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# SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

## Training Report on the Inclusion of Women in Fisheries Decision Making Process



APRIL, 2017

THE  
UNIVERSITY  
OF RHODE ISLAND  
GRADUATE SCHOOL  
OF OCEANOGRAPHY



**Hen Mpoano**

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**Cover photo:** Participants engaged in a team building exercise (Credit: Hen Mpoano)

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Hen Mpoano: <http://www.henmpoano.org>  
Resonance Global: <https://resonanceglobal.com/>  
SNV: <http://www.snvworld.org/en/countries/ghana>

## **ACRONYMS**

FC	Fisheries Commission
GIFA	Ghana Inshore Fishermen's Association
GITA	Ghana Inshore Trawlers Association
GNCFC	Ghana National Canoe Fishermen's Council
HM	Hen Mpoano
NAFPTA	Ghana National Fish Processors and Traders Association
SFMP	Sustainable Fisheries Management Project
SNV	Netherlands Development Organization
SSNIT	Social Security and National Insurance Trust
USAID	United States Agency for International Development

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## **1. BACKGROUND**

Although men dominate the extractive process, women actually account for nearly half of the fisheries workforce in Ghana. Despite their crucial role in fisheries, efforts to systematically engage women in coastal fisheries co-management are scarce, and their participation in the decision-making process, is limited.

As part of SFMP's effort to increase women participation in the fisheries co-management decision-making process, the capacity of women within the fisheries sector is being built to take leadership roles and be much involved in the fisheries management decision-making process. SFMP is also committed to the general improvement of the livelihood and well-being of these women.

In order to measure the impact of gender interventions under the SFMP Project, a baseline survey was conducted to outline the current leadership roles played by men and women in the management of fishery resources. Some of the recommendations, based on the findings of the survey, were to advocate for at least 40% of women to be involved in fisheries decision-making process while encouraging them to take up leadership roles in the management of the sector.

This workshop therefore sought to validate the findings of the survey and to solicit buy-in for the active involvement and inclusion of women in fisheries-related groups and associations as indicated in the recommendation.

### **Workshop Objectives**

The one-day training workshop was organized to:

- Promote the involvement of women as co-managers of fisheries resources.
- Validate findings of women in leadership roles within SFMP Fisheries Stakeholder groups.
- Develop action plan for the active involvement and participation of women in Fisheries related groups and association.

## 2. THE TRAINING WORKSHOP

The SFMP gender training workshop held at SSNIT on the 18<sup>th</sup> of April 2017 was organized to solicit ideas and ways for the active involvement and participation of women in fisheries related groups. The workshop brought together 32 participants, which constituted 17 males and 15 females. These participants were drawn from seven (7) SFMP focal communities including Sekondi –Takoradi, Shama, Elmina, Moree, Axim, Ankobra and Asanta in the Central and Western Regions of Ghana (See Appendix 1 for detailed list of participants and the agenda for the workshop). The workshop combined presentations, plenary session and group exercises, which engaged participants throughout the workshop period, and this was facilitated by two Hen Mpoano technical officers, Adiza Ama Owusu and Justice Camillus Mensah.



**Figure 1. Cross-section of workshop participants**

### 2.1 Arrival and Opening

Mr. Balertey Gormey, programs Officer of Hen Mpoano welcomed participants to the workshop and gave a brief on the SFMP project and its gender activities. He emphasized the need for all within the sector to work together to promote the sector. Mr. Gormey's welcome remarks were preceded by a round of self-introduction and participants expectations of the workshop.

To assess the knowledge of participants on the SFMP, questions about the aims and objectives of the project were asked in an icebreaker. From the responses, most of the participants had a very good understanding of the projects objectives. Participants were also given a summary of SFMP's gender mainstreaming activities to date.



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### Gender mainstreaming under SFMP

Gender mainstreaming activities under SFMP have included a

- Gender Analysis of the fishery sector.
- Gender Mainstreaming strategy
- Gender Mainstreaming training manual
- Leadership and conflict management trainings
- MSMEs training

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### WORKSHOP OBJECTIVES

- To promote the involvement of women as co-managers of fisheries resources.
- To validate findings of women in leadership roles within SFMP Fisheries Stakeholder groups
- To develop action plan for the active involvement and inclusion of women in Fisheries related groups and association

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**Figure 2. Overview slides from presentation**



**Figure 3. Participants in the mind mapping exercise**



## 2.2 Mind mapping exercise on gender roles and decision making within the fisheries sector

In order for participants to appreciate the various levels of decision-making in fisheries as well as the different roles men and women play within the fisheries sector, participants were engaged in a mind mapping exercise where they worked in two different groups, with the men in one group and the women in another.

