



Merging the social with the technical *Social Consciousness-raising Exercises: Tools for a Gender Transformative Approach*

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GAF 7: Gender Transformative Approaches in Fisheries and Aquaculture:
an exploration of strategies and emerging outcomes



RESEARCH
PROGRAM ON
Fish



Women-targeted technologies

Targeting women with technologies



Why target women?

Close to home for easy access (time and labor burden, mobility and access constraints)

More control over homestead assets

Income opportunity from an underutilized resource (without hindering other usage)

Enhanced resilience through **diversified** food and income options

Nutritional consumption enabled through small fish

How?

Selection based on interest and close proximity to resources

Technical knowledge transfer through short-duration trainings

Coaching

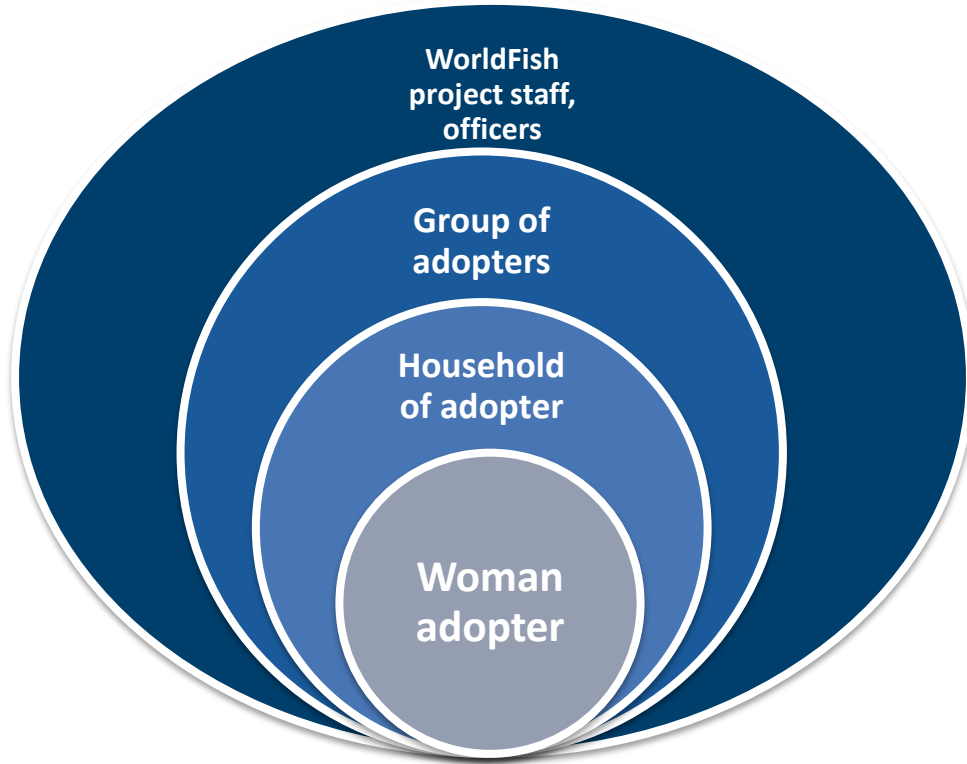
Demonstration set up for practical learning and scaling out

