



# SEAFDEC Gender Strategy

Mainstreaming gender  
in SEAFDEC and its programs



Southeast Asian Fisheries Development Center

## Preparation of the Document

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# SEAFDEC Gender Strategy

## Mainstreaming gender in SEAFDEC and its programs

The Southeast Asian Fisheries Development Center (SEAFDEC) is an autonomous inter-governmental body with the vision towards “*sustainable management and development of fisheries and aquaculture to contribute to food security, poverty alleviation and livelihood of people in the Southeast Asian region.*” Working with the national fisheries agencies in 11 SEAFDEC Member Countries<sup>1</sup> as well as with relevant partners, and being aware that gender is one of the important issues in ensuring the sustainable development of the fisheries sector of Southeast Asia, which includes largely small-scale fisheries and aquaculture, SEAFDEC is therefore adopting its Gender Strategy to facilitate gender mainstreaming at all levels of the organization, and serve as an organizational overarching framework to facilitate SEAFDEC’s efforts in integrating gender in its programs, projects, and activities. The SEAFDEC Gender Strategy is also intended to subsequently support the integration of gender perspectives in fisheries and aquaculture in the Member Countries of SEAFDEC.

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<sup>1</sup>SEAFDEC Member Countries: Brunei Darussalam, Cambodia, Indonesia, Japan, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Viet Nam



## International and Regional Policies on Gender in Fisheries

In recognition of the global issues related to food security and alleviation of poverty over the past decades, the international, regional, and national communities have been giving more focus on gender equity in sustainable development. Given such background, the UN Sustainable Development Goals<sup>2</sup> include targets that address issues on gender, human rights, and social well-being in small-scale fisheries development. Likewise, gender equity and equality are also upheld as fundamental guiding principles in the FAO Voluntary Guidelines for Securing Sustainable Small-scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines)<sup>3</sup> that calls for concerted efforts on the part of all stakeholders to include gender equality as integral part of all small-scale fisheries development strategies.

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<sup>2</sup>UN. (2015). *Transforming our world: the 2030 Agenda for Sustainable Development*. Resolution adopted by the General Assembly on 25 September 2015. United Nations General Assembly A/RES/70/1.

<sup>3</sup>FAO. (2015). *Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication*. Food and Agriculture Organization of the United Nations. Rome, Italy.

In the Southeast Asian region, gender perspective has also been highlighted in the ASEAN-SEAFDEC Plan of Action on Sustainable Fisheries for Food Security for the ASEAN Region Towards 2020<sup>4</sup>, which calls for “*strengthened capacity of relevant stakeholders and harmonized initiatives that support fishing communities and governments, with a special focus on the women and youth.*” During the Special Meeting of the SEAFDEC Council in November 2017, the Council adopted the Resolution on the Future of SEAFDEC, including the Vision, Mission, and Strategies Towards 2030<sup>5</sup>, specifically stating “*Strategy 5: Addressing cross-cutting issues, such as labor, gender and climate change, where related to international fisheries.*”

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<sup>4</sup>SEAFDEC. (2011). *Resolution and Plan of Action on Sustainable Fisheries for Food Security for the ASEAN Region Towards 2020*. Southeast Asian Fisheries Development Center. Bangkok, Thailand.

<sup>5</sup>SEAFDEC. (2017). *Report of the Special Meeting of the SEAFDEC Council*. Southeast Asian Fisheries Development Center. Bangkok, Thailand.



## Goal

SEAFDEC as gender-responsive and gender-sensitive in pursuing sustainable development and management of fisheries and aquaculture in Southeast Asia

## Objectives

The SEAFDEC Gender Strategy strives to mainstream and integrate gender perspectives into the SEAFDEC organization, and in its programs, projects, and activities to ensure that men, women, and youth at all levels, access equitable benefits in the sustainable development and management of fisheries and aquaculture.