Lessons learned from exercise:

- Men and women play different roles in the sector.
- Roles played by both men and women are complimentary.
- Roles played by the different gender groups should be respected.

## 2.3. Presentation: Baseline study on women in leadership roles within SFMP groups

Findings from the women in leadership survey conducted by SNV were presented to the various stakeholder groups who were interviewed to validate findings.



Figure 4. Selected slides from presentation on survey of women's involvement in leadership

The survey showed that:

- Male dominated groups have greater influence on fishing issues, use of gadgets and setting of rules and regulations.
- Female dominated groups, have greater influence on processing technologies. It is evident that women have greater influence mostly on things managed by them and little influence when it comes to general areas.
- Fishermen council oversees all the affairs of the fishing community.
- There is no representation of women at the Fishermen Council.
- The fishermen council, in their own meetings discuss issues that affects the fishing industry (both men and women in the industry).
- Female dominated groups were more willing to take decisions with the males.
- In associations like the Canoe Owners and the Ghana Inshore Fisheries Association, there is little or no representation of women.
- Women who are qualified to be part of these groups hardly attend meetings to make their voices heard.

### ***Contributions from the participants***

- Nana Konduah expressed keen interest in the results of the survey. He confirmed that a similar issue came up recently at a SFMP organized meeting he participated in at Prampram where the GNCFC agreed to involve NAFPTA in every major decision making activity/meeting they engage in.
- Nana Ebambey expressed the need for intensive education. He indicated that the season for the Ali Poli Wastsha is just around the corner and will be great for the fishermen , together with the Konkohen and fish processors to start educating these fishermen group on best fishing practices.
- Konkohen Axim: Most fishermen do not regard the roles of the women and when they report cases to the authorities at their landing sites, those offenses are not addressed and the offenders never sanctioned.
- Nana Ebambey: Women should stand their grounds against illegal fish landings and with one voice help combat illegal fishing activities.
- Mr. Botchey: The Ghana Inshore Fisheries Association is working with the government of Ghana to purchase a caromenter which detects dynamite used in fishing activities.



**Figure 5. Participants making contributions after presentation**

## 2.4 Plenary session

### ***Opportunities for women inclusion in decision-making***

Why the big difference between the numbers of men to women in fisheries management decision making?

- Since women are not directly involved in the fishing expeditions, their views on the management of the resource are considered irrelevant.
- Women are usually quiet at meetings when fisheries related issues are being discussed. This is because they either lack information or feel their input would not be considered.
- Leaders involved in fisheries decision making especially within the council constitute chief fishermen which limits the involvement of women – decision making should be brought to the grass root level to involve more women.
- Women are usually involved in the final stages of fisheries decision-making process, which limits their understanding and contributions to these issues. It also reduces their interest since their input is bound to make little or no impact on the final outcome.
- Language barrier limits the participation of women because most women involved in the sector are uneducated.
- Cultural settings of coastal communities serve as a hindrance in women's participation in fisheries decision-making processes. Women are seen as subordinates in the traditional home setting hence feel intimidated by the men when they are present in deliberations.
- Most women feel there is nothing wrong with the fisheries sector in Ghana once they are able to get some fish to process and sell.
- Local meetings held to take decisions on fisheries at community level lack the financial backing to support women's participation.
- Some women who are given influential roles are seen to disrespect their male counterparts and sometimes use offensive language when trying to communicate their views on issues under discussion

### ***What are some of the ways to bridge the gap (Possible opportunities)?***

Possible actions to increase women's involvement in Fisheries Decision Making include:

- Gender sensitivity should be considered when leaders are being selected at local level.
- More women should be given local positions such as elders supporting the chief fisherman. In addition to that, the konkohen should also be given power to resolve issues at the community/ landing site level to ensure that her position is recognized.
- Women should be included from the inception stage of fisheries decision making. This ensures that their views are included in fisheries decisions from the start.
- Women in leadership should exercise restraint in their speech.
- Public education on the role of women in fisheries decision making should be intensified. Women should also be educated in the activities involved in fishing operations to ensure that they give meaningful contributions in discussions.
- As much as possible, meetings involving only women should be held to ensure that women are able to freely express themselves.
- Traditional leaders should make the effort to increase the attendance of more women to meetings at local level.