Linkage events



Studies evidencing need for GTA

Technology users are embedded in a range of relationships

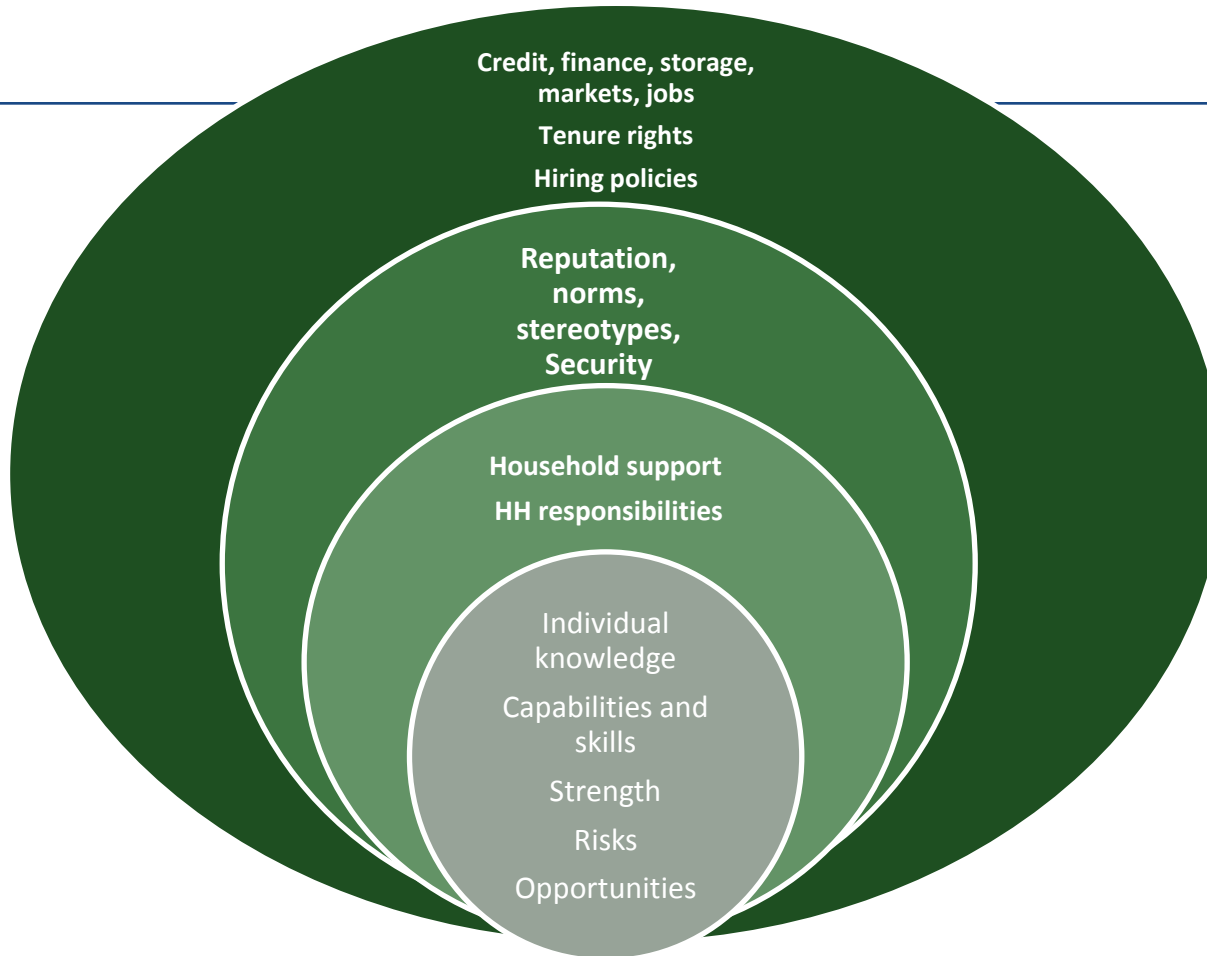


