



Global Conference on Aquaculture 2010

Farming the waters for People and Food

22-25 September 2010, Phuket, Thailand

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**Global Conference
on
Aquaculture 2010**

**Expert Panel Presentation
VI.3:
Addressing Human Capital
Development and Gender
Issues in Aquaculture Sector**

22–25 September 2010, Phuket, Thailand



UN WOMEN

- On 2 July 2010, General Assembly voted unanimously to create UN Women: a new entity merging 4 offices focusing on gender equality
UN Development Fund for Women: UNIFEM, Division for the Advancement of Women: DAW, the Office of the Special Adviser on Gender Issues: OSAGI, the UN International Research and Training Institute for the Advancement of Women: UN-INSTRAW.
- Former President Michele Bachelet has been appointed as the Under Secretary-General for UN Women.



Outline

- Current Situation of Human Capacity Development (HCD) and Gender
- HCD, Bangkok Declaration and Emerging Issues
- Gender, Bangkok Declaration, and Salient Issues
- Conclusions and the Way Forward
- Recommendations

Definition

- **Human Capacity Development (HCD)**
 - “the process by which individuals, groups organizations, institutions, and societies **develop their abilities – both individually and collectively** – to set and achieve **objectives**, perform **functions**, solve **problems** and to develop the means and conditions required to **enable this process**”
(from FAO Human Capacity Development Strategic Framework for Fisheries 2005)



Definition

- **Gender**
 - Gender roles and responsibilities are largely socially constructed and are the basis for the structure and organisation of women and men's differential relationships with their environments, the economy, their resource utilisation patterns and strategies. (Williams et al. 2005)
 - Gender relations are the relations of power and dominance that structure the life chances of women and men. (FAO)



HCD: Current situation

- Increase in country and regional focus on education and training on aquaculture.
- Growth in tertiary education
- Intergovernmental and professional networking (NACA, SEAFDEC, SARNISSA, INFOFISH, etc.)
- Training programs grown in number
- Aquaculture field becoming more inclusive
 - From skilled → professional → multi-disciplinary (biologist, sociologist, economist, agriculture engineers, hydrologist, veterinarians, geographers, zoologists, anthropologists, food technologists, etc)



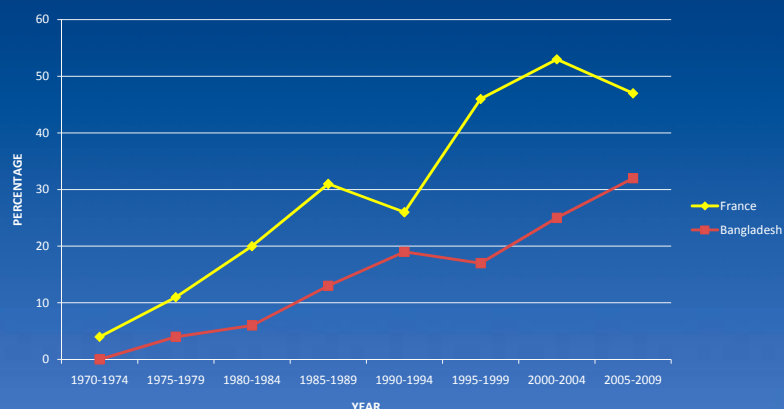
Current situation: Gender

- Women's participation in aquaculture is lower than men's → but it is increasing
- But women receive low economic returns from aquaculture, poor working and social condition.
- Women and poverty should not be conflated
 - Some women poor, but some women entrepreneurial
- Little progress in gathering gender disaggregated statistics.



Current situation: HCD and Gender

- Percentage of women graduates in aquaculture (Bangladesh agriculture university; Halieutes AgroCampus, Rennes)



HCD and Bangkok Declaration

- Investing in people through education and training
- Investing in research and development
- Improving information flow and communication (data requirement and data management)
- Strengthen institutional support (policy and regulatory frameworks)
- Managing aquatic animal health (education and extension)



HCD, Bangkok Declaration and Emerging Issues

- Rapid aquaculture development require accelerated HCD.
 - How can HCD demand be met?
 - Setting priorities
 - Combining transnational expertise
 - Student and teaching staff mobility
 - Discrepancies in educational systems → Cooperation and accreditation
 - Communication challenges → language



HCD, Bangkok Declaration and Emerging Issues

- Difficulty in recruiting students at tertiary level
 - → Career paths of aquaculture graduates not clear?? Not known??
 - Attune courses to rural settings.
 - Educate students at provincial universities.
- Aquaculture education urgently needs more social science content.



Gender, Bangkok Declaration and Salient Issues

- Bangkok Declaration
 - NO MENTION ON GENDER IN THE BANGKOK DECLARATION → Gender omission??
 - Although mentioning of need to “give due respect” to the involvement and empowerment of women in aquaculture (Pillay’s Synopsis)
 - FAO’s *State of World Aquaculture 2006* disaggregated information by gender (but estimates for Asia largely lacking)



Gender, Bangkok Declaration and Salient Issues

- Gender is totally overlooked in aquaculture policy agendas.
- Little gender-disaggregated information is collected.
 - Survey questionnaire -> do they record the sex of the respondents?
 - If yes, do they disaggregate during compilation?



