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SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Report On 2ND Gender Mainstreaming Strategy Validation Workshop

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THE
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For more information on the Ghana Sustainable Fisheries Management Project, contact:

USAID/Ghana Sustainable Fisheries Management Project

Coastal Resources Center

Graduate School of Oceanography

University of Rhode Island

220 South Ferry Rd.

Narragansett, RI 02882 USA

Tel: 401-874-6224 Fax: 401-874-6920 Email: info@crc.uri.edu

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Detailed Partner Contact Information:

USAID/Ghana Sustainable Fisheries Management Project (SFMP)
10 Obodai St., Mempeasem, East Legon, Accra, Ghana

Telephone: +233 0302 542497 Fax: +233 0302 542498

Maurice Knight	Chief of Party maurice@crc.uri.edu
Kofi Agbogah	Senior Fisheries Advisor kagbogah@henmpoano.org
Nii Odenkey Abbey	Communications Officer nii.sfmp@crcuri.org
Bakari Nyari	Monitoring and Evaluation Specialist hardinyari.sfmp@crcuri.org
Brian Crawford	Project Manager, CRC brian@crc.uri.edu
Justice Odoi	USAID Administrative Officer Representative Jodoi@usaid.gov

Kofi.Agbogah
kagbogah@henmpoano.org
Stephen Kankam
skankam@henmpoano.org
Hen Mpoano
38 J. Cross Cole St. Windy Ridge
Takoradi, Ghana
233 312 020 701

Andre de Jager
adejager@snvworld.org
SNV Netherlands Development Organisation
#161, 10 Maseru Road,
E. Legon, Accra, Ghana
233 30 701 2440

Donkris Mevuta
Kyei Yamoah
info@fonghana.org
Friends of the Nation
Parks and Gardens
Adiembra-Sekondi, Ghana
233 312 046 180

Peter Owusu Donkor
Spatial Solutions
powusu-donkor@spatialdimension.net
#3 Third Nautical Close,
Nungua, Accra, Ghana
233 020 463 4488

Thomas Buck
tom@ssg-advisors.com
SSG Advisors
182 Main Street
Burlington, VT 05401
(802) 735-1162

Victoria C. Koomson
cewefia@gmail.com
CEWEFIA
B342 Bronyibima Estate
Elmina, Ghana
233 024 427 8377

Lydia Sasu
daawomen@daawomen.org
DAA
Darkuman Junction, Kaneshie Odokor
Highway
Accra, Ghana
233 302 315894

Gifty Asmah
giftyasmah@Daasgift.org
Daasgift Quality Foundation
Headmaster residence, Sekondi College
Sekondi, Western Region, Ghana
233 243 326 178

For additional information on partner activities:

CRC/URI:	http://www.crc.uri.edu
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ACRONYMS

CSO	Civic and Social Organisation
FC	Fisheries Commission
GMS	Gender Mainstreaming Strategy
MOFAD	Ministry of Fisheries and Aquaculture Development
MOGCSP	Ministry of Gender, Children and Social Protection
NAFAG	National Fishermen Association of Ghana
NAFPTA	National Fish Processors and Traders Association
SFMP	Sustainable Fisheries Management Project
SNV	Netherlands Development Organisation
USAID	United States Agency for International Development
WIAD	Women In Agricultural Development

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1.0 INTRODUCTION

While Ghana has implemented gender legislation, policy reforms and other enabling conditions for men and women to realize their full rights, gender inequities remain. In general, gender roles are clearly delineated, with men often holding the greatest influence and authority over decision-making at all levels. In fisheries however, women play influential but less visible role in the value-chain as processors and traders who connect products to markets. Consequently, women often have low representation on co-management committees.

SNV under the SFMP is supporting the Fisheries Commission to develop a gender mainstreaming strategy that will guide their activities towards building the capacity of especially female fishery. The strategy development will be implemented through deliberative, participatory process. There will be consideration of the strategy being adopted as policy by the Ministry.

