Thematic Studies on ‘Gender in Aquaculture in Cambodia, Lao PDR, Thailand and Vietnam’

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Project Details

• a component of MARKET Project (Maximizing Agricultural Revenue through Knowledge, Enterprise Development and Trade)

• Promotes more sustainable and efficient use of aquaculture and fishery resources

• ASEAN region emphasizing LMI countries
Project Objectives

Gather information

Raise awareness

Advocate for improved:
• recognition of gender roles
• policies and programs in aquaculture

for sustainable and responsible development
Thematic Areas

• Aquatic health management

• Environmental governance

• Aquaculture improvement projects/better management practices/standards

• Feed management

Constraint: lack of data on specific themes
Project Activities

1. **Gender assessment** for commercially important species in selected ASEAN countries
2. **Develop case studies** focusing on gender aspects of selected aquaculture value chains
3. **Dissemination and presentation** of findings and recommendations to relevant stakeholders
4. **Develop** a regional gender in aquaculture practitioner network
Project Milestones

Improved recognition of gender roles through more gender-sensitive policies and programs for sustainable aquaculture development
Project Locations & Partners

Desk study team:
Gender Assessment

Department of Fisheries
- Gender Assessment Report
- Tilapia cages
- Shrimp farms

Inst. for Fisheries Economics & Planning
- Gender Assessment Report

Fisheries Administration
- Gender Assessment Report
- Aquaculture systems

Cantho University
- Tilapia cages
- Rice-shrimp farms
Gender Assessment Reports

- Review of national policies supporting gender equality in both outside and inside the fisheries and aquaculture
- Status of participation by gender in the aquaculture sector
- Key issues in women empowerment
- Gender in professional organizations
<table>
<thead>
<tr>
<th>Country</th>
<th>Initiative</th>
<th>Objective</th>
<th>Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cambodia</td>
<td>Women’s Economic Empowerment (MDG Acceleration Framework)</td>
<td>To eliminate gender disparities in wage employment (agriculture, industry, service sectors)</td>
<td>WiD Centers, Skills training, Scholarships, MSMEs, Improving rural livelihoods</td>
</tr>
<tr>
<td></td>
<td>Code of Conduct for Responsible Fisheries (Camcode)</td>
<td>Recognition of the importance of the role of women in all activities;</td>
<td>Gender mainstreaming in all fisheries activities</td>
</tr>
<tr>
<td>Thailand</td>
<td>Women’s Development Plan (National Economic Development Plan)</td>
<td>Promote gender equality and women empowerment</td>
<td>Policy adopted at all levels:</td>
</tr>
<tr>
<td></td>
<td>Office of Women Affairs and Family Development, Ministry of Social Development and Human Security</td>
<td>Thailand Gender Promoting Center</td>
<td>• National Commission on Women’s Affairs</td>
</tr>
<tr>
<td>Country</td>
<td>Gender Equity Law</td>
<td>Participation of Vietnam Women’s Union in state management</td>
<td>National Statistical Index on Gender</td>
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<tr>
<td>Vietnam</td>
<td>• elimination of gender discrimination&lt;br&gt;• creating equal opportunities in social-economic development and human resource development&lt;br&gt;• establish and strengthen cooperation and support between men and women in all spheres of social life and family</td>
<td>A number of decrees for implementation of this law at various levels</td>
<td>collect gender statistics to monitor and evaluate gender development, advancement of women and gender equality in all fields of economic &amp; social</td>
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<tr>
<td>National Strategy for Progress of VN women</td>
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<td></td>
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<tr>
<td>National Statistical Index on Gender</td>
<td></td>
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<tr>
<td>Country</td>
<td>Institution</td>
<td>Action</td>
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<tr>
<td>Lao PDR</td>
<td>Laos Women in Fishery Network</td>
<td>• mainstreaming gender into fisheries</td>
<td></td>
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<tr>
<td></td>
<td>Department of Livestock and Fisheries</td>
<td>• Women included as team members to conduct research on breeding, spawning and maintenance of fish nursing</td>
<td></td>
</tr>
</tbody>
</table>

NGF – gender focal points in each of these countries (presented yesterday by Ms Dongdavanh Sibounthong)
For example in Cambodia

<table>
<thead>
<tr>
<th>Item</th>
<th>Details</th>
</tr>
</thead>
</table>
| Strategic Planning Framework for Fisheries                          | • ability of women to participate effectively and on an equal basis in fisheries activities  
• targets set up for increasing the participation of women in fisheries  
  • increase participation  
  • women able to access all fisheries resources and services  
  • women’s livelihood to be at equal with men |
| Gender Mainstreaming Policy and Strategy in Fisheries Sector (FiA/Min of Agric, Forestry, Fisheries) | • FiA has to implement and comply with the Policy to achieve gender mainstreaming in fisheries resources management and development |
| Women’s Association Committee                                       | • involved in developing activities to raise awareness about gender |
For example in Thailand

