



USAID
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Fisheries Opportunities Assessment

Appendix 4

Capture Fisheries and Gender

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Cover Photo Credits: *Left:* Filipino fisher mending nets (Alan White); *Center:* Ecuadorian woman cleaning fish (Patrick Christie); *Right:* Fishing boats, Indonesia; (Robert Pomeroy)

Appendix 4

CAPTURE FISHERIES AND GENDER

Nancy K. Diamond, Ph.D.

I. Objectives

As part of the Capture Fisheries Assessment, the United States Agency for International Development (USAID) has commissioned this review of gender issues, lessons learned and best practices, and priority opportunities for:

- Commercial and subsistence capture fisheries, in marine and freshwater settings
- Biodiversity conservation activities related to fisheries

Aquaculture, and the gender issues associated with it (e.g., women's critical roles in aquaculture production, post-harvest processing and sales), are not part of the scope of work for the capture fisheries assessment.

USAID's commitment to mainstreaming gender issues and promoting gender equity is enshrined in the 1972 Percy Amendment of the U.S. Foreign Assistance Act and the 1996 USAID Gender Plan of Action. USAID's internal guidelines, known as the Automated Directives System (ADS), also specify such requirements. Hence, all USAID project planning and implementation, as well as procurement actions must include gender analysis, gender mainstreaming strategies and gender-sensitive performance monitoring and evaluation.

Accordingly, this assessment, identifies key gender issues for capture fisheries and the ways in which gender issues can be addressed in the recommended fisheries opportunities—either by reducing gender-related barriers and/or by identifying strategies that improve women's status. While there may be situations in which women-focused activities are relevant, it is preferable to establish new capture fisheries programs such that *both* women and men may participate equally and benefit equitably from the same programs and services.

II. Methodology

Information sources for this report include relevant academic and project literature (see Literature Cited), in addition to selected expert input.

III. Introduction

While considerable attention has been given to gender-related issues for research and programs in agriculture and forestry since the 1970s, the field of gender and fisheries is still in a nascent stage.¹ With that said, there is now a growing body of research that

¹ A 2004 symposium held in conjunction with the 7th Asian Fisheries Forum, was billed as the "first ever" Global Symposium on Gender and Fisheries and sponsored by the Asian Fisheries Society and the WorldFish

documents gender relations and other gender-related issues in communities—in both coastal and inland settings—where people fish. There is also a separate field of work on gender issues for integrated coastal management, and there has been some attention to the gender impacts of policies and programs. Even cross-sectoral research is now available that links fisheries, gender and other issues (e.g., nutrition/food security, health, HIV/AIDS, trade, democracy-governance and biodiversity conservation and management).

Yet still, significant gaps in gender and fisheries information remain. For example, there is too little attention to representation issues—i.e., to ensuring representation of both men’s and women’s interests in fisheries governance, particularly for watersheds, river and lake basins, and transboundary management units. Gendered indigenous knowledge about managing fisheries-related biodiversity is also not particularly well-documented. Further, national, regional and global data on fisheries-related employment fails to document and report the full extent of women’s contributions to fisheries-related activities, including equipment repair, boat fishing, gleaning activities, fish drying and salting activities, transport and marketing.

As with forestry and agriculture, there is inadequate information on gendered labor, resource use and knowledge. This, added to the under-representation of women in decision-making and technical roles can often result in: 1) insufficient broad-based support for fisheries programs, 2) benefits captured only or mostly by elite and older males, and 3) disproportionately negative impacts on women. Many types of natural resource management activities are focused on, or related to, planning. Yet, past experience suggests plans are only as good as the quality of information upon which they are based. This requires recognition of and information on the different patterns of resource use by men and women—uses which can sometimes be complementary and other times competing. While men and women may have joint economic activities, they also may have separate ones. Women and men are also differently involved in decision-making about natural resources, particularly at the community and higher levels. These informal arrangements and formal rules, which are also known as gender relations, can vary by neighborhood, community, ethnic group or religion, region and country.

IV. Gender and Capture Fisheries Issues

IV.A. Subsistence and Commercial Fishing in Marine and Inland Settings

As noted in the main body of this assessment, fisheries refers to “the capture or farming of aquatic animals and plants” and “...includes a wide range of occupations related to catching, growing, processing, and sale.” The scale of activities ranges “...from individuals with hook and line to multinational companies with vessels roaming the high seas, and from small-scale farmers with fishponds to corporations operating large-scale coastal fish cage farms.”