SNV led the process by recruiting a team of two consultants to work with MOFAD/FC to develop the strategy. The main focal person for the Fisheries Commission was Madam Frieda Oduro. The document has undergone an initial validation process and based on the outcomes of that workshop and recommendation by the Chief of Party of SFMP, a second validation workshop was organized.

The second validation workshop was therefore held on 11th November 2016 at the Royal Richester Hotel. In general, the strategy matrix and the action plan were the main aspects of the document that was reviewed during the workshop session. For the other sections of the document, reviews already done by stakeholders were collated to finalise the document.

The consultants were Madam Rose Kutin and Madam Patricia Akakpo. Frieda Oduro from the Fisheries Commission facilitated the session. A wide range of stakeholders represented were participants from NAFAG, NAFPTA, the Gender Ministry, the Fisheries Commission, Aquaculture Association, MOGCSP, WIAD, SFMP and all the implementing partners with exception of Spatial Solutions and SSG Advisors.

1.1 Objective

- Review the second draft strategy document with a wider stakeholder group
- Finalise the strategy document

2.0 Workshop Proceedings

2.1 Welcome Address

Frieda Oduro, the Gender representative for MOFAD/FC welcomed the participants and briefly explained the need for the 2nd validation workshop. She informed that after the first workshop it was clear that there was more work to be done to improve the document and therefore the need for a broader scope of review by other stakeholders. The document was therefore sent to other stakeholders for further review with the need to re-validate the document at a second validation workshop.

2.2 Message from Chief of Party

The Chief of Party for SFMP gave a brief background to the need for a Gender Strategy for the Fisheries Industry. He explained that even though there is an existing gender policy for the country, it was necessary to have one specific for the fisheries sector because it is a highly gender segregated sector. More especially the women are mostly vulnerable and shy away from leadership positions whereas the men take up all the major decision-making positions. The fisheries sector has a lot of diverse issues, especially in the fishing communities where

there are a lot of social vices and poverty issues with women and children suffering the most. He further explained that this strategy will therefore help to build the capacity of fisheries workers and fishers on gender responsiveness and strengthen the leadership capacity role of women. He expressed his hope of seeing the strategy being implemented. He informed the participants that, as part of the Year 3 implementation work, SNV and the Fisheries Commission will train a number of Zonal officers to implement the strategy at the grass root level. The overall goal of this Gender Mainstreaming Strategy (GMS) is: Empowering actors in the fisheries sector (in particular women) through their active participation in fisheries management and decision-making; facilitating their access to and control of resources and opportunities for an enhanced valuation of their contributions for an equitable and sustainable development of the fisheries sector.

2.3 Discussions on the 2nd Draft Strategy

The session was very participatory. Discussions were carried out on the strategy matrix and the action plan. Patricia Akakpo, one of the consultants led the discussion process.

