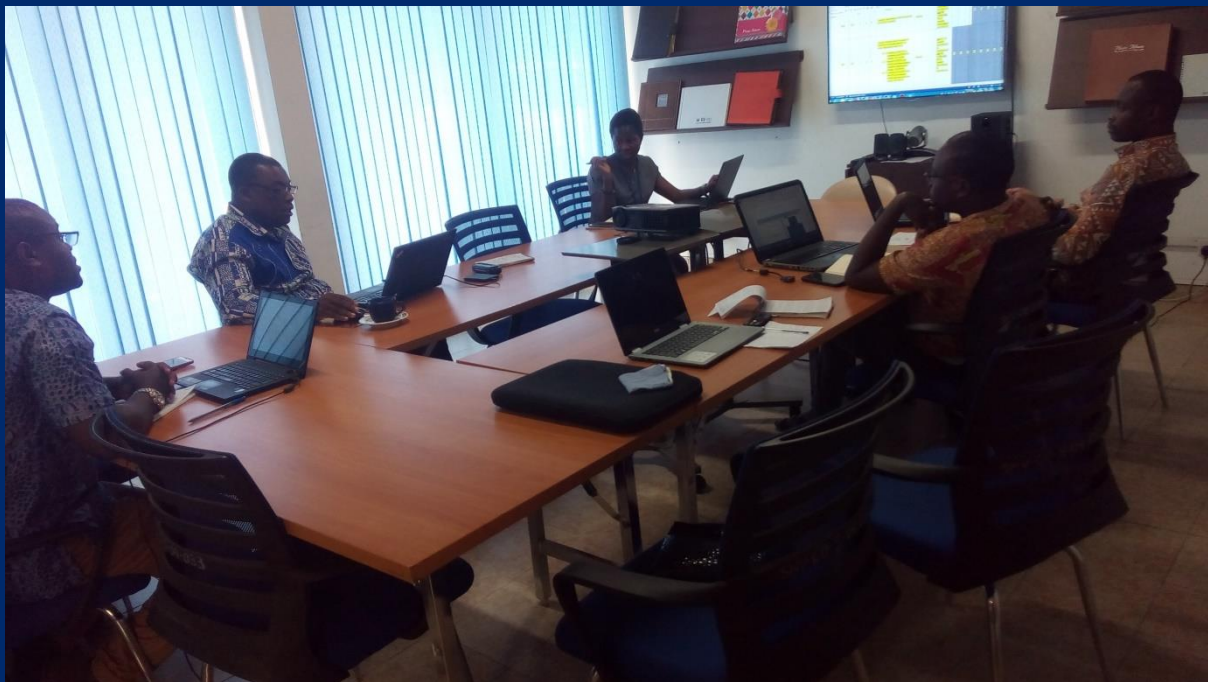




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SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Report on Gender Lens Assessment for SNV Ghana



AUGUST, 2018

THE
UNIVERSITY
OF RHODE ISLAND
GRADUATE SCHOOL
OF OCEANOGRAPHY



SNV SMART
DEVELOPMENT
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Cover photo: SNV Sustainable Fisheries Management Team members at a meeting (Credit: Georgina A. Tibu)

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ACRONYMS

CEWEFIA	Central and Western Region Fishmongers Improvement Association
FtF	Feed the Future
GNCFC	Ghana National Canoe Fishermen’s Council
MOFAD	Ministry of Fisheries and Aquaculture Development
SFMP	Sustainable Fisheries Management Project
SNV	Netherlands Development Organization
USAID	United States Agency for International Development

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EXECUTIVE SUMMARY

Gender awareness and responsiveness have become essential in the management of Ghana's fisheries resources. The roles of both men and women in the industry should clearly defined and each empowered to collaborate and contribute reduce inefficiencies along the fish value chain for improved fisheries management and livelihoods.

With this recognition, SFMP developed a Gender Mainstreaming Strategy (GMS) in its first year to guide the project's partners and staff in the implementation of activities. The Strategy includes a gender lens checklist to assess gender inclusiveness in implementation.

In the fourth year of the project, SNV was responsible for supporting the staff of Development Action Association and SNV Ghana to mainstream gender in their work.

An assessment carried out recognized deliberate efforts by team members to include men, women and the marginalized in all programs and also make it convenient for nursing mothers and pregnant women to participate in meetings and activities conducted by the project, while reporting on attendance at all activities is segregated by gender.

However by the nature and content of the project's activities participants are either at men (on fishing) or women if it is on post-harvest. There are very few programs that required both sexes to attend together. This tends to entrench the roles that have been traditionally defined

The objective of the SFMP Gender component is to ensure that on platforms where both gender are to be represented, the processors are well empowered to increase their participation and contribution on such platforms and even contest leadership positions.

1. BACKGROUND

SNV is a Netherlands based International Development Organization that provides Capacity Development Services to local institutions and organizations in more than 30 developing countries in Asia, Africa, Latin America, and Eastern Europe. SNV provides Capacity Development Services in Agriculture, Water, Sanitation and Hygiene (WASH) and Renewable Energy. The Energy unit of SNV is one of the partners of the Sustainable Fisheries Management Project (SFMP), Implementing activities on Post Harvest improvements, reducing Child Labour and Trafficking (CLaT), Gender and Capacity Development of fisheries associations.