<table>
<thead>
<tr>
<th>Office</th>
<th>Roles</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Commission on Women’s Affairs and Family Development (NCWAFD)</td>
<td>• coordinates implementation of the Women’s Development Plan among public and private agencies&lt;br&gt;• proposes to the government recommendations and measures for gender equality</td>
</tr>
<tr>
<td>Senate Committee on Women, Youth and Elderly Affairs</td>
<td>• monitors implementation of public and private agencies on issues relating to children, women and the elderly</td>
</tr>
<tr>
<td>Office of Women’s Affairs and Family Development (OWAFD)</td>
<td>• Develops and implements plans and projects regarding women’s affairs: gender mainstreaming, gender advocacy, women empowerment and research on gender equality development</td>
</tr>
<tr>
<td>Chief Gender Executive Officers (CGEOs)</td>
<td>• high-ranking officials in all ministries and departments&lt;br&gt;• integrate gender perspective into projects and programs&lt;br&gt;• develop a Master Plan on The Promotion of Gender Equality</td>
</tr>
<tr>
<td>Gender Focal Points (every ministry and department)</td>
<td>• ensure gender equality in their ministries and departments</td>
</tr>
</tbody>
</table>
For example in Vietnam

<table>
<thead>
<tr>
<th>Office</th>
<th>Roles</th>
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</thead>
<tbody>
<tr>
<td>Vietnamese Government</td>
<td>• Issued decrees and directives based on the provisions of the Gender Equality Law</td>
</tr>
<tr>
<td>• Min Labour Invalids and Social Affairs</td>
<td>• National Program on Gender Equality: make a fundamental transformation in the public awareness to promote behavior changes</td>
</tr>
<tr>
<td>• People’s Committee</td>
<td></td>
</tr>
<tr>
<td>Prime Minister</td>
<td>• Requested ministries, ministerial-level agencies, government agencies, People's Committees of provinces and cities to disseminate and educate to raise awareness of the Law on Gender Equality</td>
</tr>
<tr>
<td>Ministry of Agricultural and Rural Development</td>
<td>• Implement gender strategy in agriculture and rural development</td>
</tr>
<tr>
<td></td>
<td>• action plan on gender equality: carry out the legal rights of female workers, ensure equal access to opportunity, participation and benefit in agriculture and rural development</td>
</tr>
<tr>
<td>National Committee for the Advancement of Women in Vietnam</td>
<td>• interdisciplinary organization, assists the Prime Minister in research, coordinate to solve interdisciplinary problems related to the advancement of women in nationwide</td>
</tr>
</tbody>
</table>
Status of participation

Cambodia:

• women are present throughout the value chain

• division of labor is not strongly marked
  
  o Collection of aquatic organisms, important
  o Women’s decision-making power in relation to aquaculture – not much is known
Status of participation

**Thailand:**
The Gender Policy of DOF - considered opportunities for women to participate at the national and community-level activities:

- School fish pond for students
- Fish cage culture
- Industry level with seafood processing plants
- 2008 – awarded the most outstanding government agency in promoting gender equality projects (under a female director)
Status of participation

Thailand:
• Example in Nongkhai province, northeast (Sunonchai & Duangsri 2014):
  153 tilapia cage farmers: 46% female farmers
• Example in Surat Thani province, south (Suksri 2010)
  • Blood cockle farmers: 76% male, 24% female
• Example in Chonburi province, east (Ruttanawan and Phanit 2002):
  Oyster production: 2 F : 4M workers
• Fewer social pressures enable women to participate more in higher responsibilities and contributions be recognized
• Post-harvest sector: sale and marketing roles are mixed, unclear who controls income
• Trend of more intensive, export-oriented aquaculture industries have more inequalities
Status of participation

Vietnam:

• minor, less technically or physically demanding tasks - farm level or post-harvest and support activities
• Marginal presence of women in industrial farming activities such as shrimp farming
• Women present in managerial/ownership/technical levels in processing, feed manufacturing, laboratories
• 75-80% women in seafood processing
• Marketing and trading aquaculture fishery products from farms to final markets: equally by men and women, with women playing a major role in the small-scale collection network
• Stereotypes about what are typically-held male and female positions
Status of participation

Lao PDR:

- women are involved in minor/ supporting roles at all stages of the value chain (culture & fisheries)
  - Strong influence of women in household affairs and decision-making
  - Tasks and responsibilities in rural aquaculture production - shared by men and women.
  - The role of women is greater in poorer households, where men often have to work away from home
  - Post-harvest: women decide on family consumption, cooking, preservation, sellers, buyers, traders, middle-women, entrepreneurs regarding table-sized fish
  - Feeds: involved in preparing aqua feeds, feeding fish, harvesting and processing shellfish
  - Lao Women’s Union savings fund - provides loans with low interest rates, which in turn made women depend less on fish middlemen.