Technical approaches/gap filling can accept/reinforce inequity

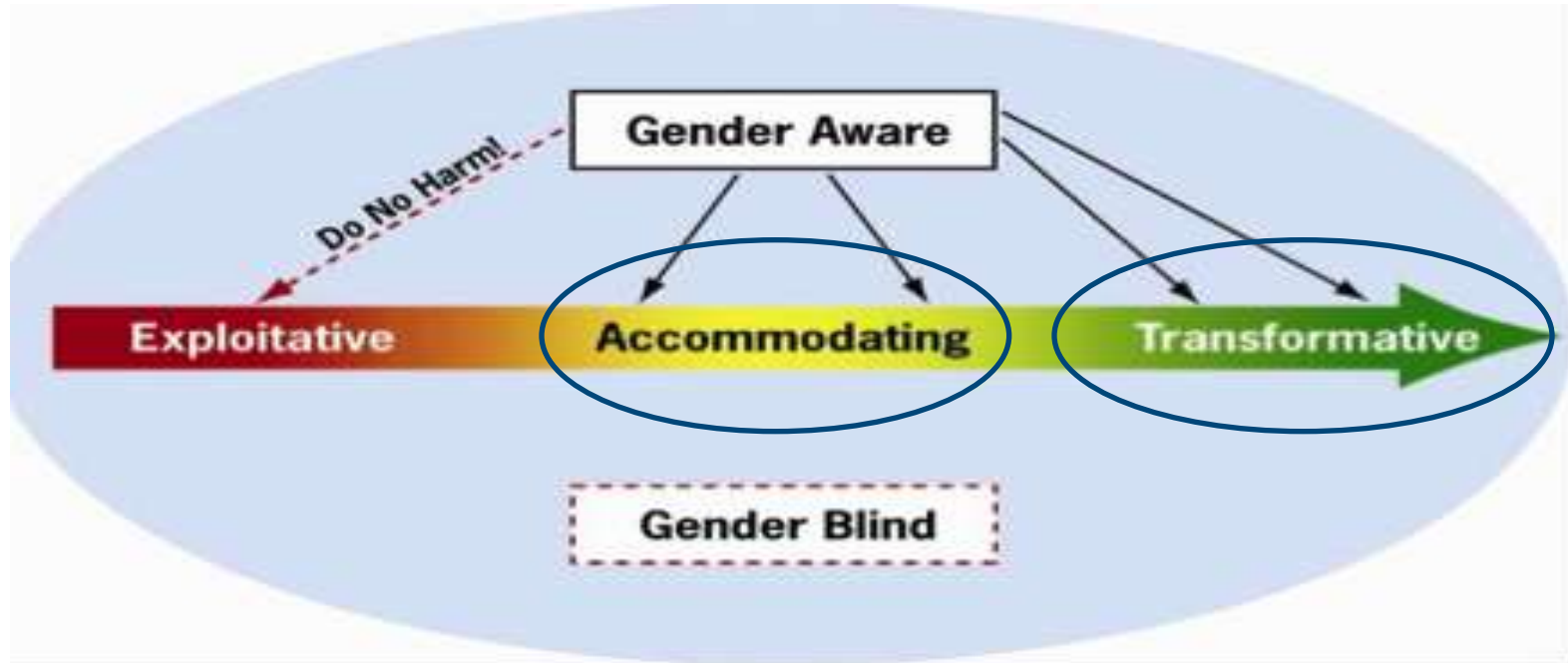
Gender integration without social change limits sustainability of impacts

