are directed at increasing women’s access to fish as income; there is much less done to ensure that women have access to fisheries that provide food directly or to methods of fishing or processing that might not be economically viable for sale but would provide good sources of nourishment.

### **8: Making gender-AWARE/TRANSFORMING policies a reality by Stella Williams (Nigeria)**

At the country or regional levels in sub-Saharan Africa, gender-sensitive policies even though these have been passed are still at rhetoric levels. Thus, a future direction in gender and fisheries level is to make these policies a reality.

For example: Education of African females in the area of fisheries and aquaculture could become a practical policy if a center of excellence is initiated to cater for all students – women and men in this special area.

A good strategy is to create a database as an indicator for the analyses of gender in fisheries and aquaculture. There should be a table showing the population of women and men in terms of capacities (educational levels) at all levels and their employment in all diversity areas.

**1. Encourage cultural change that improves gender equality**

Any capacity training that will lead to the development of leaders is critical for the improvement of gender equality. The reason is simple. Culture and tradition of the people matters and until this aspect is addressed at the leadership level, it will not become a reality;

**2. Involving men is critical for promoting women's empowerment**

The African Women in Agricultural Development (AWARD) project has demonstrated that through milestones such as:

- i. Mentoring;
- ii. Science placement, and leadership capacities of the mentors who are 50 percent male is one of the reasons why the programme has been successful in its implementation. Culture matters and therefore by involving men as "Mentors" in the project has been critical for promoting women's empowerment in this instance.

**APPENDIX 4****Workshop group photo**

Participants to the FAO Workshop on Future Directions for Gender in Aquaculture and Fisheries Action, Research and Development, 23–24 April 2011, Shanghai, the People’s Republic of China. Back row (left to right): Pedro Bueno, Nikita Gopal, Katia Frangoudes, Marilyn Porter, Choo Poh Sze, M.C. Nandeesha, Jariah Masud, Rebecca Metzner, Zumilah Zainalaludin, Nandini Gunewardena, Holly Hapke, Nafina Pierri Estades, Md Ghulam Kibria, Angela Lentisco. Front row (left to right): Melba Reantaso, Tengku Aizan Hamid, Meryl Williams, Hon Kilus Nguvauva, Stella Williams.

The FAO Workshop on Future Directions for Gender in Aquaculture and Fisheries Action, Research and Development, held at the Shanghai Ocean University, Shanghai, the People's Republic of China, from 23 to 24 April 2011 and attended by 24 experts from 14 countries in Africa, Asia, Europe, North America, South America and Oceania, and FAO, was convened to generate strategic ideas and actions that could be used to develop a road map for future directions on gender in aquaculture and fisheries. A Shanghai statement was drafted as a starting point to guide actions on the path to understanding the implications of roles, experiences and contributions of women and men in aquaculture and fisheries. In order to achieve the level of understanding and awareness to stimulate actions the following are some essential requirements: direct advocacy to focus attention on gender in the fish sector; political will to implement and practice gender mainstreaming; well-developed gender policies should be put in place. The value of gender training, education and extension was also recognized. The workshop identified a number of important key gender concepts and how they relate to research, required tools and data.

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