Center. The two-day symposium attracted 30 papers by over 100 authors and strong audience discussions covering countries from Kiribati, through Asia Pacific, Africa, Europe and the Arctic.

It is still commonplace for fisheries research and development programs to focus on fishermen who fish from boats. In addition, most researchers and development practitioners working in fisheries are also male. They favor male informants, conduct research at times convenient to men but not necessarily women, prioritize men's knowledge about resource management and conservation and engage men in solutions to unsustainable or inefficient fishing. In order to conform to external ideals about gender roles² or because women in some places view their fishing-related activities as family obligations rather than as work, both men and women may under-report women's actual level of involvement in fisheries activities and their contributions to family income.

The focus on male boat fishers presents an incomplete picture of the fisheries sector and its importance to communities and countries (see Box 1):

- Boat fishing by men has been assumed to be the most economically important activity within “fishing”. This results in an incomplete economic valuation of the full range of activities that constitute the fisheries sector—fishing, gleaning, processing, trading and maintenance activities. Further, the activities of women and children have been either ignored or viewed as “supportive” or “insignificant” and their labor contributions seldom assigned monetary value. Choo Poh Sze of the WorldFish Center (2004) has conducted research in Malaysia in which surrogate pricing methods for women's unpaid work on fish net repair and boat building suggests that the value of those activities often surpass that of the income men derive from fishing. In any setting, fisheries sector work by women is, at minimum, a subsidy to the price of fish. Unfortunately, it is often a subsidy from the poorer segments of society to the wealthier people who eat the fish.³

Box 1. Man Overboard

“Fishing and aquaculture are usually pictured as occupations or recreations of men hauling nets and lines in dangerous seas, piloting fishing boats, constructing fish ponds and cages and negotiating with fish traders and fisheries officials. Throughout the world, what these pictures miss are the contributions and roles of women, youths and even children. Studies and closer observation of fisheries and communities are starting to put together descriptions, stories and hard statistics on the contributions of these other segments of our societies. The invisible groups, in fact, may contribute more economically than the traditionally recognized fishers.”

(Source: Williams, M.J., Nandeesh, M.C. and P.S. Choo. 2004. Changing traditions: first global look at the gender dimensions of fisheries. In: Symposium on gender and fisheries, 7th Asian Fisheries Forum, 1-2 December 2004, Penang, Malaysia)

² Similarly, both men and women may not readily admit to the full extent of men's involvement in cooking, cleaning and childcare.

³ Williams, M.J., Nandeesh, M.C. and P.S. Choo. 2004. Changing traditions: first global look at the gender dimensions of fisheries. In: Symposium on gender and fisheries, 7th Asian Fisheries Forum, 1-2 December 2004, Penang, Malaysia.

- It has been commonly assumed that women are not significantly involved in boat fishing in most places in the world. However, the actual extent of women's and children's involvement in all fisheries-related activities, including boat fishing, remains unknown. This is at least in part due to a lack of sufficient site-specific and national accounting of fisheries activities.⁴ While women appear to be much less involved in deep sea fishing in many parts of the world, increasing documentation suggests that women's involvement in near-shore boat-fishing is more common than previously assumed (e.g., the South Pacific, parts of Asia, Africa, Latin America and richer countries).
- In addition, ignoring women's involvement also deprives research, development and conservation programs of an important source of gendered-knowledge about coastal and inland fishing ecosystems.

Since the 1970s, researchers and donors have recognized that many fisheries development activities and research efforts exclude women, and both international advocates for women, as well as host country advocates for women and social justice, have pressed for greater inclusion of women in all types of development activities. Also, more women and social scientists have become involved in fisheries research. In spite of the fact that researchers and development practitioners began consulting women about their knowledge, needs and priorities, the majority of fisheries funding still focused on boat fishermen—with some modestly funded side projects sometimes added to help “women in fishing communities” through enterprises unrelated to fisheries (e.g., poultry-raising or handicrafts, etc.). This latter type of efforts is sometimes referred to as “add women and stir”, because such programs remain male-focused and male-dominated and the only real change is the “token” addition of women and minor investments in women's “side” projects. In programming of this type, women's income generation takes precedence over their equitable representation in fisheries-related decision-making.

