

Training of Trainers on Gender Equality and Social Inclusion in Fisheries Management on 29–30 September 2026 at SEAFDEC/SEC

1. Introduction

The sustainable management of fisheries requires not only sound ecological and economic approaches but also the integration of social dimensions, particularly Gender Equality and Social Inclusion (GESI). Fisheries stakeholders, including women and men, youth, elderly persons, persons with disabilities, indigenous peoples, and other marginalized groups, play different roles in fisheries value chains and experience unequal access to resources, decision-making, services, and economic opportunities. Recognizing these differences is essential for developing equitable, inclusive, and effective fisheries management interventions. As the regional technical arm of the Southeast Asian Fisheries Development Center (SEAFDEC), the Training Department (SEAFDEC/TD) has been actively promoting GESI in fisheries through regional capacity-building programs, technical guidance, research, and policy support for ASEAN Member States. Building on these regional efforts and responding to the needs of the Department of Fisheries (DOF), Thailand initiated a program to promote GESI in Fisheries Management.

Following the Training on Gender Equality and Social Inclusion in Fisheries Management, a two-day Training of Trainers (ToT) will be held to strengthen the capacity of selected Department of Fisheries (DOF) officers to serve as GESI trainers within their respective organizations. ToT will equip participants with facilitation techniques, adult learning methodologies, and practical experience in delivering GESI training while enabling them to develop training plans that can be replicated at national and local levels. The training contributes to institutionalizing GESI within fisheries management and establishing a sustainable network of qualified trainers.

2. Objectives

- 2.1** Strengthen participants' knowledge and understanding of Gender Equality and Social Inclusion (GESI) concepts, gender mainstreaming approaches, and their practical application in fisheries management.
- 2.2** Enhance participants' facilitation and training skills by applying adult learning principles, participatory methods, and effective communication techniques for delivering GESI training.
- 2.3** Develop a pool of competent GESI trainers capable of designing, delivering, and replicating GESI training programs and supporting the integration of GESI into fisheries policies, programs, and institutional practices within the Department of Fisheries and partner organizations.

3. Expected output

- 3.1** Participants demonstrate enhanced knowledge of Gender Equality and Social Inclusion (GESI) concepts and can apply gender-responsive and socially inclusive approaches in fisheries management.
- 3.2** Participants acquire practical facilitation and training skills by successfully conducting GESI training sessions using adult learning and participatory methods.

- 3.3 A core group of certified GESI trainers develops training plans and action plans to replicate GESI training and promote gender mainstreaming within the Department of Fisheries and partner organizations.

A sustainable pool of GESI trainers is established to strengthen institutional capacity and support the long-term integration of gender equality and social inclusion into fisheries management policies, programs, and practices.

4. Training Methodology

ToT will adopt a participatory learning approach that combines interactive lectures, facilitated group discussions, fisheries case studies, role-playing and simulation exercises, teaching practice, and peer review with constructive facilitator feedback. Throughout the training, participants will actively design and deliver training sessions while receiving guidance to improve their facilitation techniques and communication skills. This approach will enable participants to strengthen both their technical understanding of GESI and their practical capacity and confidence to effectively deliver GESI training and serve as resource persons and trainers within their respective organizations.

5. Target Participants

- Selected Department of Fisheries officers who completed the foundational GESI training in August, approximately 10 participants.
- One resource person
- 4 SEAFDEC officers

6. Tentative Program

Day 1: Tuesday, 29 September 2026	
Time	Session
08:30–09:00	Registration
09:00–09:20	Opening Session
09:20–09:30	Course Orientation
09:30–10:15	Review of Gender Equality and Social Inclusion (GESI) Concepts in Fisheries
10:15–10:30	Coffee Break
10:30–12:00	Training methodology - Adult Learning Principles - Facilitation Skills for Participatory Learning
12:00–13:00	Lunch
13:00–14:45	Group Work: Preparation for GESI Training Sessions - Designing Effective Training Sessions: Learning Objectives and Training Plans
14:45–15:00	Coffee Break
15:00–16:00	Group Work: Preparation for GESI Training Sessions(cont.) - Developing Training Materials and Participatory Exercises
Day 2: Wednesday, 30 September 2026	
Time	Session
09:00–09:15	Recap of Day 1
09:15–10:45	Participant Practice Session and Feedback

10:45–11:00	Coffee Break
11:00–12:00	Participant Practice Session and Feedback (cont.)
12:00–13:00	Lunch
13:00–14:45	Developing an Institutional Plan for Delivering GESI Training
14:45–15:00	Coffee Break
15:00–15:40	Course Evaluation and Individual Action Plans
1540–16:00	Certificate Presentation and Closing Ceremony