

**PROVISIONAL PROSPECTUS**  
**Training on Gender Equality and Social Inclusion (GESI) in Fisheries Management.**  
**on 25-27 August 2026 at SEAFDE/TD**

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## **I. Background**

Based on several findings from gender studies conducted by SEAFDEC and relevant agencies, it is evident that women play critical roles and make significant contributions to the sustainability of the fisheries sector, particularly in small-scale fisheries communities. These findings highlight the rationale for gender and social inclusion (GESI), as social norms and gender roles influence individuals' positions in society, their ability to participate in programs, and their access to and control over resources, benefits, and decision-making processes. Without deliberate efforts to address these disparities, fisheries policies and programs risk reinforcing existing inequalities and limiting overall sector effectiveness and sustainability.

Despite this, gender considerations have often been overlooked in many fisheries' development initiatives, including within SEAFDEC. Recognizing this gap, there is a growing need to enhance awareness and understanding of gender and social inclusion among stakeholders at all levels. Strengthening capacity in gender-responsive tools and approaches is essential to ensure that diverse groups, including women, men, and marginalized populations, are equitably represented and their needs are effectively addressed in fisheries management and governance.

Furthermore, integrating GESI into monitoring and evaluation systems is crucial to track progress, ensure accountability, and enable timely adjustments to gender-responsive actions. This approach ensures that fisheries programs not only achieve technical outcomes but also contribute to more equitable access to opportunities and benefits. Regular reporting that incorporates gender-responsive indicators is therefore key to advancing gender equality and social inclusion in fisheries development policies and projects.

In light of these considerations, SEAFDEC plans to organize a training course on Gender Equality and Social Inclusion (GESI) in Fisheries Management to support the Department of Fisheries (DOF), Thailand. This initiative aims to strengthen stakeholders' understanding of gender and social inclusion concepts and equip them with practical knowledge and tools to effectively mainstream GESI into fisheries management policies and programs, ultimately contributing to more inclusive, equitable, and sustainable fisheries governance.

## **II. Objectives**

- To enhance participants' understanding of gender and related concepts.
- To introduce practical tools for gender mainstreaming and social inclusion in fisheries management.
- To strengthen participants' capacity to develop and implement gender mainstreaming and social inclusion in fisheries management.

### **III. Expected Outputs and outcome**

- Participants will gain a clear understanding of gender concepts and practical tools for integrating gender into fisheries-related work.
- Participants will understand the process of mainstreaming gender into fisheries management projects.
- Participants will be able to apply a gender lens in fisheries management planning, enhancing gender sensitivity and responsiveness to promote equity and equality as key outcomes of the training.

### **IV. Evaluation**

Pre-and post-training evaluations will be conducted to assess participants' expectations and the extent to which they are met, as well as to identify the strengths and areas for improvement of the training for future refinement. In addition, pre- and post-tests will be administered to measure changes in participants' knowledge.

### **IV. Participants**

1. DOF officers (30 persons) from
  - The Marine Fisheries Research and Development Division (10 persons)
  - The Inland Fisheries Research and Development Division (6 persons)
  - Inland Aquaculture Research and Development Division (2 persons)
  - The Fisheries Policy and Plan Development Division (2 persons)
  - The Division of Fisheries Resource Management and Measure Determination (2 persons)
  - The Fish Quarantine and Fishing Vessels Inspection Division (2 persons)
  - Fisheries Industrial Technology, Research and Development Division, (2 persons)
  - Legal Affairs Division, (1)
  - Fisheries Product Standards Certification and Traceability System Development Division. (1 person)
  - Fishing Control and surveillance Division (2 persons)
2. SEAFDEC/TD (4 persons)
3. Resource person (2 persons)

### **V. Date and Venue**

The training will be conducted at SEAFDEC/TD on 25-27 August 2026

### **VI. Contact details**

1. *Ms. Jariya Sornkliang*, Gender Focal Point,  
SEAFDEC/Training Department (Email: jariya@seafdec.org)
2. *Ms. Waraporn Dechboon* (Fisheries Biologist, Senior Professional Level) (Email: dechwara@gmail.com)

## VII. Tentative schedule

Date and time	Activities	Facilitators
<b>Day 1: Tuesday, 25 August 2026</b>		
0830–0900	Registration	DOF and SEAFDEC
0900–0930	Participants write expectation	DOF and SEAFDEC
	Pre-test and assessment	DOF and SEAFDEC
0930–1015	<b>Agenda 1: Opening the training</b>	DOF and SEAFDEC
	<b>Agenda 2: Introduce participants</b>	DOF and SEAFDEC
	<b>Agenda 3: Course introduction</b>	SEAFDEC
1015–1030	<i>Coffee break and group photo</i>	
1030–11:30	<b>Agenda 4: Training program</b> <b>4.1 Gender Equality and Social Inclusion concept</b>	SEAFDEC
11:30–12:30	<b>4.2 Gender Global instrument and Legal framework</b>	<i>Resources persons</i>
12:30–13:30	<i>Lunch break</i>	
13:30–15:00	<b>4.3 Gender mainstreaming tools</b>	SEAFDEC and resources
1500–1515	<i>Refreshment</i>	
1515–1615	<b>4.3 Gender in Fisheries</b> (Gender issue/gender concern)	SEAFDEC and resources
1615–1630	Wrap-up	
<b>Day 2: Wednesday, 26 August 2026</b>		
0845–0900	Check-in	
0900–1030	<b>4.4 Gender Analysis</b> - Develop the gender analysis survey	SEAFDEC and resources
1030–1100	<i>Coffee break</i>	
1100–1200	<b>4.4 Gender Analysis (cont.)</b> - Conduct the survey	SEAFDEC and resources
1200–1300	Lunch break	
1300–1500	<b>4.4 Gender Analysis (cont.)</b> <b>- Data analysis</b>	SEAFDEC and resources
1500–1515	Refreshment break	
1515–1615	<b>4.6 Present the result of the gender analysis</b>	SEAFDEC and resources
1615–1630	Wrap-up	
<b>Day 3: Thursday, 27 August 2026</b>		
0845–0900	Check-in	
0900–1015	<b>4.7 Gender integration in Fisheries Management</b> - Project or research on gender in fisheries under TD - Project/research/policy/program on gender in fisheries under DOF	SEAFDEC and DOF
1015–1030	<i>Coffee break</i>	
1030–1200	<b>4.8 Group work on plan for gender integration in fisheries management.</b>	SEAFDEC, DOF, and resource persons
1200–1300	Lunch break	

1300–1500	<b>4.9. Present the results of the group work on gender integration in fisheries management</b>	SEAFDEC, DOF, and resource persons
1500–1515	<i>Refreshment</i>	
1515–1615	<b>4.10 Course review and evaluation</b>	
1615–1630	<b>Agenda 5: Closing remarks</b>	DOF and SEAFDEC