Need to engage with both women and men & address unequal power relations

Multi-scale look into constraints



Gender Integration Continuum

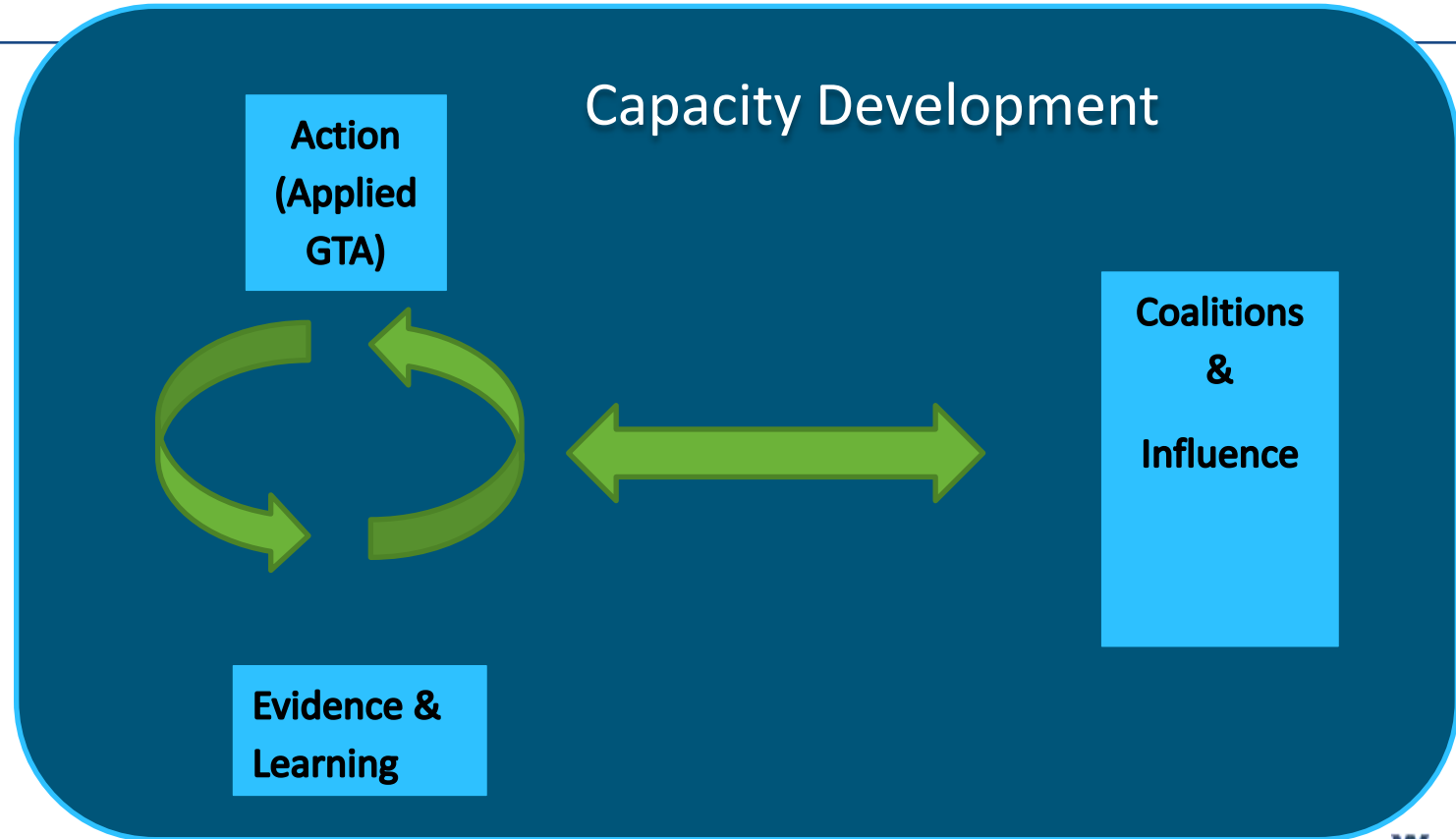


Gender-transformative research

Integrates efforts to redress gender disparities in resources, markets and technologies with complementary actions to address underlying social norms and power relations.



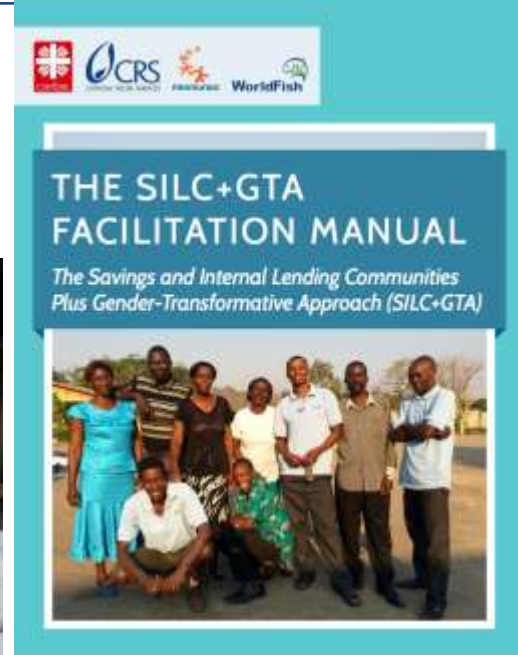
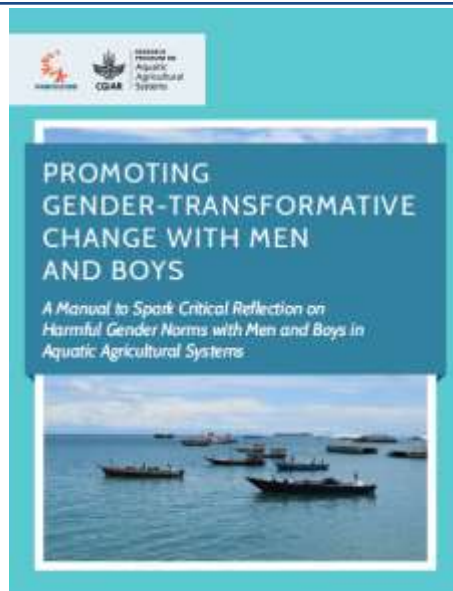
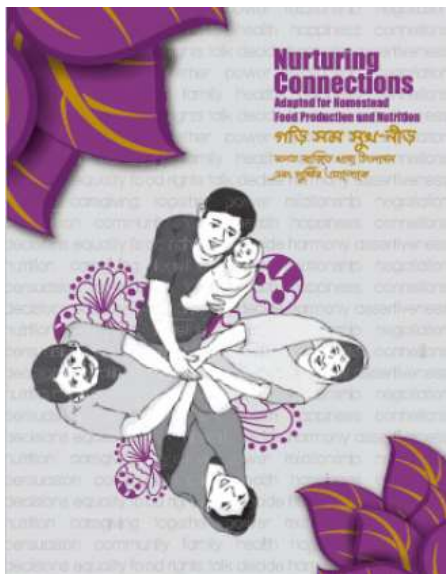
How we approach GTA in Bangladesh