Gender, Bangkok Declaration and Salient Issues

- Why statistics are not gender disaggregated?
 - Requirement for gender analysis not included in the objectives of the survey.
 - Low awareness on impact of aquaculture projects in household equity relationships.
- Lost opportunity
 - Aquaculture has potential to shake up the societal norms.



Gender, Bangkok Declaration and Salient Issues

- With more women and men in a wider range of aquaculture jobs, the challenge is to create greater gender equity and promote the potential of aquaculture to empower people.
 - Women dominate factory floors but few in managerial positions
 - Aquaculture empowering? (eg. Income)
 - Access to resources, mobility
 - Women extension officers and success stories of women needed.



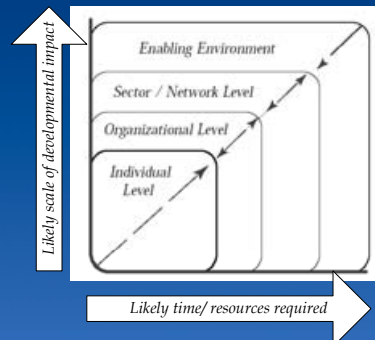
Gender, Bangkok Declaration and Salient Issues

- Women are often incorrectly identified with poverty, small scale farming and limited supply chain roles.
 - Women in hatchery sub-sector
 - Highly entrepreneurial, large commercial companies.
 - Use of technologies → mobile phones



Conclusions and the way forward

- Human capacity needs to be built at 4 levels:
 - Individual
 - Organization/institution
 - Sectors and networks
 - Enabling environment



Conclusions and the way forward

- For gender in aquaculture, need to work in the areas of: Institutional policy, competence development, information and statistics, research and opportunities
- Gender disaggregated data
- Review normative instruments to achieve greater gender equity.
- Making women equal partners to men
- Gendered supply chain analysis



Recommendation: HCD

- HCD Strategic Framework to aquaculture should be developed in partnership with all relevant stakeholders, including FAO, countries, education institutes, NGO, and technical training parties.
- Training Needs Assessment including the means to address the needs be undertaken by aquaculture professional societies, commodity and aquatic production system networks.
- Intra and trans-regional networking of higher education institutes should be further developed to enable seamless harmonization of courses and student mobility to serve the sectors needs.



Recommendation: HCD

- Higher education (both tertiary level and continuing professional education) courses should include social science content (sociology, anthropology, geography, human ecology, development studies, etc) content to equip graduates with a more holistic set of aquaculture skills and knowledge.



Recommendation: HCD

- **Provide incentives for aspiring aquaculture students.**
 - Placement program for graduates
 - More scholarship for aquaculture students especially in the provincial universities.
- Human capacity development strategy need to keep pace with the needs of the rapidly developing industry. HCD needs to be done systematically.



Recommendation: Gender

- Policy
 - **Audit of normative instruments for gender** be conducted by FAO and other organizations to develop a program to redress the shortcomings found.
 - Aquaculture institutes should develop **targets for the participation rates of women.**
 - New emerging **normative instruments (e.g. aquaculture certification) should be screened** to ensure they include provisions on gender.
 - Value chain analysis from gender perspective conducted and trade policies be gender responsive.



Recommendation: Gender

- **Competence development**
 - All organization working on aquaculture should establish a **gender specialist position in aquaculture**.



Recommendation: Gender

- **Information and statistics**
 - Initiate discussion/ dialogue with people who are responsible for **aquaculture statistics** to see how gender disaggregated statistics can be collected and used.
 - FAO's flagship publication the State of Fisheries and Aquaculture should consider including statistics on participation and contribution of women and men to aquaculture in the future issues with an ultimate objective to institutionalize for **routine reporting**.



Recommendation: Gender

- **Information and statistics**
 - **Start** from statistics that is easy to collect (ex. formally registered organizations)
 - Institutionalize **gender indicators** to track changes in gender equality.
- **Research**
 - **Dearth of research** on gender in aquaculture should be redressed by research institutions on aquaculture.
- **Opportunities**
 - Create gender equality in terms of recruitment and promotion.



Recommendation: HCD and Gender

- To develop competence widely in addressing gender issues in aquaculture, higher education institutes should **examine their approaches to gender**
- Review all aquaculture TNA, training/education delivery programs and make sure they **take gender issues into account**.
- Aquaculture HCD programs should promote use of **new technological media** (distance learning, social network groups, mobile phone) esp for women who have difficulty leaving home.
- Professional aquaculture societies and conferences should incorporate **special sessions** on HCD and gender.



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Thank you very much for your kind attention