This gender assessment was on all activities in implemented in 2018 on the components mentioned above using the gender lens tool shown in Table 1 below.

Table 1. Gender Lens Checklist/Assessment Tool

Key area	Checklist
Participation	Are all stakeholders given equal chance to participate in decision making? Has extra effort been made to include the marginalized (men and women) in decision making processes? Have extra provisions been made for nursing mothers, pregnant women and marginalized groups to participate effectively?
Allocation of resources	Is resource allocation gender equitable? Does it consider the likely impact that resource allocations have on women/men and boys/girls?
Knowledge and information	Has gender disaggregated data been collected? Gender disaggregated information should be gathered in all field research. The information should be validated to curb the tendency of placing premium on men's views only. The validation process should be carried out separately for men and women.
Responsibilities	Are both women and men made responsible for the planning and implementation of fisheries management? Project interventions should challenge the traditional roles of men and women, when the traditional roles exclude women from participating in decisions affecting fisheries in their communities.

2. OBJECTIVES

The objectives of the assessment were to:

- Assess the performance of SNV in mainstreaming gender in their work
- Use the opportunity as a learning guide to encourage staff to mainstream Gender effectively in their work.

Expected outcomes

Expected outcomes of the assessment are that SNV will:

- Improve on its performance in Gender inclusiveness in programming
- Provide better understanding of the concept

3. ASSESSMENT REPORT

3.1 Participation

With respect to SNV's work over the year, stakeholders (women and men) in the fisheries sector have been given equal and ample opportunity to be part of decision making at all levels of implementation. Under the Capacity Development portfolio, the NAFPTA group who are mainly women have effectively contributed to their lot by developing useful organization development documents including a revised constitution which was done by consensus. The revision of the NAFPTA constitution was as a result of findings from an OCA conducted on the 31st of October and 1st of November 2016.

On the Government of Ghana's policy on the closed season, the NAFPTA and the Ghana National Canoe Fishermen Council (which is male dominated) were given equal platforms to contribute their voice on the relevance of closed season. NAFPTA is active in 61 districts in Ghana with 212 local groups across the ten regions of Ghana. NAFPTA has a total membership of about 14, 700 with over 90% women (comprising pregnant and nursing mothers) and 10% men. Since the birth of NAFPTA, it has served as a platform to address the concerns of fish processors through networking, experience sharing and training contributing to the growth of the fisheries sector. NAFPTA was formed by fish processors and traders dominated mainly for women but have one man in leadership position. During the year, the SNV Capacity Building team has supported the association to develop structures that will govern them as well as building their capacity to engage effectively with other constituencies in the fisheries sector.

The team also makes the effort to include the marginalized in decision making processes. Extra provisions are made for nursing mothers, pregnant women and marginalized groups to participate effectively in project activities. For example, under the post-harvest portfolio, a multi-stakeholders' committee meeting was organized on the 1st of August, 2017 attended by (15) participants. The participants were made up of six (6) females and nine (9) males. One of the facilitators, Dr. Mrs. Adinortey Cynthia, was nursing a baby and she came to was a nanny who took care of the baby while she facilitated a session. The team accommodated the nanny and the baby and also provided the nanny with lunch. Again, during the gender coaching support given to the Zonal Fisheries Officers in the Central and Volta Regions, on May 2017, all the officers were met in their offices. However, the Post-Harvest team had to reschedule a more convenient meeting place (close to her place of residence) for Madam Linda Eleblu, who was pregnant at the time. Project staff always provided extra support for nursing mothers and sometimes look after the children so the mothers can participate fully in the activities.



Figure 1. Linda Eleblu in a discussion with Benedicta



Figure 2. NAFPTA members in a meeting

3.2 Allocation of Resources

Four fisheries associations (GITA, GNCFC, NAFAG and NAFPTA) have benefitted from the project's capacity support component on the gaps identified after the Organisation Development Assessment (OCA). While some of these associations had much more support

that the others, resources equitably shared amongst them. It is worth noting that, NAFPTA is female dominated, whereas the other three are male dominated.

It is important to note that effective capacity building for over 14,000 members of an association requires additional resources for maximum impact. However due to resource constraints, the intervention focused on the leadership of the association with the expectation that the knowledge will trickle down to the grassroots.

Women dominate the post-harvest sub-sector of the fisheries value chain, and so even though resources allocated for capacity building, ahotor oven promotion and class 1 recognition support equitably allocated, less men benefit. Where they exists they are targeted to benefit.. For instance, a male fish processor identified in the Keta Municipality has been supported with an Ahotor oven and the opportunity to be enroll on the Class 1 Recognition Scheme.

On CLaT interventions, SNV supported CEWEFIA to develop a replicate of the Torkor Model for implementation in their communities. This model required the involvement of all stakeholders in the community to be responsible for the welfare of all children. CEWEFIA therefore had to involve fish processors, fishermen, traditional leaders, schools and the community at large on the risks of CLaT and responsibilities of all to reduce its prevalence especially in the Central Region. Thus resources, such as knowledge sharing, strengthening of community child protection committees and government functionaries was intensified to ensure a shared responsibility and a collaborative will to fight child labor and trafficking in the Central Region.



