



## **PROVISIONAL PROSPECTUS**

### **In-house Training on Gender Sensitivity for SEAFDEC staff and Regional Fisheries Policy Network (RFPN)**

#### **1. Background**

Gender is a socially constructed definition of women and men. It is not the same as sex (biological characteristics of women and men) and it is not the same as women. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and personal life. The Southeast Asian Fisheries Development Center (SEAFDEC) recognized on gender issue also and try to mainstream it to organization and program/project. Therefore, to mainstream gender into organisation, it need to make SEAFDEC staff understand on gender and why we need to integrated gender to our organisation and how it useful for their work and life.

Gender Sensitivity is the way service providers treat male or female clients in service delivery facilities and thus affects client willingness to seek services, continue to use services, and carry out the health behaviours advocated by the services. And what we need to see in our organisation is Gender equity, it is requires equal enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Gender equity does not mean that women and men become the same, but that their opportunities and life chances are equal. This is can show that SEADFEDEC is gender responsive organization not only integrate gender into projects/programs but in office also we concern on gender issue.

Gender mainstreaming is the way to ensure on understanding and awareness on gender aspects and know how to mainstream gender in fisheries sector, specifically throughout the project cycle. The training workshop would help the participants to understand clearly what gender is, and always include gender analysis in the other tools used when analysing the situation/problem at the programme are, identifying measures to address the gender issues and problem found, ensuring the programme have sufficient resources and condition to implement the gender action plans with a clear gender indicators, and finally the report on gender matters in the way that the participation, contribution and achievement of both man and women are count. Therefore, it is strongly believed that, a successful gender mainstreaming in the fisheries sector will contribute to gender equity and equality in the community and the society.

Hence, the Training on Gender Sensitivity is needed to conduct to introduce gender concept to all SEAFDEC staff as well as the member of Regional Fisheries Policy Network from SEAFDEC Member Countries.

## 2. Objectives

- To provide knowledge on gender and understand why we need to integrate gender in to organization and raise the gender awareness on gender projects/programs.
- To get some feedback and ideas from SEAFDEC staff at all level in order to move further step on the formulation of gender strategy/policy for SEAFDEC to be a gender responsive organisation.

## 3. Target Participants

The Trainings will be arranged for 2 groups

Group 1: For SEAFDEC staff (who never have attended two previous In-house Trainings), Number XX persons (will be divided into 5 batches)

Group 2: For Regional Fisheries Policy Network, 7-8 persons

## 4. Timing

The trainings will take place at SEAFDEC/TD and SEC during March-April 2017 depend on the availability of staff members.

## 5. Expected Outputs

- Participants will obtain knowledge on gender issue and sensitivity.
- Participants will understand on why gender need to introduce and integrated to organization and programs/projects.
- Suggestion and idea will be shared by participants on gender responsive in organization.

## 6. Workshop Methodology& Format

The trainings will be conducted for 2 target groups. The Training will be conducted both lecture and exercises. In addition, other materials e.g flip-chart, board, colour card, photo, video, case study, PowerPoint presentation and etc. will be used in the required sessions. The training will be facilitated by gender focal point and core staff who have trained on gender for two time namely; Dr. Nopporn Manajit, Ms.Pattaratjit Kaewnuratchadasorn, Mr.Weerasak Yingyuad, Ms. Saivason Klinsukol, Ms. Thanyalak Suasi, Ms. Rattana Tiaye, Ms. Woralak Mesomwat, Ms. Yanida Suthiphol and Mr. Krit Phusirimongkol.

## 7. 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.

## 8. Session plan

### Group 1: Training on Gender Sensitivity for SEAFDEC staff

Date/Time		Sessions/Topics	Objectives /Expected out put
09:00-09:30	30'	1.1. Registration and fill evaluation from	
09:30-10:45	1.15'	1.1 Welcome and Opening Remarks and Introduction of the Objective, Schedule and Facilitation team	- To introduce Gender in to SEAFDEC organisation and find

		<p>1.2 What is gender and sex?</p> <p>1.3 Why do we need to mainstream gender in to organization?</p> <p>1.4 Open floor to gain opinion from SEAFDEC staffs.</p> <p>1.5 Fill evaluation from</p> <p>1.6 Close session</p>	<p>the way forward to improve gender equality in organization.</p>
<b>10:45-11:00</b>	<b>15'</b>	<b>Photo Session and coffee brake</b>	

Note: Date/Time are subjected to change depend on the availability of participants

### Group 2: Gender Awareness and Gender Mainstreaming in Fisheries for RFPN

<b>Date/Time</b>		<b>Sessions/Topics</b>	<b>Facilitators/ Responsible</b>
<b>08:00-08:40</b>	<b>40'</b>	1.1. Registration, fill the questionnaire on expectation	
<b>08:40-09:00</b>	<b>20'</b>	1.2. Welcome Remarks 1.3. Introduction of the Objective, Schedule and Facilitation team 1.4 Introduce participant	
<b>09:00-10:30</b>			
		1.5 What is gender and sex 1.6 Gender roles and relations General gender concept 1.7 Equality and Equity 1.8 Gender awareness of peoples in the society in general	
<b>10:30-10:45</b>		Coffee break	
<b>10:45-12:00</b>		1.9 GM Concepts 1.20. GM in Fisheries Sector	
<b>13:00-14:45</b>	<b>1h20'</b>	<ul style="list-style-type: none"> <li>▪ Strategy for GM in Fisheries Development strategies</li> <li>▪ GM in Fisheries Sector</li> <li>▪ National Gender in Fisheries Network</li> </ul>	
<b>14:45-15:00</b>	<b>15'</b>	Coffee break	
<b>15:00-16:00</b>	<b>1 h</b>	<p>4.1. Basic Steps in Project Cycle</p> <p>4.2. Gender in Project Cycle</p> <p>4.3. Important tools for GM in Project Cycle</p> <ul style="list-style-type: none"> <li>▪ Gender Analysis</li> <li>▪ Gender Practical Needs and Strategic Interests</li> <li>▪ Gender in Planning</li> </ul>	

		<ul style="list-style-type: none"> <li>▪ Sex-disaggregated Data/Gender Statistic</li> <li>▪ Gender Budgeting</li> </ul> <p>Gender reporting</p> <ul style="list-style-type: none"> <li>▪ Evaluation</li> <li>▪ Closing</li> </ul>	
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