Source: Brugere et al., NACA Desk Study 2014
Key issues in empowerment

• No continuous action plan to make gender a cross-cutting theme despite having policies and budgets

• Government effort focused at national level, NGOs focused on small village groups

• Gender issues not considered in various aquaculture and fisheries projects, no gender disaggregated data

• Few studies to document changes in women empowerment, participation, various nodes of the aquaculture value chains to determine areas to benefit women
Key issues in empowerment

• Most studies focus on roles and labor division, still lacking in causes, effects, benefits, measurements

• Providers need to improve access to knowledge, information, credit to women farmers/workers

• Labor intensity, technological advancement, capital often used as reasons for male dominance

• Women’s reproductive roles often used as reasons for non-involvement in training, decision-making, other economic activities

For eg in Vietnam: despite good policies, barriers to female representation in leadership and management positions:

• women’s reproductive functions
• unequal allocation of labour in the family
• prejudice and lack of trust in the ability of female staff
• retirement age difference
• standard of training, retraining and age-related appointment
Key issues in empowerment

• Insufficient documentation on women at decision-making levels of farms, companies and organizations

• Lack of understanding of the socio-cultural contexts on dynamics, decision-making, participation, etc could hinder effective gender integration programs

• Limited knowledge about gender, gender mainstreaming skills, especially at local, grassroots levels

• Gender stereotyping, for eg lack of shared responsibility between men and women in housework and participation in social activities
Key issues in empowerment

- biggest gap in average income: sectors with most concentration of female workers
- women's income (2010) agricultural sector: 77.1% of men’s
- Untrained labour group: women’s income 81% of men’s

Gender Assessment Report-Vietnam (Dzung 2014)
Gender in professional organizations

- International governments, aid agencies
- Non-governmental organizations
  - Local & International
  - Intervention
  - Project management
- Educational institutions (ISAFE?)
  - Research
  - Academic
  - Administration
- Private sector
- Networks

*However, no current database available on who is doing what and where*
Gender Assessment Summary

• National level: gender concern with various levels of commitment and degrees of success

• Global Gender Gap Index of 4 countries – still low ranking: 60L 65T 73V 104C out of 135 countries

• Needs to link efforts at national level with concrete implementation to improve GGGI

• The more gender is mainstreamed at higher governance levels, the more gender issues will feature in national fisheries and aquaculture policy documents
Gender Assessment Summary

• Most documented: involvement of women in the grow-out (production) and post-harvest (from sale to processing) stages of value chains
  o Mainly on describing labor divisions in relation to particular tasks
  o Rarely on analyzing reasons behind or the resulting benefits for women

• Lack of systematic reviews of literature at national levels (esp with local language)
Suggested areas for more research

• Social networks and social capital: how they affect aquaculture communities according to gender; how identities affect changing work roles.

• Governance and rights: how men and women participate (or not) in aquaculture governance structures at various levels.

• Markets and migrations: how changes in markets affect livelihoods; overall impact of market on poverty and how they differ according to gender.

• Well-being: gender-differentiated perceptions of well-being

Source: Brugere, et al. 2014
Gender Case studies

- **Mapping of gender roles** in the selected aquaculture value chain

- **Gender dimensions** - division of labour, decision making process, benefit sharing and access to resources

- **Issues, needs and opportunities** in fish health management, farm management and BMP, feed management, processing, food quality, safety and marketing
<table>
<thead>
<tr>
<th>Country</th>
<th>Species</th>
<th>System</th>
<th>Study Site</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cambodia</td>
<td>Freshwater species</td>
<td>Ponds</td>
<td>Takeo, Kampong Speu</td>
</tr>
<tr>
<td>Thailand</td>
<td>Marine shrimp</td>
<td>Ponds</td>
<td>Chanthaburi (east)</td>
</tr>
<tr>
<td>Thailand</td>
<td>Tilapia</td>
<td>Cages</td>
<td>Sakhon Nakhon (northeast)</td>
</tr>
<tr>
<td>Vietnam</td>
<td>Marine shrimp</td>
<td>Rice-shrimp rotation in ponds</td>
<td>Soc Trang (Mekong Delta)</td>
</tr>
<tr>
<td>Vietnam</td>
<td>Red tilapia</td>
<td>Cages</td>
<td>Tien Giang (Mekong Delta)</td>
</tr>
</tbody>
</table>
Dissemination to relevant stakeholders