Examples of GTA incorporation

Tools to facilitate critical reflections



Theory of change behind tools used in Bangladesh

Promundo	Nurturing Connections
<p>Changes focused on: Gender transformation takes place through women and men</p> <ol style="list-style-type: none">1. Learning through questioning and critical reflection on gender norms to develop new attitudes and skills2. Rehearse equitable and non-violent attitudes and behaviours in a comfortable space3. Internalize new gender attitudes and norm and apply these through their own relationships and lives	<p>Changes focused on: Gender transformation takes place through:</p> <ol style="list-style-type: none">1. Behaviour change is a process that requires internalizing of new concepts by men and women2. Gender norms are driven by community norms and group dynamics3. Adults learn best through action and experience.

Case 1: Complement technical with GTA in CSISA-BD homestead pond technology

Conventional Technical Training on Homestead Pond Polyculture Technologies	Accompanying Gender Sessions developed from HKI Nurturing Connections Manual: sample activities
Introduction, rules, commitments	Demonstrating and building trust (whole family)
Pond Preparation	Power hierarchies; obstacles to listening
Stocking Management	Interactions between identity and decision-making
Post-stocking management	Who decides about the pond (whole family)
Horticulture and family nutrition	Intra-HH allocations of food and power; self-esteem building
Harvesting, restocking, marketing, income, expenditure	Assertiveness training
Gender Awareness/ Nutrition Education	Exploring gendered behaviors (with husbands)
Linkage event with value chain actors, community members, etc.	Community Theatre skits on gender and livelihoods, Community meeting on gender norms
Project review, future planning	Change in gender norms over time