- At the meetings of the Ghana National Canoe Fishermen Council, the konkohen should be encouraged to bring additional women from the local NAFPTA to increase women's participation in fisheries decision making.
- Regular joint meetings between NAFPTA and GNCFC should be held at the local/community level.
- The Konkohen should be included in the decision-making body at the local/community level
- Women representation at the executive meetings of the G.N.C.F.C. should be increased.
- Definite timelines should be set for actions to ensure effective monitoring of progress

***Briefing on Decisions Taken by the Ghana National Canoe Fishermen Council (GNCFC)***

Nana Kondua briefed participants on current decisions taken by the council and ways they're planning to make women more active in their decision making process.

**GNCFC and NAFPTA joint Executive Meeting:** Nana Kondua said that the executive body of the council had decided to invite executives of the NAFPTA to their next executive meeting slated for the 4<sup>th</sup> of May 2017. This, he said was to start measures aimed at increasing women's participation in decision making in the fisheries sector. The joint executive meeting will discuss the possibility for a much bigger general meeting which will involve a substantial number of women.

**Additional traditional fishing holiday Day:** He said the council had successfully agreed to add Sunday to Tuesday as a fishing holiday. The decision, he said, was to reduce the effort exerted by the fishermen on the fisheries resource.

**2.5 Action Plan**

***Actions Proposed at the Meeting***

The suggestions proposed at the meeting to increase women's participation include the following:

**Table 1. Action Plan**

<b>Organization</b>	<b>Activity</b>	<b>Timeline</b>	<b>Status</b>
GNCFC	Executive meeting	4 <sup>th</sup> May	
GNCFC	Joint meeting at the local level	To be determined at the executive meeting	Follow-up meeting by Hen Mpoano to ensure Canoe Council and the NAFPTA has an inception meeting to work together  Appealed HM to support this activity
NAPFTA	Capacity building for NAPFTA at regional meeting	Latter part of May	
Chief Fishermen	Konkohen's inclusion in local/ community level decision body	One week from regional Joint executive meeting of GNCFC and NAFPTA	
GNCFC and NAFPTA	Joint general meeting of GNCFC and NAFPTA at local/ community level	To be decided at Joint executive meeting of GNCFC and NAFPTA	
Chief Fishermen	Public education and subsequent joint general meetings	One month	
Asanta & Ankobra	Community sensitization  Community Engagements	To be determined	
Chief Fishermen – Axim	Engage with Konkohen and the fishermen to understand the need to work together	Two weeks	

**WAY FORWARD**

- Nana Ebambey to work with Ankobra women to educate them and build a consensus to say no to illegal fishing.
- Chief fishermen to ensure the active involvement of women in the local decision making body and not just the regional level.



- Axim and Ankobra communities to come together with the backing of NAFPTA to start some education for the Immigrant canoes that come to Ankobra.

## 2.6 Team Building Exercise

After the plenary discussions, the participants engaged in a team building exercise to learn the values that keep a team together to work towards a common goal.

After the exercise, the lessons learnt by the participants on effective team building included:

- Planning.
- Respect and tolerance of each other's views.
- Unity.
- Perseverance.
- Adaptive learning.
- Sharing of ideas.
- Role play and division of labor.
- Love.
- Trust.
- Communication.
- Capacity building.
- Resource management.
- Complementing each other's skills.
- Efficient management of resources.



Figure 6. Participants engaged in a team building exercise



### **3. CONCLUSIONS**

Participants appreciated the need to work together to move the fisheries sector forward, and admitted to the fact that the roles played by both gender group is very necessary. Action plans developed will therefore be followed up to ensure the various stakeholders are indeed working together.

## **REFERENCES**

Okyere-Nyako, A., Nsiah, A. (2016). Baseline Study on Women in Leadership Roles within SFMP Fisheries Stakeholder Groups. The USAID/Ghana Sustainable Fisheries Management Project (SFMP). Narragansett, RI: Coastal Resources Center, Graduate School of Oceanography, University of Rhode Island and SNV Netherlands Development Organization. GH2014\_GEN005\_SNV. 23 pp.

