

Gender Mainstreaming initiatives of SEAFDEC



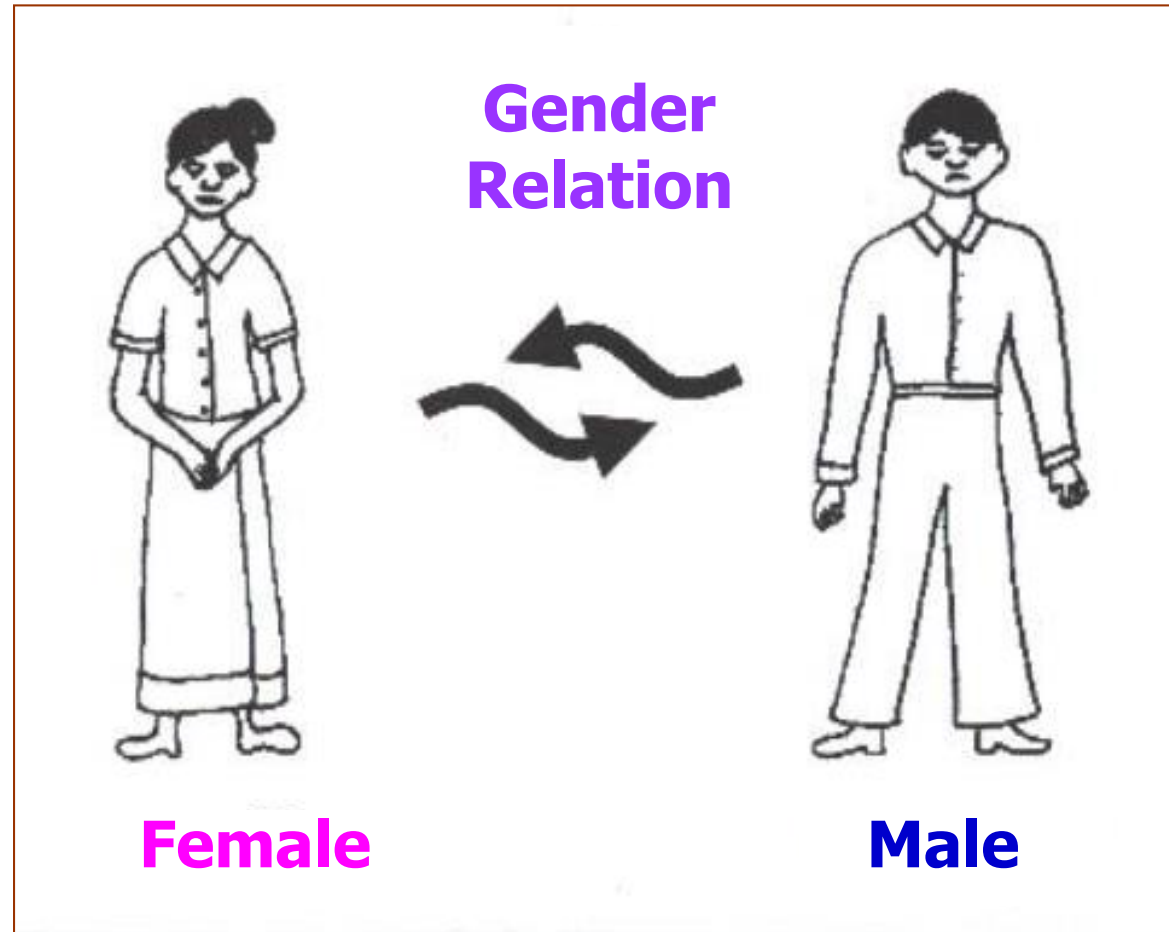
Out line of presentation

What is Gender and Sex?

Gender mainstreaming

Action plan for Gender Mainstreaming
in fishery development sector under the
SEAFDEC program

SEX vs Gender



Sex

- ✓ Natural / biologically determined
- ✓ Born with
- ✓ Universal
- ✓ Permanent

Gender

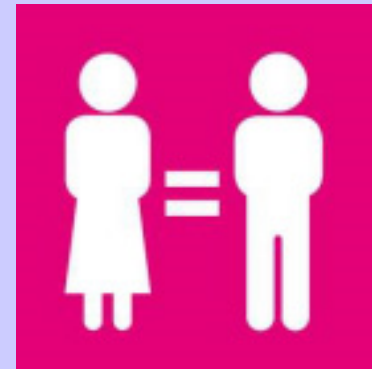
- ✓ Socio-culturally constructed
- ✓ Learned/Taught to be
- ✓ Differs within/between cultures and Societies
- ✓ Influenced by a wide range of socio-economic factors
- ✓ Changes over times

Sex as a category does not change. Being male/female refers to biological attributes.
Biological characteristics are fixed at birth.

