

Report of **Gender Learning Workshop with Partners in ZOI**

Feed the Future Bangladesh Aquaculture and Nutrition Activity



 September 14, 2022
 CSSAVA Center, Khulna



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Background

Feed the Future Bangladesh Aquaculture and Nutrition Activity (BANA) aims to improve the sustainable livelihoods of fish farmers and other aquaculture market actors through market systems approach. Aquaculture Activity initiated this approach to implement activities through partnership with private sectors and local NGOs rather than direct implementation. The Activity focuses on improved nutrition, environment, youth, and gender inclusion in all the partners' initiatives. As a cross-cutting issue, The Aquaculture Activity worked to maintain gender equality and equity across the aquaculture market system. Inclusive market system development ensures gender inclusion and engages women who are often excluded or even exploited by the traditional market system.

As part of gender inclusion, NGO partners are targeting women fish farmers in their activities. But inclusion of women in private sector partner's business seemed challenging as men dominates the commercial fish farming as well as aquaculture market. The Activity is undertaking different strategies for inclusion of women in aquaculture encouraging and incentivizing Activity supported partners to emphasize women fish farmers and entrepreneurs into their business. Now the activity is interested to collect the experiences and learnings from partner organizations regarding women's inclusion in aquaculture and this workshop would create a platform for capturing such learnings to help the Activity team in adaptive program designing. It also help the private partners to understand on gender integration challenges, lesson learned and overcome strategies that may lead the to focus and prioritize gender inclusion in their activities and plans.

Workshop Objectives

- Refresh partner's on gender, gender integration strategy and gender outcomes of the Activity
- Realizing partner's perspectives about gender integration into their projects
- Partner's experience and way forward regarding gender integration

Participants

Representatives from below partner organizations participated in the workshop (for more detail, see Annex A):

- Private sector partners: KMSS, Aftab Feed Products Limited, KNB Agro Industries Ltd., FishTech Hatchery Ltd. Afil, KAAS Trade, Petrochem Bd Ltd.
- Youth entrepreneurs: Plenary Aqua, Green Biofloc
- NGO partners: Shushilan, United Purpose and its women business center (WBC) members

Discussion Topics

A detailed schedule was followed to execute the workshop (Annex BAnnex B); key topics were as follows:

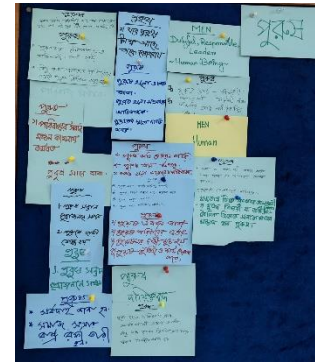
- Introduction, welcome speech and objective sharing
- Understanding gender- all basic concepts
- Gender Integration Strategy in Bangladesh Aquaculture and Nutrition Activity
- Activity learning sharing in terms of gender integration: MEL perspective
- What women think: Experience from field level- WBC and OSSC
- Group Exercise: What are the learnings about integrating gender into your project, measuring gender outcomes, what seems to be working, and what seems to be challenging?- learning from field (Group work and presentation), what are the major challenges of involving women in

Aquaculture and Aqua business, how can increase the inclusion of women and youth in your activity? How gender integration can be ensured in everyone's activity?

- Open discussion

Introductory Session

The introductory session was facilitated by Gender Specialist of the Activity. He welcomed the participants and explained the objective of the workshop in brief. He also provided information about the partners working in Zone of Influence (ZOI). Following the discussion, a participatory introductory session was facilitated by the Senior Market System Specialist where participants were divided into pairs and introduced themselves. Following the introduction, a short session was facilitated to realize participant's orientation on basic gender concepts. Visualization in Participatory Programs (VIPP) card was used to write down the perspectives of the participants by their own.



Understanding gender- all basic concepts

This was a basic session in order to provide a refresher among the participants on understanding of gender and related concepts; which will help them to further suggest/recommend on how they can act for gender



inclusion especially into their business (see Annex C). The session comprises mainly the difference between sex and gender, gender roles, changing dimensions of gender role, Gender Division of Labor, gender discrimination, and gender equity and equality. Gender based violence was also discussed supported by some relevant data in 2021-2022. Gender mainstreaming and why we are concerned about gender issues in the Aquaculture Activity, gender lens, women empowerment and WorldFish approach was also discussed to help participants to articulate their views in group works. A short quiz and dummy session was also conducted to ensure better understanding of the

discussed concepts.

