



PROVISIONAL PROSPECTUS

In-house Intensive Training Workshop on Gender Analysis for SEAFDEC staff

1. Background

The Southeast Asian Fisheries Development Center (SEAFDEC) is an autonomous inter-governmental body that have mandate “to develop and manage the fisheries potential of the region by rational utilization of the resources for providing food security and safety to the people and alleviating poverty through transfer of new technologies, research and information dissemination activities with the national fishery line agencies of SEAFDEC Member Countries (MCs) and its relevant partners.

It is recognized through number of studies that women play important roles and contribute significantly to the impact and sustainability of the fisheries development sector. Thus, balanced, equitable and sustainable fisheries development must take gender considerations into account. Despite gender aspects are noticeably absent from the discussion of many development programs in fisheries including SEAFDEC, the SEAFDEC is recently realizing the need for increasing gender awareness and sensitivity for its stakeholders at all levels and at the same time building capacity on gender relevant tools to its relevant staff and key stakeholders to ensure that the gender aspects are properly mainstreamed into the fisheries’ regular or routine work.

Therefore, SEAFDEC has organized a training workshop on gender awareness and gender mainstreaming, to support SEAFDEC staff and its partner agencies to strengthen their better understanding and awareness on gender aspects and know how to mainstream gender in fisheries sector, specifically throughout the project cycle.

Further to the successful of the above-mentioned training, the SEAFDEC sees the needs to specially enhance capacity of its gender focal point and key staff in some important gender tools such as Gender Analysis (GA) and other tools needed for M&E purpose. An intensive training and practical exercise on GA will be organized for the SEAFDEC’s staff on 24-26 January 2017 in Petchburi Province, Thailand.

2. Objective

To provide an intensive training, coaching and technical advices on GA, explanation on gender indicator, sex-disaggregated data (SDD), gender budgeting, gender in M&E and reporting for the SEAFDEC staff.

3. Expected Outputs

- Enhancing SEAFDEC staff's skills in application of some important tools such as GA, Gender Indicators, SDD, gender budgeting, gender in M&E and reporting which are needed for integration of gender in SEAFDEC's future works.
- Enhancing SEAFDEC staff's practical experience on GA, including drafting of the report, which is important for applying in the future.

4. Workshop Methodology & Format

The training is designed as an intensive course by applying participatory approach in the sessions needed to maximise the participants' understanding and realization of the gender issue in their daily life and work. In addition, other materials e.g. flip-chart, board, colour card, photo, video, case study, etc. will be used in the required sessions. The resource person will facilitate the sessions in combination of classroom lecturing with the power point presentation, brainstorming, group discussion and presentation with an intensive coaching and assistance from the facilitator to ensure all individual has fully participated, has a said, and contributed to the group work. This is to ensure that the individual capacities are further built on the exercise they involved and to help sharpen and strengthen their awareness and knowledge on GA relevant tools.

5. Evaluations

The evaluation of before and after training course will also be conducted in order to ensure the expectation of the participants were met, and the good and weak points of the course were identified for future improvement. In this connection, the pre-and post-test will be used to evaluate the trainee knowledge and archiving of this training workshop.

6. Participants

This training is an intensive course therefore the target participants are SEAFDEC staff who are working on fisheries management and interacted with community and staff who are the contact person for the gender action plans to provide data to the SEAFDEC's gender focal point.

7. Date and Venue

The training workshop will take place in Petchburi Province, Thailand, from 24 to 26 January 2017.

8. Budget

Estimated Budget for this 3 days training Course on Gender Analysis for SEAFDEC staff is approximately 6,200 USD.

9. In house Training on Gender Analysis for SEAFDEC staff on 24-26 January 2017
(Draft Session Plan)

Date/Time	Sessions/Topics	Objectives/Outputs/method	Facilitators/ Responsible	Materials
DAY ONE: 24 January 2017				
PART I: INTRODUCTION				
08:30-09:00	30' Objective and working Schedule	<ul style="list-style-type: none"> ▪ Key topics ▪ Key tasks ▪ Working Schedule 	▪	<u>Doc#1</u> : Objective ▪ Projector
PART II: BRIEF REVIEW THE IMPORTANT CONCEPTS				
09:00-10:00	1h 2.1 Gender 10. Gender Mainstreaming	<ul style="list-style-type: none"> ▪ Roles of women and men ▪ The process to integrate gender as an integral part of the designing/planning, implementation and M&E of the policies, projects/agencies and activities of all sectors. ▪ -GM in the Organizational Level ▪ -GM in the Project Cycle <p><u>Note: Key tool needed for GM in everything is Gender Analysis</u></p>	▪ Facilitator	<u>Doc#2</u> : Gender <u>Doc#3</u> : GM <u>Doc#4</u> : Checklist G in Organization ▪ Projector
10:00-10:15	15' Break			
PART III: GENDER ANALYSIS				
10:15-12:00	1h 45' 3.1 Gender Analysis Concept (theory)	<ul style="list-style-type: none"> ▪ Gender Analysis concept ▪ -Gender Division of Labour ▪ -Access and Control Profile ▪ -Analysis of Influencing Factor 	▪ Facilitator	<u>Doc#5</u> : GA ▪ Projector
12:00-13:00	1h Lunch Break			
13:00-15:00	2h 3.2 GA at the Organizational level	<ul style="list-style-type: none"> ▪ Framework for GA at the Organizational level (with example, checklist, etc.) ▪ Framework for GA in Fishery Sector ▪ Practice (to develop outline of GA for 	<ul style="list-style-type: none"> ▪ Facilitator ▪ Participant 	<u>Doc#6</u> : GA in Org <u>Doc#7</u> : MRC SDD <u>Doc#8</u> : MRC-GIZ GA <u>Doc#9</u> : G in F