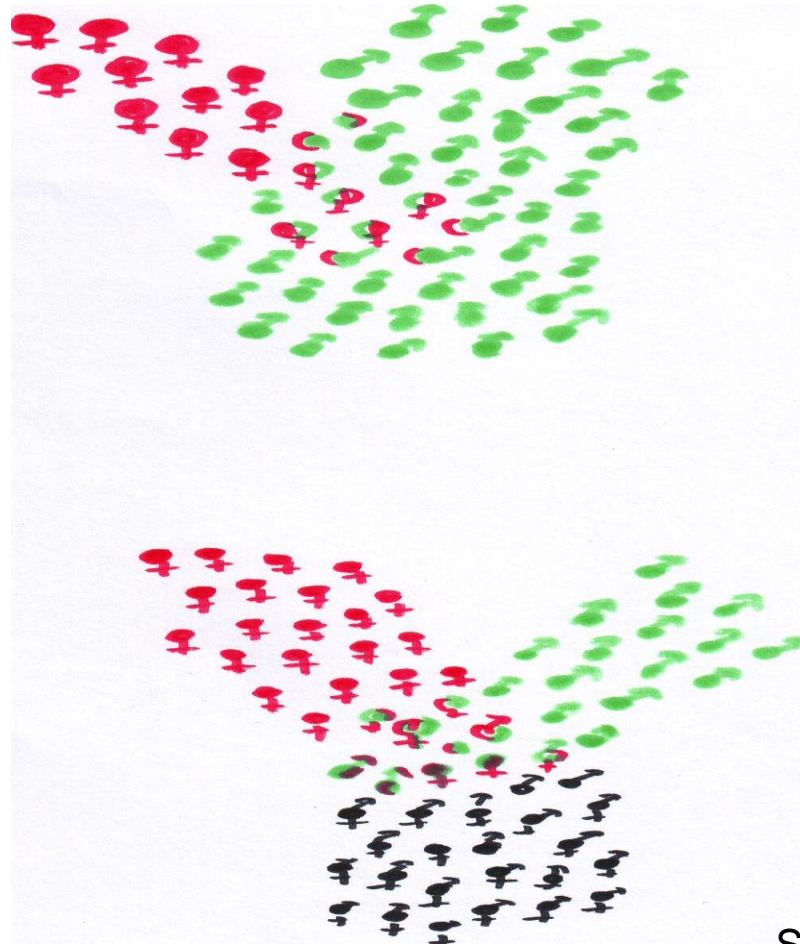
The most significant sex differences in humans related to menstruation, pregnancy, and breastfeeding in females and the production of sperms in males.

Gender refers to socio-cultural attributes of men and women. It is not fixed and changes over time. It varies from one society to another.

Gender also refers to the relations between men and women and to the socially constructed roles that are acceptable for each sex.



Gender mainstreaming



Source: Dr. Maytinee Bhongwej

Reference:
Beijing Declaration: Obligation for Gender Equality (1995)

Governments and other actors should promote an active and visible policy of **Mainstreaming a Gender Perspective** in all policies and programmes so that before decisions are taken, an Analysis is made of the effects on men and women.

As signatories to the Beijing Declaration, adoption of the Beijing Platform of Action by the Governments implies a Commitment to a Strategy of Mainstreaming Gender perspectives throughout policy and planning processes.

Gender Mainstreaming Aspect

- ❑ It is the Strategy to Integrate Gender Consideration as an integral dimension of the Designing, Implementing, Monitoring, and Evaluation of the Policies, Programs/Projects in All Fields so that they benefit women and men equally.