Gender Integration Strategy of the Activity

This session was more detail about the gender strategy of Bangladesh Aquaculture Activity and how the Activity is working through Gender Transformative Approach by creating employment opportunity for women, introducing gender responsive technologies, enhancing skill development opportunity for them and also working to increase balance shared as market actors in the aquaculture market segment. A progress and outcomes on Gender Transformative Approach of the activity was also shared. Besides, challenges, potentials and way forward was also discussed in the session. (See Annex D)



Activity learning sharing in terms of gender integration: MEL perspective

This session was basically conducted for the implementing partners on how MEL integrates gender issues in the Activity results reporting. The MEL session comprises a brief description of the Activity, thematic areas and implementing partners across. The Activity target including gender and youth, key gender related outcomes as well as challenges and related lessons learned was shared with partners. Partners were briefed about USAID's perspectives related to gender outcomes and MEL data requirement accordingly. The participants were also briefed on how the Activity MEL collects required data from implementing partners and relevant market actors.



What women think: Experience from field

Three of the women business center (WBC) leaders has shared their experiences, challenges and how they overcome these challenges as social change maker with the support of Aquaculture Activity. These women entrepreneurs doing their business in partnership with other women members in their community which creating huge impact in community level of the Aquaculture Sector in Khulna region:



Bondona Roy
 Leader, Gangarampur WBC
 Gangarampur, Batiaghata, Khulna

Bondona shared her story as a women entrepreneur. The journey was not very smooth she stated. She criticized social perspectives towards women stating *“our society not shows positive attitude towards specially women entrepreneurs”*. However, she extended her gratitude to different NGOs supported her who brought her out of their house to do business and continued their supports.

She thanked WorldFish specially to capacitate them in business planning and operation, fish farming, nutrition, gender and women friendly technologies. *“I have learned lots of things from the trainings by the Activity, which was not known to me before”* she added. She mentioned some learnings specifically, ‘mola consumption not discarding head’, ‘eight pieces of mola equivalent to one vitamin-A tablet’, ‘mola head comprises 53% of total nutrients’ was not known to the women of her community before. She is continuing to share her learnings with other women fish farmers in her community. She also dreams that her daughter will also become an entrepreneur; not a typical service holder.



Shantilata Bala
 Leader, Chakrakhali WBC
 Jalma, Batiaghata, Khulna

Shantilata is a women entrepreneur from Jalma Union of Batiaghata Upazila under Khulna district. She is leading her life with her only daughter since her husband's death, 29 years ago. Doing business has helped her to earn for her livelihood. She loves and inspires other women to become entrepreneur as well. Few years back, she gave marriage to her daughter but her son-in-law struggled to find any job. She encouraged him as well to do business. She added, now her son-in-law is earning BDT 80-90 thousand per month from business.

She thanked WorldFish for introducing Gillnet, this helped women farmers in the community to catch and sell mola without help of men and can sell to her business center independently. Now, she need not to be introduced by her father's or husband's name, people know her by her name, she mentioned. She produces gillnet and taught other women as well to prepare gillnet. She is now expanding her business including diversified products at WBC such as mola, gillnet, vegetable, milk, eggs, cloth, cosmetics etc. She sells those products at WBC, outlets of United Purpose as well as in other market places. Shantilata is also a fish farmer; she has leased in a gher jointly with her brother. Mola is always available in her gher and she is also encouraging other women to stock mola in their ponds and capacitates them for carp-mola poly culture and gill net making that she learned from the Activity. She is also sourcing mola and gillnet from the women farmers of her community.



Hurunnessa
 Member, Amtala WBC
 Gangarampur, Batiaghata, Khulna

"We are operating WBC jointly and earn. We deposit our profits in Banks and re-invest some as requires from business"- Hurunnessa started to tell her journey with WBC.

The Activity not only capacitated her as a women entrepreneurs, but also created a big opportunity for women farmers of her community. At the very beginning she did not know how to operate a business. PROSHAR project has worked as a catalyst and turning point for her life to become a business entrepreneur and equipped her. Later, with support of the Activity, United Purpose came to support in their community and from the project she with other women entrepreneurs received specialized training on business planning and development, carp-mola polyculture, nutrition and hygiene, gender inclusion etc. She expressed her feelings, *"as women entrepreneurs, we are lucky enough to receive such knowledge."* *"Challenge is not always a barrier, unwillingness of women to improve their status is the main barrier"* she added. Now she is working with women fish farmers in her community who are the supplying mola fish and other agricultural products for her WBC.