Around the year 2000, there began a paradigm shift toward “gender and fisheries” analyses and strategies for both researchers and development practitioners. This new orientation aims to improve the status of women and increase gender equity (e.g., it reexamines and redefines gender roles for men and women, increases women's access to productive resources and services via changes in policies or programs). There is an emphasis on understanding gender relations via gender analysis, collecting sex-disaggregated information for planning purposes and seeking more balanced participation and benefit distribution (e.g., specific ways of improving the gender balance of program informants, participants, stakeholders and staff) within fisheries programs. For gender analysis, there are specific tools and existing research methods can be broadened to include female enumerators and informants. For balanced participation, programs are devising strategies to identify diverse stakeholders and reduce access barriers that exclude women from resource management decision-making, economic opportunities and capacity-building activities. These efforts correspond to a global reorientation of

⁴ Anthropologists and others have studied coastal, lakeside and riverine artisanal fishing-related activities for a much longer period of time. However, this body of social research has not consistently addressed gender relations, including the gendered division of labor, income, knowledge of fisheries biodiversity, etc.

research and development to ensure that women benefit from international assistance and from a recognition that social inclusion and participation are key principles for sustainable development.

General gender and fisheries issues for all settings can be summarized as follows:

- *Gender division of labor and income.* Women and men in fishing communities tend to engage in different work, sometimes in different parts of the land/seascape. Men may more often fish in offshore areas or major inland water bodies, whereas women tend to fish closer to shore. Women are more often involved in post-harvest activities than men, including both artisanal and commercial-scale post-harvest activities. Women more often engage in multiple livelihood activities, whereas men can often focus on one primary income-earning activity. For fishing households, non-fishing income from women and men can off-set the increasing unreliability of fishing income and pay for essential household expenses such as food, health and school expenses. However, additional sources of income for fishing households do not always translate into a reduction in fishing activities.
- *Gendered access to decision-making (representation and advocacy).* Women less often have access to formal decision-making about resource management and other topics, at the community, sub-national and national levels. Their interests are often inadequately represented—either it is assumed women’s interests are the same as their husbands’ or all women’s interests are conflated, regardless of differences in economic levels or other social variables. Further, because women are often expected to spend more time than men on childcare and home responsibilities, they are not always available for community meetings and when they are invited and are available, cultural norms and a lack of confidence may leave women inhibited about expressing their opinions in mixed-sex vs. single-sex groups. Also, when women are invited to articulate their priorities, their caretaking roles often influence their priorities for investments (e.g., clean water, safe food).
- *Gendered rights to natural resources.* Men more often have secure rights to land, water and coastal resources. Both formal and informal tenure regimes and other laws such as those related to inheritance and marriage can impede women’s access to, and use rights over land. Lack of secure tenure, in turn, creates greater barriers to women’s access to credit and services.
- *Gendered rights to services and mobility.* Both cultural norms and state policies can influence women’s access to education and their levels of literacy. At the community level, this influences women’s ability to participate in program activities, including capacity-building activities. From a national perspective, educational limitations and segregation of women into a limited number of professions results in fewer women professionals in fisheries. This is further exacerbated in some cultures, particularly Muslim cultures in the Middle East and some parts of South Asia, where women’s mobility is much more restricted than men’s, thereby limiting their ability to participate in, and benefit from fisheries activities that require travel.

- *Gendered access to markets, market information and trade.* Income-earning enterprises usually have some gender division of ownership—with some natural resource-related businesses dominated by one sex and others being mixed-sex. This pattern varies by location. Even if women dominate a specific type of enterprise, they may lack access to the same domestic and international market information as men—because of literacy and mobility issues. With less access to credit, women have more difficulty scaling-up their enterprises—i.e., by expanding their inventories and/or expanding their geographic selling area.

For the planning of sustainable local or sub-national fisheries sector programs, there is still a need for site-specific sex-disaggregated information on resource use, tenure and knowledge and decision-making in all geographic regions. Generalizations about gender and fisheries for entire regions are meaningless and should be avoided, given the wide range of cultural diversity within regions based on ethnicity and religion. For example, in Central African riverine areas, there appear to be intra-community differences in women's extent of fishing and in the division of fishing-related tasks between Bantu women and those from the Baaka ethnic groups. Similarly, Bugis and Christian women, in the same and neighboring communities in coastal North Sulawesi Province (Indonesia), appear to differ in their level and type of engagement in fishing.