CSISA-BD GTA design

Family members involved

No demonstration farmers

Smaller groups

Technical knowledge merged with social awareness

Training modularized over the entire production cycle



FGD

Training
designed

HKI
conducts
TOT

Baseline
designed and
conducted

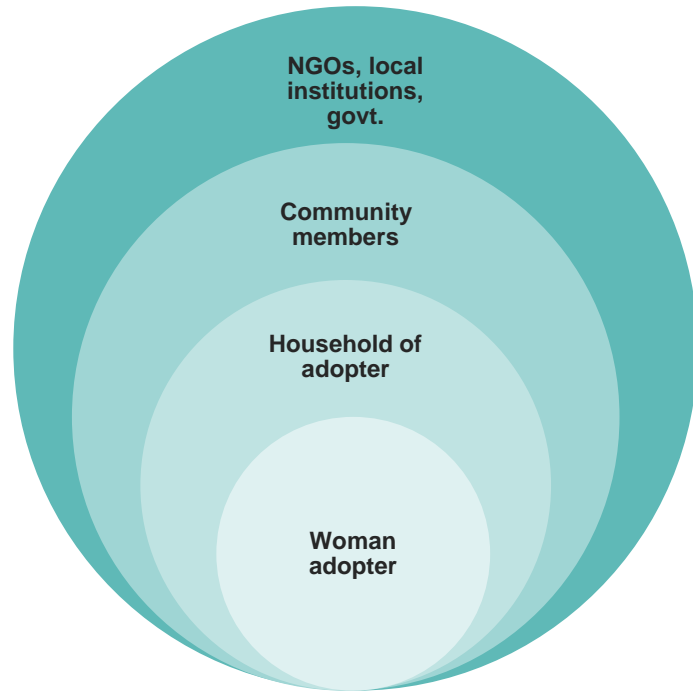
Sessions
conducted



USAID
FROM THE AMERICAN PEOPLE



Case 2: Multi-scale GTA approach in promoting Gill net technology in AIN



At the **household level**, tools used include 'hopes & fears', demonstrating and building trust, 'power hierarchies', access to nutrition, obstacles to change, 'who decides', and exploring gendered behavior.

At the **community level**, tools used include 'hopes & fears', 'looking at our attitudes', 'acting like a man/woman', 'how will we empower each other', gender equality solutions, 'the man box' (masculinities) and a historical timeline of gender changes.



Social consciousness raising exercise examples

Understanding Gendered Perspectives: Video Aids for Nurturing Connections

Demonstrating and Building Trust: Blind fold game

Hopes and Fears

Partial View points

Good Girls don't talk loudly, Good Boys don't listen to Girls

Exploring Gendered Behavior

Happy Family Role Play

My Name is... and I am Good at...

Who Decides? HH decision Making

Asset mapping



Intra-household food distribution exercise



PART 3 SELF-WORTH AND VALUING PEOPLE

3. Describe the scene: "It was dinner time. The wife had cooked rice, kitchuri, some fish and some leaves. She dished up for everyone:

- a big plate of food with a bit of everything for her husband
- a smaller plate with a bit of everything for her father-in-law
- a plate with rice, kitchuri, 1 fish and leaves for mother-in-law
- a plate with rice, kitchuri and an egg for the young boy
- small plates with rice and kitchuri for the girls
- a plate with rice and a few leaves for herself (that's all that was left).



AS THE VOLUNTEERS ACT OUT THE SCENE THERE IS USUALLY SOME LAUGHTER – PARTICIPANTS RECOGNIZE THEIR OWN PRACTICES OF UNEQUAL DISTRIBUTION. DO NOT RESPOND AT THIS STAGE.

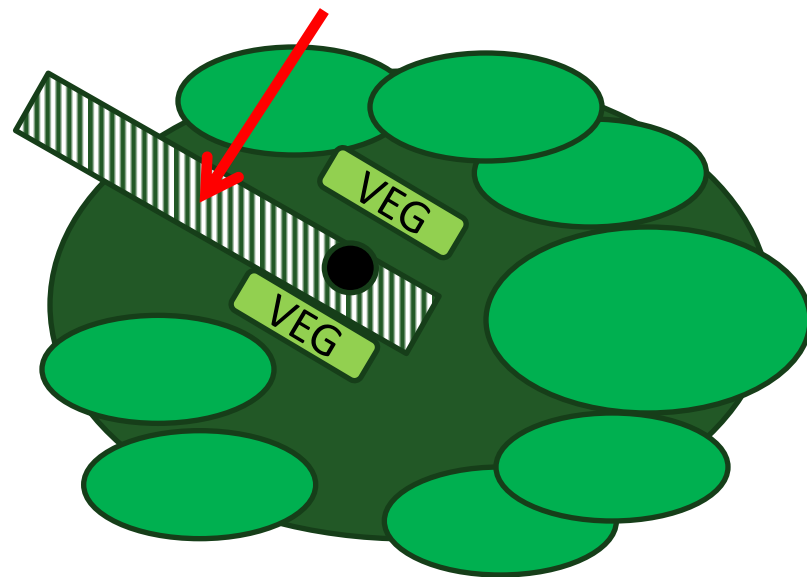
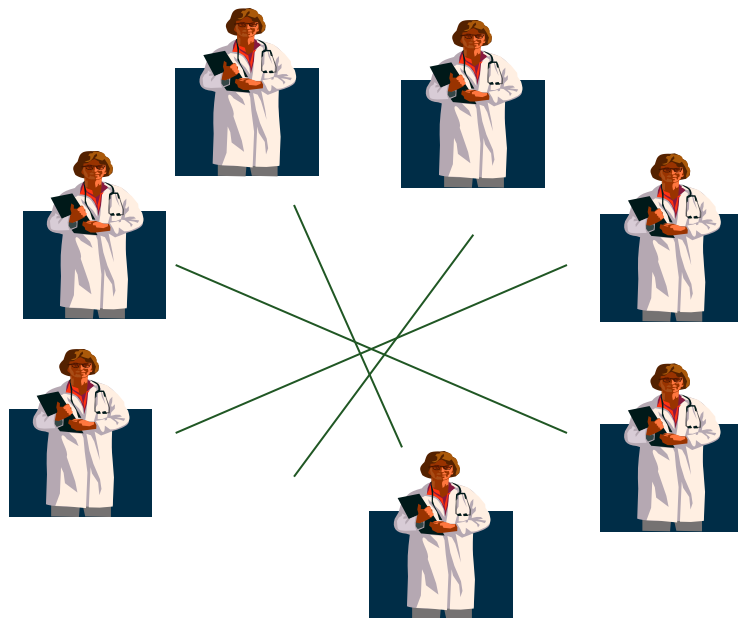
Gender
transformative
Value chain
Analyses
tool




