Gender Transformative Approaches

Transforming food systems to advance equality

Women and men are both critical to resilient food systems. Yet the aquatic food sector is not an even playing field: persistent gender inequalities mean women face more barriers than men at every turn.

Women, especially those with low incomes and from marginalized social groups have:



Less voice in decision making from household to national scales



leadership roles



in informal, low paid work¹



WorldFish

by a heavy work load due to the triple role they play - productive, reproductive and community work

Where are women in the seafood industry?

Professional organisations Fisheries management **Leadership roles Conference speakers Industrial fishing**

Small scale fishing Fisheries support activities (ashore)

Selling and marketing Administration **Quality inspection**

On-shore fishing - gleaning Small scale aquaculture Seafood processing (employees)

Researchers, marine and social sciences

Environment activism Figure 1. Courtesy of the International Organisation for Women in the Seafood Industry(WSI)²

The COVID-19 pandemic has both worsened gender inequalities and made

Women also face tougher constraints in accessing information, financial and technical services, and markets and have less access to and control over natural, financial and other assets. This includes information and communication technologies such as digital extension, climate information services and mobile banking.

them more visible, with women from marginalized groups hardest hit.23



unpaid care workloads on women.4



in frequency and severity.4



in the informal economy where working women are concentrated.4



hit by the pandemic due to pre-existing systemic inequalities and longstanding underlying barriers to equity in food systems.



are sold quicker than those of men as a coping response, which may lead to widening of the gender asset gap.

in food systems matter? 135.6 **Addressing intersectional**

ZERO

HUNGER

Why do gender inequalities

gender inequalities is critical for both intrinsic and instrumental reasons. Gender equality and

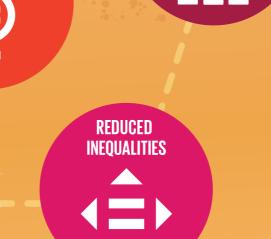
women's and girls' empowerment are globally recognized development goals in their own right, embodied by the UN **Sustainable Development** Goals. They are also essential for achieving productive, resilient and sustainable food systems.



CLIMATE

ACTION





DECENT WORK AND

years How long it will take to achieve gender equality at our current trajectory, which has been set

back by a generation due to the COVID-19 pandemic.² 100-150

The number of hungry people in the world who could be fed if rural women gain equal

financial services, education and markets for agriculture.5

access to land, technology,

Business-as-usual gender mainstreaming

Gender Transformative Approaches:

Not just business-as-usual

negative trends. Outcomes can re-bound after projects end or have negative effects. **Gender transformative** approaches Gender transformative approaches overcome limitations by

had a limited impact on closing gender gaps and reversing

contributions, and extension services often do not consider the needs of women as they are not recognized as 'real' farmers or fishers.

impede their ability to live healthy and productive lives.

Transformative approaches work on the deep structural barriers to engage with, reduce or overcome structural constraints, from household to national and even global.

Gender mainstreaming in food systems has tended to take an 'accommodative' and often women-targeted approach that focusses on reaching women, improving their capacities, access to assets, and enabling benefits. These approaches recognize that barriers exist, but try to work around them. Approaches that have focused on surface-level issues have

addressing the underlying causes of gender inequalities that limit the lives and livelihoods of fishers, farmers, and value chain actors. These structural constraints include: Formal (policies): Policies fail to create enabling environments

required for women to equitably benefit from resources. **Semi-formal (systems):** Data systems fail to count women's

Informal (norms): The burden of unpaid, household work on women and the lack of support from their family, community, and government

make strategic life choices and participate in use resources and/or benefits. voice concerns. activities.

Different but

complementary outcomes

Accommodative approaches aim for changes

or outcomes that relate to how women are.

ACCESS

Increased

opportunities

or abilities to

Deep enduring change towards gender equality including shifting constraining gender norms. outcomes about how society and its institutions are.8

REACH

Number of

women and

men who

TRANSFORMATION

Gender-transformative approaches seek changes or

EMPOWERMENT

Strengthened

abilities to

Examples of Gender Transformative

of social identity and power, such as age or ethnicity. Engage women and men in reflexive processes that jointly assess how gender norms and dynamics shape relations, roles, opportunities, risks, and experiences. Also, how they affect the wellbeing of women and men, boys and girls and the ability of households and communities to achieve their own aspirations.

Approaches in local scale aquatic

At the local level, a gender transformative approach engages men

Spark local awareness of existing gender norms and dynamics,

Recognize how these influence and are influenced by other forms

Create a safe space to try new ways of being, aligned with identified constructive and equity-enabling gender norms, relations,

and women together in processes and through sessions that:

Gender Transformative

which are often invisible.6

food system programming

dynamics and overall aspirations.4

Identify changes they would like to see.4

Approaches implemented within:



and financial decision making,

and co-creating and trying out more equitable ways of being. Learn more.



and nutrition training Facilitated exercises, embedded in technical training, with women and powerful household and community members on gender norms and dynamics and how these affect wellbeing. Learn more.



Participatory technology development

participatory action research on testing and refining fish drying and processing technologies to reduce postharvest losses. Learn more here and here.

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Sources ¹ https://fish.cgiar.org/gender-research-in-fish

² https://womeninseafood.org/why-using-a-gender-lens-to-analyse-covid-19-impacts-on-the-seafood-industry/

systems to advance equality. Penang, Malaysia: WorldFish. Infographic.

³ https://pim.cgiar.org/2020/05/29/safeguarding-gender-integration-in-research-during-the-covid-19-pandemic/ ⁴ https://www.tandfonline.com/doi/full/10.1080/13545701.2021.1876906 ⁵ FISH Gender Strategy, p.5 ⁶ Toward structural change: Gender transformative approaches (chapter)

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⁸ FISH Gender Integration guidelines (2021). Adapted from Kleiber et al (2019), Johnson et al (2018); Danielsen et al (2018 & 2019).

⁷ Gender accommodative versus transformative approaches: a comparative assessment within a post-harvest fish loss reduction intervention, p.49-50

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