- **Inform** ASEAN and LMI industry stakeholders and policy makers
  - Findings, recommendations from assessments
- **Enjoin** private sector and non-governmental organizations to work together to disseminate findings
- **Develop action plans** with organizations (private, NGOs)
- **Publications**, media, social networking, campaigns
Regional Gender Practitioners’ Network

- Aquaculture practitioners and interested stakeholders advocating for gender integration and mainstreaming in aquaculture activities

- A number of women already involved in aquaculture and working alongside with the men

- Learnings and experiences gained need to be shared for more awareness on gender perspectives in aquaculture
Network Objectives

- **Promote** gender integration in aquaculture
- **Advocate** for and advance the status of women
- **Assist/mentor** practitioners in gender integration in projects
- **Information exchange** and experiences **sharing**
- **Capacity building**
- **Promote** collaboration
- **Establish** mechanism in response to emerging issues at regional level
Network Membership

• Founding members
  - Cambodia, India, Lao PDR, Thailand, Vietnam, MRC, USAID, Kenan Institute-Asia, NACA

• National Focal Points

• Recruitment from NACA member countries (19)

• Government, NGOs, academic institutions, private sector and professional aquaculture value chains.
Network Operational Structure

Secretariat

Coordinator: NACA Gender Programme

Committees:
• Capacity Building
• Development
• External and Social Events
• Finance
• Recruitment & Membership
• Publicity and Promotion
• Research
• Technical Advisory
<table>
<thead>
<tr>
<th>Activity Type</th>
<th>Proposed Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meetings</td>
<td>Regular meetings, Annual status review</td>
</tr>
<tr>
<td>Publications</td>
<td>Newsletters, guidelines, manuals, tool kits, case studies, good practices</td>
</tr>
<tr>
<td>Social networking</td>
<td>Blogs, Facebook, Twitter</td>
</tr>
<tr>
<td>Database</td>
<td>Members, Experts/mentors</td>
</tr>
<tr>
<td>Capacity building</td>
<td>Skills training, study tours, internships, ToT, analysis tools, gender sensitive approaches, curriculum development</td>
</tr>
<tr>
<td>Fund raising</td>
<td>For projects, meetings, dissemination, publications, etc.</td>
</tr>
<tr>
<td>Research</td>
<td>Gender analysis and audits, data collection on gender parity, women’s empowerment, gender GVCA, policy analysis</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Policy recommendations, gender awareness, social marketing</td>
</tr>
<tr>
<td>Communication</td>
<td>Liaison, information with GOs, NGOs, private sector</td>
</tr>
</tbody>
</table>
GAPAN: Gender in Aquaculture Practitioners in Asia-Pacific Network
Local GAP-Ns: Local GAP networks (in country)
NGF: Network for Gender Promotion in Fisheries Development
AwF-WN: Aquaculture without Frontiers-Women’s Network
WinFish: Women’s Network in Fisheries-Philippines

Diagram:
- GAPAN
- NGF
- AwF-WN
- Local GAP-Ns
- GOs, NGOs, Educ
- Donors
- Private Sector
- WinFish
- Other networks
- Aqua non-gender non-aqua Education, etc.
Aquaculture without Frontiers - Women’s Network

• To further the promotion of women’s, family and community issues in AwF projects, in collaboration with other groups working on the same goals and activities

• Composed of volunteers from Asia, Oceania, Europe, Africa, North America

• Committee:
  • Asia: Arlene NS (Th) & Bibha Khumari (In)
  • EU/Africa: Marie Christine Monfort (Fr), S. Molas (Sp)
  • Oceania: Chloe English, J. Gallagher (Aus)
  • Americas: M. Parker, H. Cronin (Cda)

• More info esp ideas, projects:
  http://www.aquaculturewithoutfrontiers.org/womens-network/
In Conclusion …

• Growing interest in gender integration in aquaculture and fisheries should lead to actions, such as:
  • Increase capacity to implement effective gender programs
  • Promotion of equal opportunities
  • Understanding participation and benefits in VC nodes
  • Create enabling environments for entrepreneurship
  • Empowerment and change
  • Communicate, disseminate, educate, network