Table 1 Discussion Table

STRATEGIC OBJECTIVES	SPECIFIC OBJECTIVES	MEASURES	INDICATORS
1. Restructure MOFAD/FC's program work and cooperation with stakeholders in the fisheries sector from a gender perspective	<p>1.1 Integrate GMS into MOFAD's goals, structures, management systems, working practices, processes and programs</p> <p>1.2 Carry out gender review of program with stakeholders</p>	<p>1.1 Ensure that all policies, programs and processes are gender responsive</p> <p>1.2 Establish gender sensitive indicators for measuring the impact of policies, strategies and programs in the fisheries sector in cooperation with stakeholders</p> <p>1.3 Ensure that all MOFAD/FC programs and Plans are gender responsive</p> <p>1.4 Document the outcome and impacts of MOFAD/FC technical work in promoting sustainable fisheries management with specific gender concerns</p>	<p>Percentage/Number of programs/interventions which have led to a reduction in gender disparities in the fisheries sector</p> <p>Percentage/Number of new partnership with institutions/organisations which have integrated equal opportunities for women and men into their objective</p> <p>Percentage/Number of individuals and organizations' who have implemented MOFAD/FC gender responsive programs</p> <p>MOFAD/FC is perceived as gender-responsive by the individuals, groups and organizations' that cooperate with them</p> <p>Incorporation of the goal of "Equal Opportunities for women and men" in the vision statement of MOFAD</p> <p>Systematic collection of data and statistics on gender</p>
2. Strengthen gender mainstreaming capacity at policy and implementation levels of the fisheries value chain	<p>2.1 Equip staff and management with competencies in gender issues for program work relating to the knowledge, attitude, values and skills needed for providing leadership in their respective field of work</p> <p>2.2 Collaborate and support gender mainstreaming efforts in relation to stakeholders at all levels of the value chain</p>	<p>2.1 Identify training needs of various departments/agencies under MOFAD to strengthen gender mainstreaming capacity</p> <p>2.2 Develop and apply intervention-specific gender guidelines and training manuals or modules, or integrate gender concerns in various capacity-building materials of the respective intervention areas for the fisheries sector</p>	<p>Number of gender training needs identified</p> <p>Gender mainstreaming capacity of management and staff strengthened</p> <p>Percentage/Number of staff competencies in GMS built</p> <p>Gender based analyses and objectives are integrated into all internal training programs by MOFAD and FC</p>

STRATEGIC OBJECTIVES	SPECIFIC OBJECTIVES	MEASURES	INDICATORS
3. Create an enabling environment to enhance the process of gender responsive fisheries management to ensure women and men have equal opportunities as fisheries decision-makers and co-managers	3.1 Provide equal participation of women and men in fisheries decision making and management	3.1 Create gender enabling spaces for women and men to engage in fisheries management on equal terms 3.2 Strengthen management skills of men and women, especially women	Gender-responsive spaces created for fisheries management Percentage/Number of especially women whose management skills have been strengthened
4. Strengthen capacities of women and men fisheries associations including CSOs to manage their affairs using gender responsive organizational and networking processes	4.1 Integrate gender responsiveness in all policies, programs and processes of fisheries associations and bodies	Provide needs-specific skills to support fish processing/trading associations including CSOs	Stronger fish processing/trading associations including CSOs working in the fisheries sector
5. Improve the fisheries value (through technological innovation and infrastructures, finance and research) and provide post-harvest training and technical know-how to women and men engaged directly and indirectly in the fisheries sector	5.1 Strengthen the role of women, youth and marginalized groups in the fisheries sector through improvements in their operations, cash incomes and livelihoods 5.2 Address specific needs and concerns of women and men on an equal basis in the fisheries sector	Build capacity of women, men and marginalized groups	Percentage/Number of women and men with improved business turnover (fisheries yields)
6. Strengthen knowledge creation and information management of the fisheries sector through gender responsive monitoring and evaluation	6.1 Develop and apply gender-responsive monitoring and evaluation (M&E) tools 6.2 Facilitate women's active participation in knowledge creation and information management of the fisheries sector	6.1 Ensure the design of gender indicators in work program 6.2 Ensure that management meetings review progress in the implementation of gender mainstreaming in the sector on a regular basis 6.3 Prepare progress reports on the implementation of the GMS including interim updates on specific issues and share with departments and agencies within the fisheries sector and post on MOFAD website	<ul style="list-style-type: none"> • Gender-Responsive M&E tools developed • Number of reports produced on GMS efforts in the fisheries sector • GMS as a key component on the agenda of both regular management and staff level meetings • Up-to-date data on progress of GMS in the fisheries sector

Some review and comments that were made during the discussions in relation to the above second draft strategy are as follows:

- The write-up for objective 2.1 should end at “skills needed”, in order not to drag the sentence further.
- For objective 2, the following indicators were added:
 - “Number of management and staff capacity built on gender”
 - “Internal training programs for gender based analysis”
 - “Ability to develop and utilize gender responsiveness” (this is because there is a need to have a measurable indicator)