Group Exercise and Outcomes

Group exercise-I:

After the understanding gender concepts- all basic on gender session, participant refreshed their knowledge on gender terminology. The BANA gender integration strategy was discussed so that participant can related their learning to the Activity. Field level experience sharing helped them to understand the real scenario and now they were asked to for group work. The simple questions of the group exercise was, what are the challenges women and youth are facing to involved in Aquaculture and Aqua business and how they can mitigate these challenges?

Based on three group exercises, here is the findings in below table:

Challenges faced by women and youth involved in Aquaculture and Aqua business

Group I

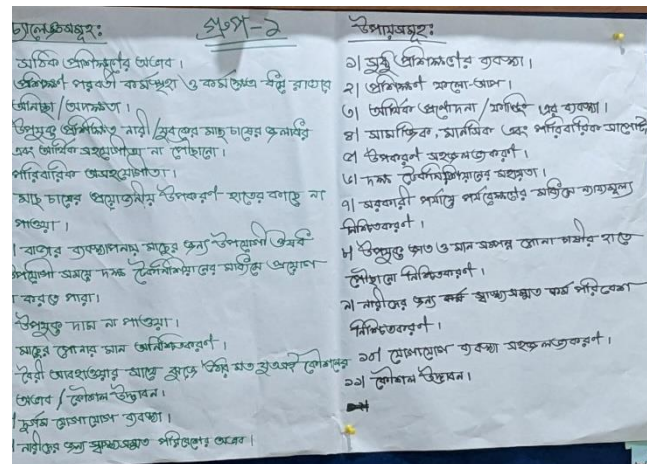


Challenges

1. Lack of technical knowledge on Aquaculture sector is still high
2. Women's unwillingness and absence of motivation from surroundings
3. No access of financial support
4. Not support from family
5. No inputs in door stop
6. Timely and proper application of Aqua-medicinal products (AMP)
7. Based on production cost, sometimes they are not getting expected price
8. Fingerlings quality is not up to the mark
9. Deficiency of technology to survive during environmental problems/hazards
10. Transport system is not gender friendly
11. Lack of enable environment for women

Mitigation strategy

- Support in skill development of rural women
- Provide follow up of training
- Financial incentive
- Family support ensure
- Easy access to input
- Support of skill technician on Aquaculture
- Govt. support to ensure market price
- Quality seedlings and fingerlings
- Ensure enable environment
- Transportation system making gender friendly etc.



Challenges faced by women and youth involved in Aquaculture and Aqua business Group 2

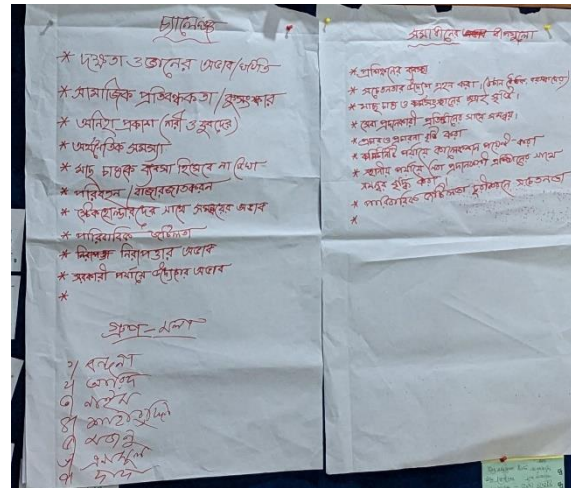


Challenges

- Lack of skill or knowledge
- Social barriers/norms
- Unwillingness
- Financial problem
- Fish farming is not recognized as a business in our society
- Transport system/marketing
- Lack of coordination with stakeholder
- Family complexity
- Security issue
- Lack of required support

Mitigation strategy

- Organize training
- Awareness raising
- Willingness ensure
- Coordination with supporting organization
- Business expansion and promotion
- Establish collection points in the community
- Strengthening coordination with local level service provider/organizations
- Support to solve family barriers



Challenges faced women and youth involved in Aquaculture and Aqua business Group 3

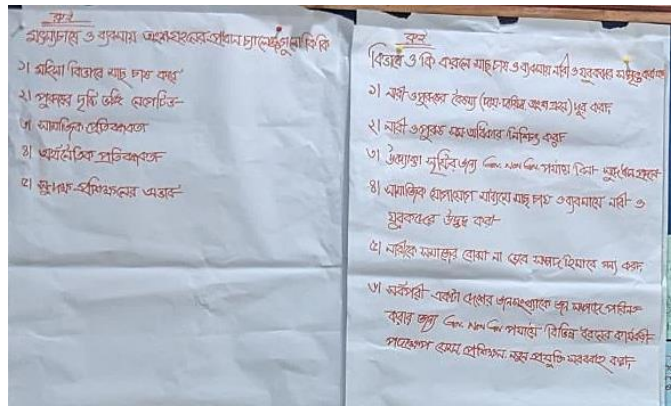


Challenges

- Harmful social norms
- Negative perspective of men
- Social hindrance
- Financial problem: women have less money
- Lack of proper knowledge

Mitigation strategy

- Reduce gender gap
- Ensure gender equality
- Entrepreneurship development
- Use social media to encourage youth and women
- Recognition of women's contribution
- Taking necessary step by government departments like training, innovations etc.