Inadequate sex-disaggregated data—at the national, regional and global levels—has contributed to a lack of recognition of women's full economic contributions to the fisheries sector. Although Eurostat and other organisations (e.g. Food and Agriculture Organization/FAO) have tried to establish harmonized definitions and classifications for fisheries sector statistics, there are still many gender-related gaps in national statistics due to definitional and data collection issues:

- The statistical unit for fisheries sector employees includes fisherman/woman or other worker employed in the fisheries sector. However, many women are often not counted because the definition excludes those employed by the fish processing industry and in ancillary sectors of the fishing industry (e.g., vessel construction, net manufacturers), as well as those involved in enterprises related to transporting and selling fish.
- Figures on employment and income in fisheries typically only count direct fishing work that leads to cash payments or fish production for home consumption. This definition overlooks women's unpaid work such as net mending and boat building activities that are performed as part of their marital obligations, e.g. in the Philippines and other parts of Asia.
- National statistics cannot identify women's actual participation in capture fisheries because both capture fishing and aquaculture activities are combined.
- There is an employment category for subsistence fishing in Marine Waters but not for Internal Waters, where many women have greater involvement.

- If employment is counted as the time spent on an activity, then women's time spent on fisheries is more likely to be captured. However, sometimes full-time, part-time and occasional employment definitions are based on an individual's proportion of the income derived from fisheries. If women do not get paid for their work (e.g., repairing fishing nets), they will be excluded by this type of definition.

IV.B. Biodiversity Conservation Activities

Biodiversity conservation projects focus on sustainable stewardship of marine and freshwater ecosystems. To date, most conservation efforts have focused on fish capture activities for various purposes and at various scales (i.e., commercial fishing in marine and large inland bodies of water, community-based commercial and artisanal fishing and marine protected areas) as well as large scale fish marketing activities (e.g., fish certification).

As described in the section above, male boat fishers have more often been the focus of conservation activities and decision-making bodies. Considerably less attention has been given to women's fishing-related activities, including fishing, gleaning, gear repair and construction, post-harvest processing and small-scale trading. Also, women have not always had adequate representation on community conservation committees.

Women's knowledge about fishing ecosystems has not always been elicited or included in science-based management. Women often use different landscape niches than men and manage different aquatic resources. For example, in the Okavango Delta, Soderstrom and Masundire (nd) note that men generally fish in the river and its tributaries and women typically fish on the floodplain during high flow events. This arrangement makes women particularly vulnerable to any dramatic changes associated with upstream water development.

Although women have significant influence on the behavior of family members and neighbors, few programs with conservation activities aimed at changing people's behavior related to illegal fishing or other ecologically destructive activities tap into this source of influence.

There is also evidence to suggest that new local policies that restrict use of aquatic resources can have a differential and negative impact on women. For example, women may feel forced to fish or glean illegally simply in order to feed their families (see below).

V. Best Practices, Lessons Learned and Priority Opportunities

The examples below include selected experiences of USAID Missions, Regional and Global Programs, other bilateral and multilateral funders, and research informants.

Bilateral and Local Situations

Livelihood activities

Rights for workers engaged in industrial post-harvest processing of seafood, largely women in many areas of the world, need to be strengthened to protect them from unsafe and unhealthy factory conditions.