A photograph showing three people in a shallow body of water. In the foreground, a man with grey hair, wearing a white t-shirt and a blue and green patterned cloth draped over his shoulders, stands with his back to the camera. To his left, a person in a vibrant, multi-colored patterned garment is partially submerged. To his right, another person in a similar colorful garment is also in the water, carrying a white bowl on their head. In the background, a long wooden boat is floating on the water, with a long wooden pole extending from it. The far bank of the water is lined with green vegetation and distant hills under a clear blue sky.

Further areas to apply GTA?

Working through communities of collaborative women farmer researchers



5-10 WOMEN FARMER RESEARCHERS PER COMMUNITY



Aquaculture in
challenged ponds
(96 Ponds)

Research Agendas

- Fish Species and Density
- Feeding Strategies
- Productivity
- Understanding Food Cycles
- Research Capacity Development
- Build in Gender Transformative Approaches

Small
Pond
Habitat Mgt
(60 Ponds)

Research Agendas

- Fish Species and Density
- Fish Lifecycles
- Feeding Behavior vs Habitat
- Productivity vs Habitat Type
- Understanding Food Cycles
- Research Capacity Development
- Build in GTA



Analyses and emerging results

How to measure?

Design:

Mixed methods; longitudinal quasi experimental studies

Qualitative:

- Change in norms: GENNOVATE NVIVO to analyze

Quantitative

- Empowerment: WEFI, modified WEAI
- Changes in mindset: attitude scales : GEM
- Self-efficacy, power within: Psychometric measures
- Technology uptake, production, income, consumption



Farmer perceptions from CSISA-BD

Because our husbands, father in laws, and mother in laws were included in some sessions, it was easier to for them to understand what we told them. They don't create any barriers to our participation (woman SGD participant).

Since they (other family members) were included they heard it from the masters themselves. They believe us now about the benefits of investing (woman SGD participant).