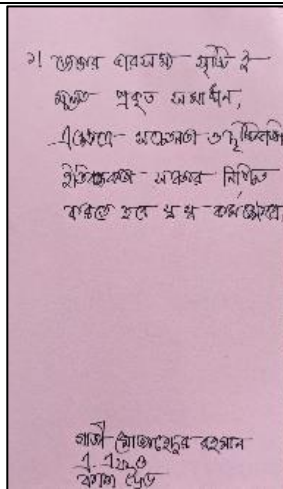


Exercise-2:

This time, every organization and partner was asked to brainstorm and write down how they can ensure gender integration into their activity? As per their promised:

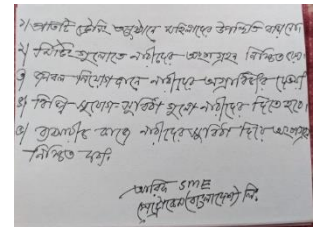
KAAS Trade

Ensuring gender balance is the real solution. In this regards awareness and positive perspective should be ensured in every workplaces and KAAS Trade will try to ensure this from now on.



Petrochem

- In each training event, Petrochem will try to increase women's participation
- In meetings, women's participation and voice will be ensure from now on.
- Employ women stuff will get priority
- Ensuring necessary facilities for women
- Women need to encourage in business ensuring adequate facilities



Plenary Aqua

- Fish cutting and processing will done by local women
- Women will be include in management for fish processing
- Arrange training and workshops for involving and encouraging women in fish culture and business
- I think women involvement is must and necessary in every sector to share a message that 'WOMEN CAN'

Women Involvement:
 - Fish Cutting & Processing.
 - In management for fish processing.
 - Arrange training & workshops for involving & encouraging women in fish culture & business.
 - I think women involvement is must and necessary in every sector to share a message that "WOMEN CAN".

আজকে পরিচিত নারীদের
 থেকে আমাদের ব্যপারটির
 জন্য প্রাসঙ্গিক মেসেজ বয়ষণ।

"Today we will do product sourcing for our company from nearby women producers"-Plenary aqua

Green Bio-floc

For fish feeding and fish harvesting purpose, women can be engaged with Green Bio-floc initiative

বায়োফ্লক মাছকে "মাছের" খাবার দেওয়া এবং বায়োফ্লক টিও জোড়ের নারী স্কিমের অংশে নেওয়া হবে।
 সীমা বায়োফ্লক

Shushilan

- Ensuring equal opportunity for women everywhere
- Respect women
- Work to ensure women's rights at workplaces

* সকল পর্যায়ে নারীদের সকল প্রকার সমস্যাগুলির প্রতিবেদন করা হবে।
 * সকলকে নারীর প্রতি সমান প্রদর্শন করা হবে।
 * বন্ধুত্বপূর্ণ নারীদের অধিকার প্রতিষ্ঠার জন্য কাজ করা হবে।
 শশিলা
 সুশীলা

KNB

- We will train up more women in our events
- We will provide consultancy/advisory support for women entrepreneurs
- Women also need to change their views/perspectives (traditional)

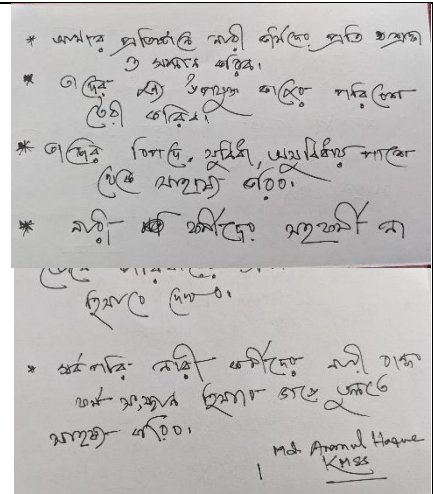
আমরা আরও ইন্ডিয়ানদের নারীদের জোরদার করে
 পরিচয়ন করার চেষ্টা করব।
 # নারীদের জোরদার হওয়ার জন্য আমরা নারীদের
 জোরদার করব।
 # নারীদের হুমকি ও ভয় পরিচয়ন করার চেষ্টা
 করা হবে।
 P.P.E
 K.N.B