- For medium and large-scale enterprises, women entrepreneurs may favor women employees; with adequate market information via the Internet, they show great creativity in combining the basics of post harvest fisheries food products with new directions in artwork, gourmet products, use of byproducts, and fashion for new and global markets. Dr Chao Nai-Hsien of the Taiwan Fisheries Research Institute (Chao et al. 2004) studied successful women entrepreneurs and their businesses related mainly to post-harvest products, ranging from high-end pearl and coral items to convenience foods and new foods such as moon cakes containing tuna bellies. Many of the businesses were global and nearly all used the Internet extensively.
- Smaller women-owned enterprises need basic training in business and technical skills in order to maximize the value of women's labor. Such skills could also increase women's monetary contribution to the family and community.
- Women fish traders need help in organizing to secure more market services and space. For example, in Kiribati, Maere Tekanene reported that women fish traders labor under the most basic of conditions, paying their market fees but receiving few services in return. In Bangladesh, Sultana (et al.) (2004) recommends it would be helpful to deliberately allocate some marketing space to an emerging group of women fish traders rather than requiring them to compete with well-established male traders.
- Women traders engaged in post-catch handling, drying and selling need: 1) training on the importance of quality control standards and grading, and the necessity of working in processing "groups" for economies of scale, and 2) assistance with modern technology for efficient drying or smoking. USAID-supported activities in Kenya, via the Kenya Business Development Services and a contracted facilitator, Mwangaza Counseling Services, are working with women processors and an exporter to provide a guaranteed market through direct linkages to break the stranglehold of a value chain that is monopolized by several layers of predatory brokers. *Omena* (*Rastrineobola Argentea*) are a small 2-inch long native minnow found in Lake Victoria that are typically dried using sun-drying over nets stretched across the ground. They are sold for consumption and animal meal, in both local and international markets. The project is working via the exporter's field agents to educate 400 women wholesale traders involved in processing and selling *omena* on ten beaches. The project is ensuring that drying equipment is available on a wide-scale and commercial basis and the exporter is providing initial demonstration equipment at each of the ten pilot beaches—to encourage women to shift from their rudimentary, unsanitary and inefficient drying technology. For those women's groups

that are able to adopt the modern technology and produce grade 1 *omena*, the Mwangaza Counseling Services will facilitate direct market linkages with the exporter, which will eventually include the development of supply contracts. Supply contracts will specify a guaranteed market and price based upon detailed standards, as well as the provision of sacks, beach-based collection, scales for standardized weighing, and even credit for women traders to buy and process the *omena*. The supply contracts strengthen the long-standing business relationship between buyer and seller, increase the supply of Grade 1 *omena* for the exporter and expand the reliable base of suppliers throughout Suba District.

- Women traders, who may need or want to travel less in order to attend to family needs, require assistance in improving local markets. For example, in the Solomon Islands, the decline of local markets for shell products required women traders to increase their travel to other areas. Their consequent absence from home often led to quarrels with their husbands and even to divorce.
- Post-crisis situations, including environmental disasters and conflicts, provide an opportunity to train women in non-traditional employment. Following Hurricane Ivan, USAID worked through the non-profit, the Grenada Community Development Agency (GRENCODA), to train both fishermen and women to maintain fishing boats and equipment.

Conservation-related activities

- Women's engagement in fisheries conservation activities is improved when livelihood, literacy, leadership and representation issues are addressed. The USAID-funded Management of the Aquatic Ecosystem through Community Husbandry (MACH) Project in Bangladesh is promoting sustainable management of aquatic resources, such as fisheries and other wetland products, for a sustainable supply of food to the poor who are dependent on these resources. In addition to increasing household income and food security, the project also identifies supplementary livelihood options for its beneficiaries. Women are receiving credit, participating in awareness-raising sessions on socio-economic and life-oriented issues, and receiving training in leadership and adult literacy. More than 1,500 women and their families living in the wetlands and using its resources are benefiting directly from the increased fish yields brought about through their own conservation efforts. MACH is working to ensure equitable participation and opportunities for women both with the project Resource User Groups (RUGs) and Resource Management Organizations (RMOs). This year MACH will include an additional 240 women in Resource User Groups and some of these will be incorporated into the resource planning organizations that are increasing fish yields through conservation. By the end of MACH II, it is expected that an additional 350 women will have received leadership training and another 620 women will have received adult literacy training. MACH is providing 25 percent of all large enterprise loans to female RUG members. MACH has also committed to the inclusion of 25 percent female members in the RMO

General Bodies and 20 percent female participation in the RMO Executive Committees.

Governance activities

- Local fishing rules for protected areas can break down if women and youth are excluded or overlooked. In Vanuatu, the chiefs of the island of Lelepa established three protected areas without consulting women and male youths. The youths responded by being openly defiant of the fishing ban, while the women resorted to fishing illegally since the location of the new protected areas made it nearly impossible to carry out their inshore fishing activities. (Novaczek 2004)

Cross-sectoral activities

- Both women and men must be engaged in HIV/AIDS education in rural fishing communities. In southern Nigeria, students and nongovernmental organizations (NGOs) have been mobilized to visit and educate the fishing communities (Williams 2004). In Tanzania's coastal areas, USAID is supporting HIV/AIDS education and demographic research in combination with an integrated coastal management activity.