Farmer perceptions from CSISA-BD

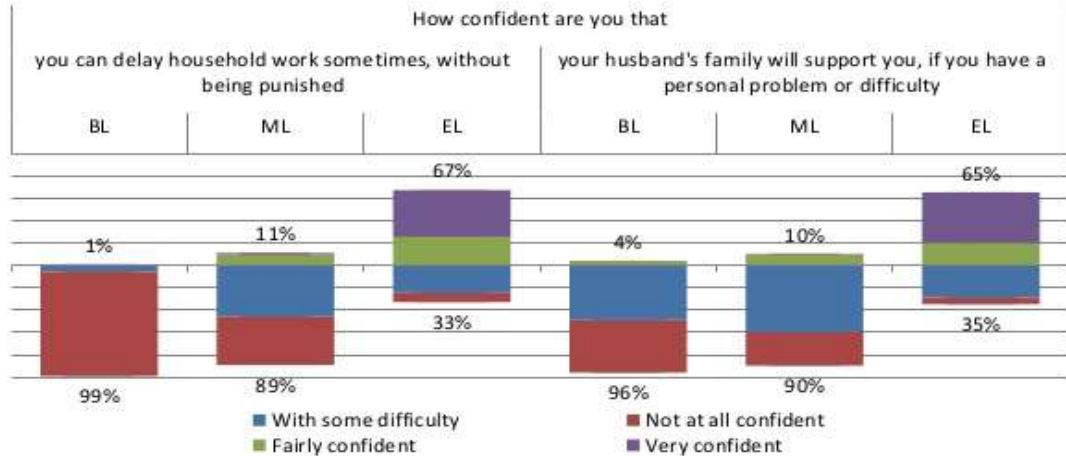
There was an exercise with family members on distributing food and on how we usually make sure they eat better before eating ourselves. So usually we don't have much on our plates. In the past, men didn't notice this. As long as they got a big piece or the head, they were happy. Now, following this exercise men check what we are eating. They acknowledge that we work hard all day and make sacrifices and should eat equally (Consolidated comments across many women SGD participants).

Our husband's ask us before purchases more than before. It is because husbands are aware of the benefits of asking their wife's opinion and since we women were able to learn a lot from the training (woman SGD participant)

GT+technology emerging results

- Changes in certain attitudes
- GT softened backlash around technology uptake and new roles for women
- Familial collaboration over technology use
- Changes in self-efficacy amongst women
- Consumption of mola by target group

SECTION 3: BEAM BASELINE



Tools, resources

Tools developed with partners:

- *Nurturing Connections video & [manual](#)* (a gender transformative tool to foster critical reflection)
- [SILC+GTA manual](#) (the savings plus internal lending communities +Gender transformative Approach in Zambia)
- [GTA with men and boys: Promundo & WorldFish manual](#) (Promoting Gender-Transformative Change with Men and Boys: A Manual to Spark Critical Reflection on Harmful Gender Norms with Men and Boys in Aquatic Agricultural Systems)
- [Blogpost and video on Moving forward together manual](#) (Video stories within a manual to help families overcome gender based challenges in Zambia)

Communicating GTA to a non-scientific audience

[Animation highlights need to tackle gender norms](#)

Studies evidencing need for GTA

- [Understanding the gender dimensions of adopting climate-smart smallholder aquaculture innovations](#)
- [Gender integration in aquaculture research and technology adoption processes: Lessons learned in Bangladesh](#)

Studies evidencing GTA

- [Gender Relations and Improved Technologies in Small Household Ponds in Bangladesh: rolling out novel learning approaches.](#)

More Resources

Further resources

- [Gender Strategy Brief – A Gender Transformative Approach to Research in Development in Aquatic Agricultural Systems.](#)
- [Building Coalitions, Creating Change: An Agenda for Gender Transformative Research in Development Workshop Report](#)
- [Transforming gender relations: A key to lasting positive agricultural development outcomes.](#)
- [Measuring gender transformative change.](#)
- [Gender-transformative approaches to address inequalities in food, nutrition and economic outcomes in aquatic agricultural system](#)
- [Measuring Gender-Transformative Change: A review of literature and promising practices.](#)
- [Implementing a gender transformative research approach: Early lessons. In Research in development: Learning from the CGIAR Research Program on Aquatic Agricultural Systems.](#)
- [Postharvest fish losses and unequal gender relations: drivers of the social-ecological trap in the Barotse Floodplain fishery, Zambia](#)
- [Collaborative effort to operationalize the gender transformative approach in the Barotse Floodplain](#)
- [Considering gender: Practical guidance for rural development initiatives in Solomon Islands.](#)

Research for development initiatives whose goal is to typically fill “gender gaps” and focus “...on the separate characteristics of women and men rather than on the way that social institutions work together to create and maintain advantages and disadvantages” fail to sustainably reduce gaps in poverty between women and men (Okali 2011)

Thank You



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