* আমরা নারী ও যুবকদের সমস্যাগুলি নিয়ে আলোচনা
 * নারী ও যুবকদের সমস্যাগুলির জন্য প্রয়োজনীয়
 * নারী ও যুবকদের সমস্যাগুলির জন্য প্রয়োজনীয়
 * প্রয়োজনীয় নারী ও যুবকদের সমস্যাগুলি
 * নারী ও যুবকদের সমস্যাগুলি নিয়ে আলোচনা
 * নারী ও যুবকদের সমস্যাগুলি নিয়ে আলোচনা
 P.P.E / K.N.B

- We prioritize both men and women
- We encourage women and youth to become entrepreneur and related problems of women and youth
- We try ensure equal participation of men and women in every meeting
- We provide various facilities
- We provide specialize training for women and youth

KMSS

- We will respect and women staff members in our company
- We will create women-friendly work environment for them
- We will cooperate them in case of any challenges and difficulties
- We will perceive a women staff as an employee but also respect as a member of our company
- Moreover, we will capacitate women and create women-friendly environment for them



Way Forward and Conclusions

Social norms and perspectives and lack of support from family towards women were identified as an initial barrier towards women entrepreneurship development in aquaculture sector of ZOI region; lack of technical knowledge, and skill was identified as major barriers of women which discourage them to take first step in aquaculture business. Providing specialized training, ensuring financial support and access to easy accessibility to quality inputs, women-friendly and accessible transportation system, creating collection points at the community level, ensuring required support from government and other services providers, women-friendly technology may help to increase participation of women in aquaculture and related business.

Participants also suggested to work different organizations including government departments to take necessary steps and raise awareness to reduce gender gap, ensure gender equality, encourage youth and women to business through social media, expand recognition of women's contribution, creating access to different trainings and invest for women friendly and climate-smart innovations. They also emphasized to strengthen coordination and collaboration between different service provider organizations to work for women empowerment with a special focus on aquaculture.

The participating implementing partners also expressed their commitments to increase participation of women in their activities/business as well as will work to create gender friendly-environment and ensure/improve necessary facilities for them.

Annexure

Annex A: Attendance sheet



Attendance Sheet
of Gender learning 1

Annex B: Workshop Schedule

Gender Learning Workshop with Partners in ZOI Feed the Future Bangladesh Aquaculture and Nutrition Activity

Program Schedule

Date	14 September 2022
Venue	CSS Ava Center, Khulna

Time	Session	Facilitator
09:00 AM – 09: 20 AM	Registration	Assistant Project Accountant
09:20 AM – 10: 00 AM	Introduction, welcome speech and objective sharing	Senior Market System Specialist
10:00 AM - 11:00 AM	Group Exercise: What are the learnings about integrating gender into your project, measuring gender outcome, what seems to be working, and what seems to be challenging?- learning from field (Group work and presentation)	Senior Market System Specialist
11:00 AM – 11: 30 AM	Refreshment	
11:30 AM - 12: 00 PM	Open discussion	Senior Market System Specialist
12: 00 PM- 01:00 PM	Understanding gender- all basic concepts	Gender Specialist
01: 00 PM – 02:00 PM	Lunch and Prayer	
02:00 PM – 02:30 PM	Gender Integration Strategy in Bangladesh Aquaculture and Nutrition Activity	Gender Specialist
02:30 PM – 03:00 PM	Activity learning sharing in terms of gender integration: MEL perspective	MEL Specialist and MEL Officer
03:00 PM – 03:30 PM	What women think: Experience from field level- WBC and OSSC	Senior Market System Specialist
03:30 PM – 04:00 PM	Refreshment	
04:00 PM – 04:40 PM	Group Exercise Group 1: what are the major challenges of involving women in Aquaculture and Aqua business Group 2: How can increase the inclusion of women and youth in your activity? Group 3: How gender integration can be ensured in everyone's activity?	Gender Specialist
04:40 PM – 05:00 PM	Open discussion and concluding remarks	Senior Market System Specialist

Annex C: Presentation on understanding gender- all basic concepts



Basic Gender
concepts.pdf

Annex D: Presentation on Gender Integration Strategy of the Activity



Gender Inclusion in
Aquaculture Activity