National-Level Programs

- Women's increased participation in professional fisheries studies has been linked to: 1) higher levels of female literacy at the provincial level, 2) gender sensitization of senior leaders, 3) increased and improved curriculum on gender and natural resource management, and 4) improved support facilities for women, including those tied to ensuring women's physical safety.
- The delivery of gender-sensitive fisheries programs has required training of both male and female staff. CARE-Bangladesh has embarked on just such staff training in order to increase success related to the gender equitable outcomes of its programs.

River or Lake Basin Settings

Governance

- Gender policies for transboundary fisheries governance institutions can make an important difference. The regional Mekong River Commission's Fisheries Program has an official policy to mainstream gender—a policy that shifts the focus from women as the “target of welfare help” to gender equity as the desired outcome.

Women and men traders who engage in cross-border fisheries trade activities benefit from more equitable trade arrangements (e.g. realistic and transparent tariff schedules that are implemented predictably). Cambodian women in the cross-border trade of fish from Tonle Sap into Thailand are caught in a squeeze between the merchants handling the fish from Cambodia and the border authorities and business persons such

as transport operators. The women traders also have no links with the management of Tonle Sap fisheries. These combined factors make women vulnerable to pressures from all parties in the border supply chain. (Kusakabe 2004)

Regional and Global-Level Activities

- Learning networks amongst researchers have helped advance regional understanding of the links between fisheries and gender—e.g., the Secretariat of the Pacific Community has organized just such a network of South Pacific researchers. In 1995, the Program for Integrated Development of Artisanal Fisheries in West Africa (IDAF) set up a Working Group on women's key roles and issues related to gender in fishing communities. This group of eleven African women scientists and rural development experts undertook ten case studies in fourteen (14) regions in eight countries (i.e., Senegal, The Gambia, Guinea, Ivory Coast, Ghana, Benin, Nigeria, and Cameroon) and conducted two meetings on women's effective involvement in fishing communities.
- A combination of language difficulties, mobility issues and lack of travel funds constrain the number of women and organizations able to represent the interests of a diverse range of women stakeholders in local, national and international discussions about trade policies, fisheries codes and international fisheries instruments. As a result, these documents seldom address gender-specific concerns or impacts. Cleofe (2004), in the Philippines, reports that action research with grassroots women in the fisheries sector has generated the concept of developing a 'Magna Carta for Women', which includes an objective on increasing women's formal representation on local-level fishing management bodies.

VI. Gender-Related Recommendations for the Capture Fisheries Sector

Basic Principles

- To improve gender equality, gender mainstreaming strategies should be part of some of the Capture Fisheries Assessment recommendations and it may also be relevant to focus particular attention on gender equity measures for women, such as leadership and enterprise training.
- As with the new Transformational Development Framework, the recommendations and associated gender strategies need to be tailored by country type.
- For recommendations at the global, regional and transboundary governance levels (Table 1), the gender issues should be focused on: 1) improving the collection of gendered information—including statistics, 2) analyzing gender elements of policy, 3) representing women's interests in fisheries governance bodies and public-private partnerships, 4) leveraging funds from other sectoral activities working on gender-mainstreamed activities that improve women's status—e.g., trade activities that improve men's and women's enterprises and HIV/AIDS prevention programs.

- Priorities for gender-related Mission activities in fisheries at the national level and local level (Table 2) include: 1) support for gender-sensitive national accounting of the fisheries sector—also referred to as gender budgets, 2) value chain activities, business development services and food safety certification training for fisheries-related products where women entrepreneurs dominate—including cross-border trade, 3) expanding representation of women on fisheries and aquatic ecosystem conservation governance bodies, 4) gender analyses of policy, 5) compiling and expanding gendered knowledge on fisheries ecosystems, and 6) linking fisheries activities to cross-sectoral programming with Democracy-Governance (municipal governance, civil society, rule of law), Health (HIV/AIDS, nutrition) and Humanitarian Assistance programs (food security).