- For objective 4, additional Indicators were added to the strategy
 - “Number of fishing processing plus trading associations including CSOs provided with needed specific skills”
 - “Number of fish processing associations influencing policy formulation and implementation”
- Objective 5 also had additional indicators as recorded below:
 - “Innovative technologies accessible to men, women, youth and the marginalised.
 - “Monitoring and Evaluation reports developed”
 - “Up to date evidence-based data”
- The participants decided to add one more objective to the strategy on “social development”. This objective (Objective 6) will cover the issues below:
 - Child labour and trafficking (CLaT)
 - Poor access to financial facilities
 - Reducing women abuse issues in fisheries
 - Low literacy rates of fisheries
 - Poor access to services such as healthcare and portable water.
- There is a need for a more current frame survey which should also present a status report on women’s role and participation in the fisheries sector value chain.
- An efficient Monitoring and Evaluation tool should be developed to produce up-to-date evidence-based data.
- Monitoring reports produced should be sex disaggregated.

2.4 Discussions on Draft Action Plan

Table 2 Draft action plan

STRATEGIC OBJECTIVE	SPECIFIC OBJECTIVES	ACTIVITIES	EXPECTED OUTCOMES	TIMELINES	INSTITUTIONS/ PERSONS RESPONSIBLE	BUDGET (GHS)
1. Restructure MOFAD/FC’s program work and cooperation with stakeholders in the fisheries sector from a gender perspective	1.1 Integrate GMS into MOFAD’s goals, structures, management systems, working practices, processes and programs 1.2 Carry out gender review of program with stakeholders	1.1 Carry out gender review of MOFAD/FC program 1.2 Develop a gender program for MOFAD/FC 1.3 Design gender sensitive indicators for impact assessment	Gender mainstreamed as integral part of program Key stakeholders aware of MOFAD/FC gender responsive programs	November to March 2017	MOFAD/Fisheries Commission	3 000,000.00
2. Strengthen gender mainstreaming capacity at policy and implementation levels of the fisheries value chain	2.1 Train management and staff in gender issues to have the knowledge, attitude, values and skills needed for providing leadership in their respective field of work 2.2 Collaborate and support gender mainstreaming efforts in relation to stakeholders at all levels of the value chain	2.1 Gender training for management and staff 2.2 Creation of Gender Unit of MOFAD 2.3 Identify and appoint Gender Desk Officer for FC and provide the requisite gender training for the officer 2.4 Build capacity of stakeholders on gender issues	Strengthened capacity of management and staff on gender issues Gender Unit Created Designated Officer with gender background Enhanced capacity of stakeholders on gender issues	April to December 2017	MOFAD and FC	3,000,000.00
3. Create an enabling environment to enhance the process of gender responsive fisheries management to ensure women and men have equal opportunities as fisheries decision-	3.1 Provide equal participation of women and men in fisheries decision making and management	3.1 Facilitate the creation of gender sensitive processes and interventions 3.2 Establish quotas for women to enhance their equal participation with men in decision-making and as co-managers women and men	Women and men as co-managers in fisheries management	June to December 2017	Gender Unit of MOFAD/FC, Women and Men Fisheries Associations and CSOs working in the fisheries sector	2,000,000.00