			SEAFDEC)		<u>Doc#10:</u> Outline GA for SEAFDEC ▪ Projector
15:00-15:15	15'	Break			
15:15-16:30	1h 15'	3.3 GA of the project/program	<ul style="list-style-type: none"> ▪ Framework (with example from Concern Project, etc.) ▪ Practice (to develop outline of GA SEAFDEC for project) 	<ul style="list-style-type: none"> ▪ Facilitator ▪ Participant 	<u>Doc#11:</u> Example of Concern project, Page 81-88) ▪ Projector
16:30-16:40	10'	CONCLUSION OF DAY ONE			
DAY TWO: 25 January 2017					
08:30-09:30	1h	3.4 GA at the field/community level	<ul style="list-style-type: none"> ▪ Gender Division of Labour (productive, reproductive, and socio-cultural-community activities) ▪ Access and Control Profile (resources and benefits) ▪ Analysis of Influencing Factor (cultural, political, gov. services, etc.) ▪ Time use analysis ▪ Seasonal calendar 	<ul style="list-style-type: none"> ▪ Facilitator 	<u>Doc#12:</u> Time use analysis (see example of Concern, page 72) <u>Doc#13:</u> G in community Dev project (Oxford Pub). ▪ Projector
PART IV PRACTICAL EXERCISE ON GENDER ANALYSIS					
09:30-10:00	30'	4.1 Grouping participants in 3	<ul style="list-style-type: none"> ▪ Group 1: Management level ▪ Group 2: Program/Project level ▪ Group 3: Field implementation 	<ul style="list-style-type: none"> ▪ Facilitator 	<u>Doc#14:</u> ▪ Projector
10:00-10:15	15'	Break			
10:15-12:00	1h 45'	4.2 Developing framework for Practical Exercise in 3 levels	<ul style="list-style-type: none"> ▪ Group 1: GA for the SEAFDEC organizational level (or development of SEAFDEC Gender Policy) ▪ Group 2: GA for SEAFDEC Program/Project level ▪ Group 3: GA at the Field Level. ▪ Some additional tools (required for Group 3): - Picking some PRA tools (SSI, Focus 	<ul style="list-style-type: none"> ▪ Facilitator ▪ Participant 	<u>Doc#11:</u> Some PRA tools (page 13-19) <u>Doc#11:</u> see example of GA framework from Concern page 21-22) ▪ Projector

			<ul style="list-style-type: none"> Group Discussion, Random sample, observation, photo, problem ranking, prioritization, etc.) Some research framework and tools (required for all 3 groups – needed for data collection and writing e.g. flow, qualitative and quantitative, data collection, data processing, reporting, etc.) 		
12:00-13:00	1h	Lunch Break			
PART V: SOME TOOLS FOR RESULT-BASED PROJECT CYCLE MANAGEMENT					
13:00-15:00	2h	5.1 Develop M&E Framework for Action Plan	<ul style="list-style-type: none"> Using example of SEAFDEC Gender Action Plan, develop indicators, implementation plan, follow-up plan, budget, etc. Follow-up, observation of the changes (positive & negative, etc.) Documentation of the success stories, etc. Gender Budgeting. 	<ul style="list-style-type: none"> Facilitator Participant 	<p><u>Doc#15:</u> Result-Base</p> <p><u>Doc#16:</u> Writing of success stories</p> <p><u>Doc#17:</u> Gender Budgeting Projector</p>
15:00-15:15	15'	Break			
15:15-16:15	1h	5.2 Develop the follow-up framework for on-going project/activity)	<ul style="list-style-type: none"> Discussion of base-line information (village situation, etc.) Identification of what (Objects) to be observed. Identification of key questions Identification of the target groups/key informants to meet Develop reporting template 	<ul style="list-style-type: none"> Facilitator Participant 	<p><u>Doc#14:</u> Village situation</p> <p><u>Doc#11:</u> GA framework (page 21-22)</p> <p>Projector</p>
16:15-16:30	15'	CONCLUSION OF DAY TWO			
DAY THREE: 25 SEPTEMBER 2016					
PART VI: IDENTIFICATION OF KEY POINTS FOR SEAFDEC GENDER POLICY					
Morning		6.1 PRINCIPLES OF SEAFDEC POLICY	<ul style="list-style-type: none"> Scope Decision-making (approval) Implementation M&E (measuring the achievement) 		(This is important for the Management team) – the other 2 teams may start writing up their GA