Table 1. Gender-Related Recommendations: Global/Regional/Transboundary Levels

	Recommendation	Objectives	Key Tasks	Relevant USAID Country Categories
Global/Regional Gender-Related Fisheries Statistics	Work with international partners such as the International Labor Organization (ILO), Food and Agriculture Organization (FAO) and the United Nations Development Fund for Women (UNIFEM) on improving the national collection of sex-disaggregated fisheries sector data on employment and income.	Harmonize country-level data on women’s economic contributions, both paid and unpaid, to the fisheries sectors. Increase policy and programmatic attention to women’s constraints and opportunities in the fisheries sector.	Promote/ establish international partnerships and national pilot agreements. Conduct statistical special studies.	Global/Regional
Global/Regional, River/Lake Basin and Transboundary Women’s representation for fisheries governance	Identify strategies that expand representation of women and women’s interests in fisheries governance bodies and public-private partnerships.	Expand representation of women stakeholders and professionals for fisheries governance. Include groups advocating for women’s interests in fisheries as part of GDA (fish workers, etc.).	Develop gender equity policies and strategies for global, regional and public-private partnerships.	Global/Regional

<p>Global/Regional Leveraging and Partnering with Other USAID Program Areas</p>	<p>Leverage funds and form partnerships with other sectoral activities working on gender-mainstreamed activities that improve women’s status.</p>	<p>Expand trade/business development services activities for women-dominated fisheries commodities or new commodities.</p> <p>Expand partnerships with HIV/AIDS projects working with women and men in fishing communities.</p>	<p>Form partnerships.</p>	<p>Global/Regional</p>
<p>Multi-Country Freshwater Basins – Policy Impacts</p>	<p>Support transboundary gender research on resource use and policy impacts of transboundary management policies and governance regimes.</p>	<p>Improve the quality of gender-related information for freshwater basins to minimize negative policy impacts and address gender priorities.</p>	<p>Conduct policy research.</p>	<p>Global/Regional</p>

Table 2. Gender-Related Recommendations: Bilateral and Local Levels

Recommendation	Objectives	Key Tasks	Relevant USAID Country Categories
<p>Provide support for gender-sensitive national accounting of the fisheries sector (gender budgets)</p>	<p>Improve fisheries sector statistics to include all related employment and sex-disaggregated information.</p> <p>Raise the national and global profile of the fisheries sector.</p>	<p>International partnerships and national pilot agreements</p> <p>Statistical special studies</p>	<ul style="list-style-type: none"> • Developing • Transforming • Sustainable Partnerships
<p>Link to economic growth activities where women entrepreneurs dominate</p>	<p>Reorient economic growth activities related to value chain activities, business development services (i.e. credit, technology, extension, market information) and food safety certification training to include fisheries-related products for domestic and cross-border trade. Activities include fish drying, salting (small-scale & industrial processing), transport and selling.</p>	<p>Training</p> <p>Technology</p> <p>Credit</p> <p>Extension</p>	<ul style="list-style-type: none"> • Rebuilding (credit and goods) • Developing • Transforming Sustainable Partnerships • Global/regional
<p>Expand the representation of women on fisheries and aquatic ecosystem conservation governance bodies</p>	<p>Identify strategies that expand representation of women and women’s interests in fisheries governance bodies and public-private partnerships.</p> <p>Increase participation of national and local groups advocating for women’s interests in fisheries (e.g., fish workers, etc.).</p>	<p>Gender equity policies and strategies for national and sub-national fisheries bodies</p> <p>Gender training</p>	<p>Gender equity policies and strategies for global, regional and public-private partnerships</p>

Improve gender analyses of policy	Improve the quality of gender-related information for sub-national program settings to minimize negative policy impacts and address gender priorities.	Policy research	<ul style="list-style-type: none"> • Developing • Transforming
Compile and expand gendered knowledge on fisheries ecosystems	Improve conservation strategies by incorporating men's and women's knowledge about fishing ecosystems.	Applied research	<ul style="list-style-type: none"> • Developing • Transforming • Sustainable Partnerships • Global/regional
Develop gender strategies via cross-sectoral program linkages with fisheries and/or fishing communities	Improve the incentives and motivation of communities to practice sustainable fishing activities through partnering with Democracy-Governance (municipal governance, civil society, rule of law), Health (HIV/AIDS, nutrition) and Humanitarian Assistance programs (food security)	Cross-sectoral partnerships	<ul style="list-style-type: none"> • Rebuilding • Developing • Transforming • Sustainable Partnerships

VII. Literature and Web-Sites Reviewed

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