STRATEGIC OBJECTIVE	SPECIFIC OBJECTIVES	ACTIVITIES	EXPECTED OUTCOMES	TIMELINES	INSTITUTIONS/ PERSONS RESPONSIBLE	BUDGET (GHS)
makers and co-managers						
4. Strengthen capacities of women and men fisheries associations including CSOs to manage their affairs using gender responsive organizational and networking processes	4.1 Integrate gender responsiveness in all policies, programs and processes of fisheries associations and bodies	4.1 Review structures and functions of fisheries associations and bodies from a gender perspective 4.2 Support Women and Men Fisheries Associations to strengthen their structures and leadership skills	Gender-responsive and transparent structures created for shared decision-making Strengthened leadership and management skills Collective platform for women and men fisheries associations created	January to December 2018	Women and Men Fisheries Associations MOFAD/FC CSOs	1,500,000.00
5. Improve the fisheries value (through technological innovation and infrastructures, finance and research) and provide post-harvest training and technical know-how to women and men engaged directly and indirectly in the fisheries sector	5.1 Strengthen the role of women, youth and marginalized groups in the fisheries sector through improvements in their operations, cash incomes and livelihoods 5.2 Address specific needs and concerns of women, men and youth on an equal basis in the fisheries sector	5.1 Provide access to improved stove technologies to women processors 5.2 Provide training in fish processing technology, finance and business management 5.3 Facilitate and provide facilities and resources including information on opportunities including export and support women and men to access such opportunities	Best fishing practices adapted by women and men in the fisheries sector Enhanced fishing skills acquired Enabling environment created for women and men to access opportunities in the fisheries sector equally Special interventions created for women to access opportunities in the fisheries sector	January 2017 to December 2019	MOFAD/FC, Women and Men Fisheries Associations and CSOs	5,000,000.00
6. Strengthen knowledge creation and information management of the fisheries sector through gender responsive monitoring and evaluation	6.2 Facilitate women's active participation in knowledge creation and information management of the fisheries sector	6.1 Develop gender mainstreaming knowledge, information management and reporting mechanisms 6.2 Design gender sensitive indicators and tools for monitoring and evaluation Integrate enumeration of women and youth in surveys in the fisheries sector	Gender-Responsive M&E tools developed Up-to-date data on progress of GMS in the fisheries sector Existence of gender responsive data in the fisheries sector	January 2017 to December 2019	MOFAD/FC and Women and Men Fisheries Associations	5,000,000.00
TOTAL ESTIMATED BUDGET IN GHANA CEDIS: 19,500,000.00 (APPROXIMATELY USD 5,000,000.00)						

Reviews and comments made during the discussion of the action plan are as follows:

- Participants discussed the need to have a column for implementing collaborators. Gender sensitive organisations with experience in the various action points can serve as collaborators in implementing such action points. It was indicated that Ministry of Gender should be a key collaborator.
- The timelines were discussed at length, but it was finally decided that only the implementation period needed to be stated. Thus during actual implementation, the various implementation plans that will be drawn out of the action plan will rather be more specific with the timelines.
- The budget column was also discussed further. It was noticed that there was a need to further review the budget to ensure that it was realistic and sufficient for achieving the various action points. It was proposed that a more financially based technical person provides some level of input.

- The need for implementing the strategy was stressed by participants. The MOFAD/FC representatives at the workshop were encouraged to do their best to ensure the implementation of this strategy. They were asked not to only rely on the government but also present it in a number of proposals to their funding agencies.
- It was also stated that Gender mainstreaming should be a day-to-day work of the sector. Gender awareness training for fisheries officers and organizations working in the fisheries sector is a must.
- The need for a Gender Unit at the Fisheries Commission was also discussed. This is one of the action points.
- The participant from the Ministry of Gender explained that the Ministry has a Gender training course by which they offer training to interested participants for free. She encouraged other participants to enrol on the course. She also expressed the willingness of her Ministry to train the Fisheries Ministry if they are interested.

3.0 CONCLUSION

The meeting was successful. There was not much technical review as most participants were really pleased by the amount of work that has been done so far. The participants acknowledged the efforts of the consultants, MOAD/FC and SNV for making the strategy a reality.

The main call was to ensure the implementation of the strategy. The Gender Ministry representative was exceptionally enthused about the strategy and she expressed the Ministry's readiness to support the Fisheries Ministry to make the strategy a reality.

Participants who were not members of the Gender Network, which was formed earlier this year expressed interest in joining the network, thus their contact details were recorded.

At the end of the workshop, participants reaffirmed their desire to be partners with the Ministry of Fisheries and Aquaculture Development in implementing the strategy towards achieving the stated goal.