Gender Mainstreaming Approach

- ❑ GM in the Organizational/Agency
- ❑ GM in the Project cycle

Action plan for Gender Mainstreaming in fishery development sector under the SEAFDEC program



ACTION PLAN			
WHO	WHAT	WHEN	HOW

Action Plan 1: SEAFDEC Gender Focal point and management team (this include follow-up, coaching and supporting plan)

Objective 1: To develop Gender Policy of SEAFDEC

	Description	Indicator/to measure the success	Timeline	Responsible staff
Output:	SEAFDEC Gender Policy was developed	SEAFDEC gender policy is in place	2017	Gender focal points and Management team
Activities:	<ol style="list-style-type: none"> SEAFDEC gender focal point is appointed Further Learning and Conducting Gender Analysis for SEAFDEC 	<ol style="list-style-type: none"> SEAFDEC Gender Focal point is assigned Report of SEAFDEC Gender Analysis produced 	<ol style="list-style-type: none"> SEAFDEC Gender Focal point (Pui) was assigned in Aug 2015 Q3 2016 – Q2 2017 	PM Sweden Project Gender Focal point and Management team

Action Plan 1: SEAFDEC Gender Focal point and management team (this include follow-up, coaching and supporting plan)

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	Description	Indicator/to measure the success	Timeline	Responsible staff
Output:	SEAFDEC Gender Policy was developed	SEAFDEC gender policy is in place	2017	Gender focal points and Management team
Activities:	3.Meeting with high level to provide gender awareness.	3. High level aware and support gender issue	3. Q1 2017	PM Sweden Project Gender Focal point and Management team
	4. Established working team to develop gender policy of SEAFDEC	4. SEAFDEC Gender Policy development working team which compiled with representative of all divisions was formed.	4. Q1 2017	

Action Plan 1: SEAFDEC Gender Focal point and management team (this include follow-up, coaching and supporting plan)

Objective 1: To develop Gender Policy of SEAFDEC

	Description	Indicator/to measure the success	Timeline	Responsible staff
Output:	SEAFDEC Gender Policy was developed	SEAFDEC gender policy is in place	2017	Gender focal points and Management team
Activities:	5. Drafting the gender policy	5. Final Draft of SEAFDEC Gender Policy was ready for presentation.	5. Q2-Q3 2017	PM Sweden Project Gender Focal point and Management team
	6. Present Gender Policy and get it approved by SG (final approval by Council)	6. SEAFDEC GP was approved by SG.	6. Q4 2017	

Action Plan 1: SEAFDEC Gender Focal point and management team (this include follow-up, coaching and supporting plan)

Objective 2: To develop Gender Action Plan of SEAFDEC

	Description	Indicator/to measure the success	Timeline	Responsible staff
Output:	Action plan (immediate and long term) were developed	<ol style="list-style-type: none"> SEAFDEC Gender Immediate Action Plans (Nakhon Nayok Action Plan, Gender Analysis Action Plan) SEAFDEC 5 year strategic plan (on GM) 	<ol style="list-style-type: none"> July 2016 2018 	<ol style="list-style-type: none"> SEAFDEC team (monitor by gender focal point) Gender focal point (in consultation with management level)
Activities:	<ol style="list-style-type: none"> Compile sub Action plans of each division M & E (every 3 months) and coaching Evaluation workshop and drafting follow up action plan 	<ol style="list-style-type: none"> SEAFDEC Gender Action plan completed. Result of M&E (Report) An Evaluation workshop organized 	<ol style="list-style-type: none"> July 2016 2016-2017 July 2017 	Gender focal point

Action Plan 1: SEAFDEC Gender Focal point and management team (this include follow-up, coaching and supporting plan)

Objective 3: To develop hand on of Gender Mainstreaming (GM) in to SEAFDEC organization and Fishery projects to ensure the practical way to integrate gender aspect into SEAFDEC Org and Fishery Projects is in place.

	Description	Indicator/to measure the success	Timeline	Responsible staff
Output:	Guideline on Gender Mainstreaming in SEAFDEC organization and Fisheries Project developed.	A Guideline for GM in SEAFDEC Org and Fishery was developed	2018	Gender Focal point & management team
Activities:	<ol style="list-style-type: none"> 1. 1st Workshop on developing guideline for GM in SEAFDEC (to get the first draft) 2. 2nd Workshop (on final guideline) 3. 3rd Workshop (to introduce the use of guideline to all SEAFDEC staffs) 	<ol style="list-style-type: none"> 1. Workshop s were organized 2. Guideline were ready to use 	2018	Gender Focal point & management team

Action Plan 2: EAFM Practical Approach in Transboundary area

Objective: To develop gender responsive EAFM project Proposal
 (Risk: Acceptance/ agreement form high ranking)

	Description	Indicators	Timeline	Resources need	Responsible staff
Output:	Gender Responsive EAFM Project Proposal was developed	A Gender Responsive EAFM Project Proposal is in place		Meeting budget	
Activities:	<ul style="list-style-type: none"> ▪ Workshop to integrate gender into EAFM project first draft of project proposal ▪ Meeting to present 1st to donor and to finalize project proposal 	<ul style="list-style-type: none"> ▪ 1st draft complete d ▪ Finalized. 			

