

# GRADA-FIL RESULTS AT A GLANCE: GENDER INTEGRATION WITHIN PROJECTS

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The Feed the Future Innovation Lab for Fish (Fish Innovation Lab) administered the **Gender Responsive Aquaculture/ Fisheries Development Assessment (GRADA-FIL)** to subawardees to gauge the need for resources, trainings, tools, and communications to assist Fish Innovation Lab projects in advancing gender-responsive aquaculture and fisheries development. The GRADA-FIL is also a learning tool that introduces Fish Innovation Lab subawardees to gender-responsive aquaculture and fisheries activities to further benefit their research and related capacity development activities. The GRADA-FIL was administered via Qualtrics during October 2020 to all 2020 Fish Innovation Lab subawardees ( $N=64$ ). As the 2020 projects were just gearing up at the time of survey administration, these results offer a snapshot of gender integration at the team level at the onset of the projects.

In this brief, we focus on gender integration within projects, including 1) the role of women within teams, 2) gender-responsive activities at the team level, 3) gender-responsive training received at the onset of the project, and 4) gender-responsive trainings that could benefit the team. In addition, we briefly discuss the role of the Fish Innovation Lab in supporting researchers' efforts to increase gender responsiveness within their Fish Innovation Lab project teams.

## GENDER INTEGRATION WITHIN PROJECTS

As seen in Table 1, 82.8% of respondents reported that their team aims to recruit both men and women staff members and 67.1% reported that their team strives to promote women into leadership positions. Regarding awareness of constraints that may differentially impact women team members, 59.3% of respondents reported that their team considers childcare and similar needs and responsibilities when planning activities. Likewise, 53.1% of respondents reported that their team considers how cultural norms and rules regarding gender can influence behavior at the team level. Regarding increasing gender responsiveness at the team level, 65.6% of respondents reported that their team promotes awareness of cultural norms and rules that can negatively impact project outcomes. Likewise, 51.1% of respondents reported that their team promotes team participation in gender-related webinars and other opportunities that strengthen gender awareness and knowledge, and similarly 51.1% of respondents reported that their team has an action plan for how to integrate gender into their project.

	% (n)
aims to recruit both women and men when recruiting new staff.	82.8 (53)
promotes women team members into leadership positions.	67.1 (43)
promotes team awareness of cultural norms and rules that can negatively impact our project outcomes.	65.6 (42)
considers additional needs and responsibilities of women team members when planning activities (e.g., some colleagues may have childcare responsibilities).	59.3 (38)
considers how cultural norms and rules can influence behavior WITHIN our team (e.g., female colleagues may not feel as comfortable as male colleagues to speak up within the team).	53.1 (34)
promotes team participation in gender-related webinars and other opportunities that strengthen our gender awareness and knowledge.	51.1 (33)
has an action plan for how to integrate gender into our projects.	51.1 (33)

## GENDER-RESPONSIVE TRAINING

As seen in Table 2, less than half of respondents had received training on any of the gender-specific topics included in the survey. The most frequently reported gender-related trainings that respondents were equipped with at the onset of their project were training on how gender inclusion can increase the positive impacts of aquaculture/fisheries research (45.3%) and training related to collecting and using data disaggregated by gender to monitor program impacts (45.3%). Around one-third of respondents were also equipped at the onset of their project with training related to constraints that can make it difficult for women to benefit from resources, inputs, and technologies (35.9%) and training related to the positive impact

of gender equity on aquaculture/fisheries productivity (34.3%). Notably, 28% of respondents had received no gender-related training at the onset of their project.

As seen in Table 3, a majority of respondents reported that their team could benefit from training across multiple gender-related topics. Towards more equitable access to project resources, respondents reported that they could benefit from training on how new technologies may differentially impact women and men beneficiaries (71.8%); constraints that can make it difficult for women to benefit from resources, inputs, and technologies (59.3%); and constraints that can make it difficult for women to participate in activities, interventions, or programs (59.3%). Regarding project impacts, respondents reported that they could benefit from training on how gender inclusion can increase the positive impacts of aquaculture/fisheries research (67.1%); collecting and using data disaggregated by gender to monitor program impacts (64.0%); and the positive impact of gender equity on aquaculture/fisheries productivity (53.1%). Finally, 68.7% of respondents reported that their team could benefit from training related to online resources for gender-responsive aquaculture/fisheries development.

## DISCUSSION: GENDER INTEGRATION WITHIN PROJECTS

These results suggest key entry points for training and outreach at the team level. Respondents reported having a relatively low level of gender-specific training, or no formal training, at the onset of the project. Additionally, only half of respondents reported that their team has an action plan for how to integrate gender into their project. Whether there is a lack of a plan or a lack of an awareness of the team's plan, this presents an opportunity and need for the Management Entity to work directly with researchers to help achieve project-specific gender-responsive goals. Responses related to the benefits of specific trainings were strong, suggesting an awareness of the benefits of training tailored towards gender-responsive aquaculture/fisheries development, such as equitable access to project resources and increasing project impacts through gender equity. As respondents indicated, there is also a need to readily access a set of reliable and comprehensive online resources tailored to gender-responsive aquaculture/fisheries development as well as closing the gender gap within research teams. Towards meeting this need, the Fish Innovation Lab gender and youth engagement leads (Ragsdale and Read-Wahidi) have developed a suite of open-access online courses, including , "Increasing Your Gender Responsive Agricultural Development Capacity" and "Your Comprehensive Guide to Conducting Focus Groups in Village Settings."

**TABLE 2.** Most frequent responses to the question, "Our team has received training on... (select all that apply)" (N=64)

	% (n)
how gender inclusion can increase the positive impacts of aquaculture/fisheries research.	45.3 (29)
collecting and using data disaggregated by gender to monitor program impacts.	45.3 (29)
constraints that can make it difficult for women to benefit from resources, inputs, and technologies (e.g., <i>cultural norms, lack of decision-making power, lack of access to credit and financial services</i> ).	35.9 (23)
the positive impact of gender equity on aquaculture/fisheries productivity.	34.3 (22)
No training received.	28.1 (18)

**TABLE 3.** Most frequent responses to the question, "Our team could benefit from training on..." (select all that apply)" (N=64)

	% (n)
how new technologies may impact women beneficiaries and men beneficiaries differently.	71.8 (46)
online resources for gender-responsive aquaculture/fisheries development.	68.7 (44)
how gender inclusion can increase the positive impacts of aquaculture/fisheries research.	67.1 (43)
collecting and using data disaggregated by gender to monitor program impacts.	64.0 (41)
constraints that can make it difficult for women to benefit from resources, inputs, and technologies.	59.3 (38)
constraints that can make it difficult for women to participate in activities, interventions, or programs.	59.3 (38)
the positive impact of gender equity on aquaculture/fisheries productivity.	53.1 (34)

## ABOUT THE FISH INNOVATION LAB

The Fish Innovation Lab supports the United States Agency for International Development's agricultural research and capacity building work under Feed the Future, the U.S. Government's global hunger and food security initiative. Mississippi State University is the program's management entity. The University of Rhode Island, Texas State University, Washington University in St. Louis, and RTI International serve as management partners.

[www.fishinnovationlab.msstate.edu](http://www.fishinnovationlab.msstate.edu)

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