## APPENDIX 1: PARTICIPANT LIST

### GHANA SUSTAINABLE FISHERIES PROJECT-HM

#### PARTICIPANTS ROSTER INFORMATION

Required in English

Please Print

**Title of Course:** \_5-0- GENDER APPROACH\_\_\_\_\_

**Activity:** \_5-7 KNOWLEDGE AND SKILLS BUILDING ON THE INCLUSION OF WOMEN IN COM. GROUPS\_\_\_\_\_

**Date:** \_18-04-17\_\_\_\_\_

**Length of Course:**                      Less than three days                                            Three days or longer

**Table 2. Participant List**

First Name	Surname	Organization	Sex		Do you wish to receive messages on SFMP?		Signature/To mb Print
			M	F	Y	N	
MIKE	ABAKA-EDU	GNCFC	✓				
GIFTY	CABBINAH	ANKOBRA KOKOHEN		✓			
GRACE	AHOR	ELMINA		✓			
JOSEPHINE	LARYEA	FISHERIES COMMISSION		✓			
PRISCILLA	ACQUANDAH	GNCFC		✓			
NANA	KOFI KONDUAH	GNCFC ABUESI	✓				
ADDO-RICHARDSON	BLANKSON	ABUESI	✓				
NANA	K. ASSANKOMAH	ESSIKADU	✓				
JOSEPH	ESHUN	ESSIKADU	✓				
MARY	MENSIWAA	SEKONDI		✓			
ELIZABETH	NYANFUL	SEKONDI		✓			

First Name	Surname	Organization	Sex		Do you wish to receive messages on SFMP?		Signature/To mb Print
			M	F	Y	N	
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WILLIAM	V. WOODE	GIFA N. TAKORADI	✓				
NANA	KWESI NYASAM	AXIM	✓				
EMELIA	ABAKA-EDU	NAFPTA AXIM		✓			
THERESA	FREEMAN	NAFPTA AXIM		✓			
ROSEMOND	AKOR	NAFPTA AXIM		✓			
AMA	AWORTWE	NAFPTA AXIM		✓			
HANNAH	ANSAH	NAFPTA AXIM		✓			
GRACE	AMALIMA	NAFPTA AXIM		✓			
ATTAH	C. K.	AXIM	✓				
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BBENTIL	NANA KOFI	AXIM	✓				
ISAAC	BOUDZIE KEAB	AXIM	✓				
NANA	EFIRIM	SHAMA	✓				
ROSE	DOGBE	ANKOBRA		✓			
MERCY	KWOFIE	AXIM	✓				
MICHEAL	KWAW NYARKU	AXIM	✓				
DANIEL	NUFAWOR	ANKOBRA	✓				

## APPENDIX 2: WORKSHOP AGENDA

### Sustainable Fisheries Management Project (SFMP)

#### GENDER TRAINING WORKSHOP

SSNIT HOUSE TAKORADI

18<sup>TH</sup> APRIL, 2017.

#### Workshop Objectives

- To promote the involvement of women as co-managers of fisheries resources.
- To validate findings of women in leadership roles within SFMP Fisheries Stakeholder groups
- To develop action plan for the active involvement and inclusion of women in Fisheries related groups and association

#### Expected Outcomes

- Findings of survey validated
- Knowledge on gender related issues acquired
- Action plan developed to promote active involvement of women.

**Table 3. Workshop Agenda**

TIME	ACTIVITY	MAP
08:30 – 09:00am	Arrival/registration	Obeng/Bogobley
09:00 – 09:20am	Workshop opening : participant introductions and expectations; objectives and schedule	Adiza
	Opening Remarks	Balartey Gormey
09:30 - 10:30am	Mind Mapping on <b>Gender Roles/Decision making</b> in Fisheries Sector	Adiza
<b>10:30 – 11:00am</b>	<b>Snack break</b>	
11:00 – 11:30am	<b>Presentation:</b> Findings of Survey on “Women in leadership roles within SFMP Fisheries Stakeholder groups”	<b>Adiza</b>
11:30 – 12:30pm	Plenary Session: Opportunities for women inclusion in decision making <ul style="list-style-type: none"> <li>• <i>Why the big difference between the number of men to women in fisheries management decision making?</i></li> <li>• <i>Are the men more organized in terms of association?</i></li> <li>• <i>What are some of the ways to bridge the gap(Possible opportunities)?</i></li> </ul>	Justice
12:30 – 02:00	Action plan and timelines	Justice
<b>02:30 – 03:00</b>	<b>LUNCH</b>	
03:00 – 04:00	Team building exercise– Building of Tower	Justice/Adiza
04:00 – 4:30	Closing remarks and departure	Mr. Balartey Gormey