Figure 3. Class 1 support to female processor

3.3 Knowledge and Information

Data collected on participants during the implementation of all post-harvest activities, are disaggregated by gender. Notable among these are the training program on Hygienic fish handling for fish processors organized in the Volta Region from the 7th to the 16th of February, 2018 in the Ketu, Keta and South Dayi Districts. The training took place in Aflao, Hedzranawo, Adina, Atorkor, Keta and Dzemeni and attended 167 fish processors, comprising 164 females and 3 males.

On the 11th to 17th April, 2018 74 Zonal Officers of the Fisheries Commission and Community Liaisons (44 males, 30 females) were trained as auditors for the Class 1 Recognition Scheme. The variances in gender representation is unique to the target group engaged in a particular project activity.

Data collected is always segregated by gender after to ensure that targets for project intervention are met.

On the training of the development of strategic plan for NAFPTA organized on the 6th and 7th of August 2018 in Accra, 33 females and 1 male (representing 93 to 7 per cent) attended.

On the review of SOPs for NAFAG on the 9th of August 2018 in Tema, the the attendees were twelve men and one woman, while for the Ghana National Fishermen Council, participants were eleven men and no woman. This is understandable since these associations are Gender biased by virtue of their occupation

For organizations like Friends of the Nation, during the the OCA in Takoradi, out of the 22 staff members, 16 were males representing 72% while 6 of the staff were females representing only 28%.

For DAA, out of a staff number of seven (7), there were five (5) females representing 71.4% and two (2) males representing 28.6%.

Per the data shared above, it can be conveniently inferred that data on gender is segregated as and when required to measure the participation.



Figure 4. Processors being trained on how to wash their hands well



Figure 5. Committee developing the Class 1 standards

3.4 Responsibility

The post-harvest component ensures that both women and men are made responsible for reducing inefficiencies in the fisheries value chain. Traditionally, women are excluded from participating in decisions on fisheries management. A training on the construction of the ahotor oven was organized in the Volta Region between 29th of November and the 1st of December, 2017 and the Central Region between December 04 and 08, 2017. Six (6) participants (including 1 female) from Dzemeni, Hohoe, Keta and Ketu all in the Volta Region benefitted from this training whereas in the Central Region, thirty-one (31) artisans (29 males and 2 females) from Apam, Winneba, Moree, Biriwa, Anlo Beach, Bomingo, Axim, Sekondi, and Elmina benefitted.

On capacity development, women and men are given equal opportunity to contribute to project decisions. During the OCA held on the 6th of December 2016, the Ghana Industrial Trawlers Association provided an equal platform for women and men to contribute to the development of SoPs. Opinions of the women were revered and acknowledged.

DAA and CEWEFIA, they are headed by women who are knowledgeable in their field and employ other men and women. The traditional role of women in the African set up which is mostly subservient to men has no relevance in the capacity building component of SFMP and in that regard the project in its entirety.

After the training of Zonal Officers on the Gender Mainstreaming Strategy for the fisheries sector, officers reported that they had deliberately included women in their meetings and programs. Madam Josephine Ajakameh, the Zonal Fisheries Officer in Cape Coast, said she is now strongly committed to involving the marginalized in every activity especially in local activities and programs. She has also helped her office to develop a protocol to mainstream gender especially women in most programs and activities, since then their participation has increased and they now make effective contributions at meetings. “I have noticed the involvement of women helps us make more objective decisions than before” Josephine explained.

Furthermore, Madam Philothea Osei-Bonsu and Mr. Krampah of Senya Bereku have also formed a Communication Team which comprises, two women and a man from the community and the two officers to address issues such as the use of illegal fishing methods, CLaT, sanitation and also encourage the fisher folks to have alternative livelihoods during the lean season. They have also organized a gender capacity building workshop for the fish processors and canoe owners.

The officers were excited about the new efforts they were making in their work and the positive outcomes they were receiving, especially in making decisions that is fair to both gender.

On CLaT interventions, the community child protection committees have good female representation, as all stakeholders are involved in the process.



Figure 6. Both genders being trained on how to construct the Ahotor oven



Figure 7. The female participant leading the presentation process

4. CONCLUSION

Capacity Development for SFMP's target groups especially the fishers, is essential to helping especially the women to understand the importance of their role in the value chain how they can engage their male counterparts to ensure the sustainable management of the fisheries sector. The males should also be sensitized to acknowledge the contribution of women in the industry

However, beyond supporting implementing partners to understand and also mainstream gender it in their work, the fisheries zonal officers and other related stakeholders should be included in these efforts to ensure continuity.

The SNV staff exhibited good understanding of the process and made some recommendations on how things can be done better. These are:

- 1.** Improved resource allocation.
- 2.** Consistent review of activity plans, budget and report using the gender lens.
- 3.** The need for field staff to be trained on the gender lens.

This will however require deliberate actions to achieve the expected results.