## Strategies

In order to achieve the objectives, the following strategies should be implemented:

### *1. Mainstreaming Gender at All Levels of the Organization*

- 1.1. Implement gender equity and equality in the organization's human resources management and development
- 1.2. Enhance the awareness and capacity of the human resources at all levels on gender aspects
- 1.3. Designate and empower the SEAFDEC Gender Focal Persons (SGFP) from SEAFDEC Secretariat and Departments

### *2. Integrating Gender in SEAFDEC Programs and Projects*

- 2.1. Consider including gender sensitivity aspects in the development of programs and projects
- 2.2. Integrate gender perspectives throughout the cycle of gender-sensitive programs and projects by:
  - 2.2.1. Incorporating the conduct of gender analysis in the baseline surveys of project sites to understand the gender conditions that require interventions
  - 2.2.2. Providing appropriate interventions to ensure equal opportunities to male and female stakeholders in accessing and receiving benefits from fishery resources, information, financial sources, and capacity building opportunities



- 2.2.3. Promoting equitable participation of male and female stakeholders in the implementation of programs and projects where applicable
  - 2.2.4. Collecting and compiling sex-disaggregated data throughout the implementation of programs and projects
  - 2.2.5. Conducting impact analysis of the program and project interventions to male and female stakeholders
  - 2.2.6. Integrating gender perspectives when disseminating the results from programs and projects
  - 2.3. Advance the capacity of SEAFDEC and Member Countries' staff involved in programs and projects to enable them to integrate gender aspects in the program/project cycle
  - 2.4. Explore possible funding sources to support the programs and projects that address issues on gender in fisheries and aquaculture
3. *Incorporating Gender Perspectives in All Events Organized by SEAFDEC*
- 3.1. Strive towards equal opportunities for the participation of male and female representatives from Member Countries and other organizations in all events organized by SEAFDEC
  - 3.2. Collect and compile sex-disaggregated data throughout the conduct of all events by SEAFDEC



4. *Boosting the Visibility of SEAFDEC as a Gender-responsive and Gender-sensitive Organization*

- 4.1. Produce articles relevant to gender integration in programs, projects, and activities for SEAFDEC publications and information tools/materials
- 4.2. Promote the work of SEAFDEC on gender at events organized by SEAFDEC and other agencies

5. *Strengthening Further the Cooperation and Collaboration with Member Countries and Other Organizations on Gender Aspects*

- 5.1. Participate in meetings, conferences, seminars, and other events on gender organized by the SEAFDEC Member Countries and other organizations
- 5.2. Invite participation of the Member Countries and other organizations in events organized by SEAFDEC as well as encourage contribution of articles on gender to SEAFDEC publications





## Southeast Asian Fisheries Development Center (SEAFDEC)

### What is SEAFDEC?

SEAFDEC is an autonomous intergovernmental body established as a regional treaty organization in 1967 to promote sustainable fisheries development in Southeast Asia. SEAFDEC currently comprises 11 Member Countries: Brunei Darussalam, Cambodia, Indonesia, Japan, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand, and Viet Nam. The Center operates through the Secretariat located in Thailand and has five Technical Departments, namely: the Training Department; the Marine Fisheries Research Department; the Aquaculture Department; the Marine Fishery Resources Development and Management Department; and the Inland Fishery Resources Development and Management Department.

### Vision

Sustainable management and development of fisheries and aquaculture to contribute to food security, poverty alleviation and livelihood of people in the Southeast Asian region

### Mission

To promote and facilitate concerted actions among the Member Countries to ensure the sustainability of fisheries and aquaculture in Southeast Asia through:

- i. Research and development in fisheries, aquaculture, post-harvest, processing, and marketing of fish and fisheries products, socio-economy and ecosystem to provide reliable scientific data and information.
- ii. Formulation and provision of policy guidelines based on the available scientific data and information, local knowledge, regional consultations and prevailing international measures.
- iii. Technology transfer and capacity building to enhance the capacity of Member Countries in the application of technologies, and implementation of fisheries policies and management tools for the sustainable utilization of fishery resources and aquaculture.
- iv. Monitoring and evaluation of the implementation of the regional fisheries policies and management frameworks adopted under the ASEAN-SEAFDEC collaborative mechanism, and the emerging international fisheries-related issues including their impacts on fisheries, food security and socio-economics of the region.



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