Action Plan 3: Capture Group

Problem: Member countries (MCs) selected not the right participants to the right training topics.

Objective: Trainees (men and women) have qualification as training course required

Risks: MCs have no staffs (men and women) who have qualification as SEAFDEC request

	Description	Indicators	Resources need	Timeline	Responsible staff
Output:	Country chose the right men and women for training			2016-2017	
Activities:	Request to MCs to select trainees (Men and women) that relevant to training Courses	Number of men and women participate in training course and they expertise are relevance with topic of training	<ul style="list-style-type: none"> - SEAFDEC Coordinator - Budget - Council Director 	Meeting one time per year (Council meeting)	

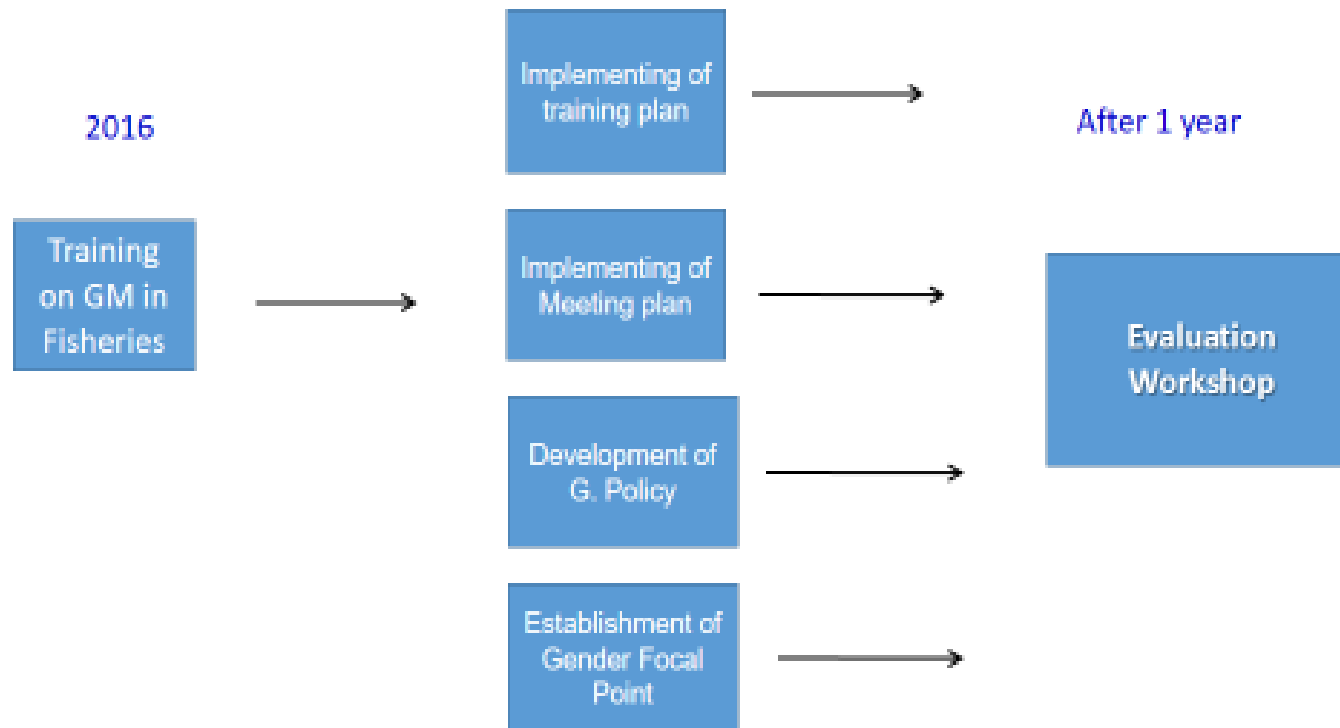
SEAFDEC Follow-up and coaching plan

To ensure the group gender action plans are implemented with proper supporting, the SEAFDEC's gender focal point and project managers have teamed up and developed the follow-up and coaching plan (under Action Plan 1).

Overview of the workshop objective

2016-2017 = Action Plan

M o n i t o r i n g - C o a c h i n g





Livelihood of fishing village in Nam Ngum Reservoir changed after gender training provided



Thank you for your kind attention