



Lessons learnt and Experience of Gender Mainstreaming policy and Strategy in the Fisheries Sector in Cambodia

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Why Gender Mainstreaming Policy and Strategy in the Fisheries Sector in Cambodia?

✓ Cambodia's Millennium Development Goals:

- Providing both food and employment, fisheries are core to **Goal 1: Eradicate extreme poverty and hunger;**
- The important roles played by women in the fisheries means that they also help contribute to **Goal 3: Promote gender equality and empower women;**
- Improved nutrition from consumption of fish and fish products also plays an important role in helping towards **Goal 4: Reduce child mortality** and **Goal 5: Improve maternal health;**
- Good stewardship of the wetlands helps considerably towards **Goal 7: Ensure environmental sustainability.**

Why Gender Mainstreaming Policy and Strategy in the Fisheries Sector in Cambodia?

✓ Ministry of Agriculture, Forestry and Fisheries (MAFF) endorsed Gender Mainstreaming Policy and Strategy in Agriculture Sector (GMPSA) in 2006, which all sub-sectors have to implement;

✓ Gender issues in fisheries:

- Women play important roles as fishing partners with men, post harvest fisheries and marketing, which mostly considering as unpaid work and no value added;

- Low participation of women in decision making in fisheries management process.

Therefore, Fisheries Administration (FiA) has endorsed GMPSF in 2007.

Policy's Statement

“ Enhancement of gender equality in the fisheries sector through active cooperation of both women and men for the opportunity to contribute and benefit equality from the activities of all sub-sectors in the fisheries sector ”



Objectives of GMPSF

1. To increase the gender awareness of FiA staff at every level of the fisheries sector;
2. Integration of gender analysis, sex disaggregated targets and data in reports and plans as well as in all projects and programs in fisheries sector;
3. To increase the number of women that have sufficient qualification for management position and advance their careers in FiA;
4. To increase the ability of rural women to access and manage natural fisheries resources and services;
5. To improve the communication linkage between relevant ministries, departments and other donor agencies (in relation to gender).

How to Implement it?

➤ Implementation Procedures

- Annual action and 5 years strategic plan
- . Local consultations and trainings at community levels
- . Trainings for FiA management team of national and provincial
- . Annual National workshop (on the progress of GMPSF implementation) and meetings

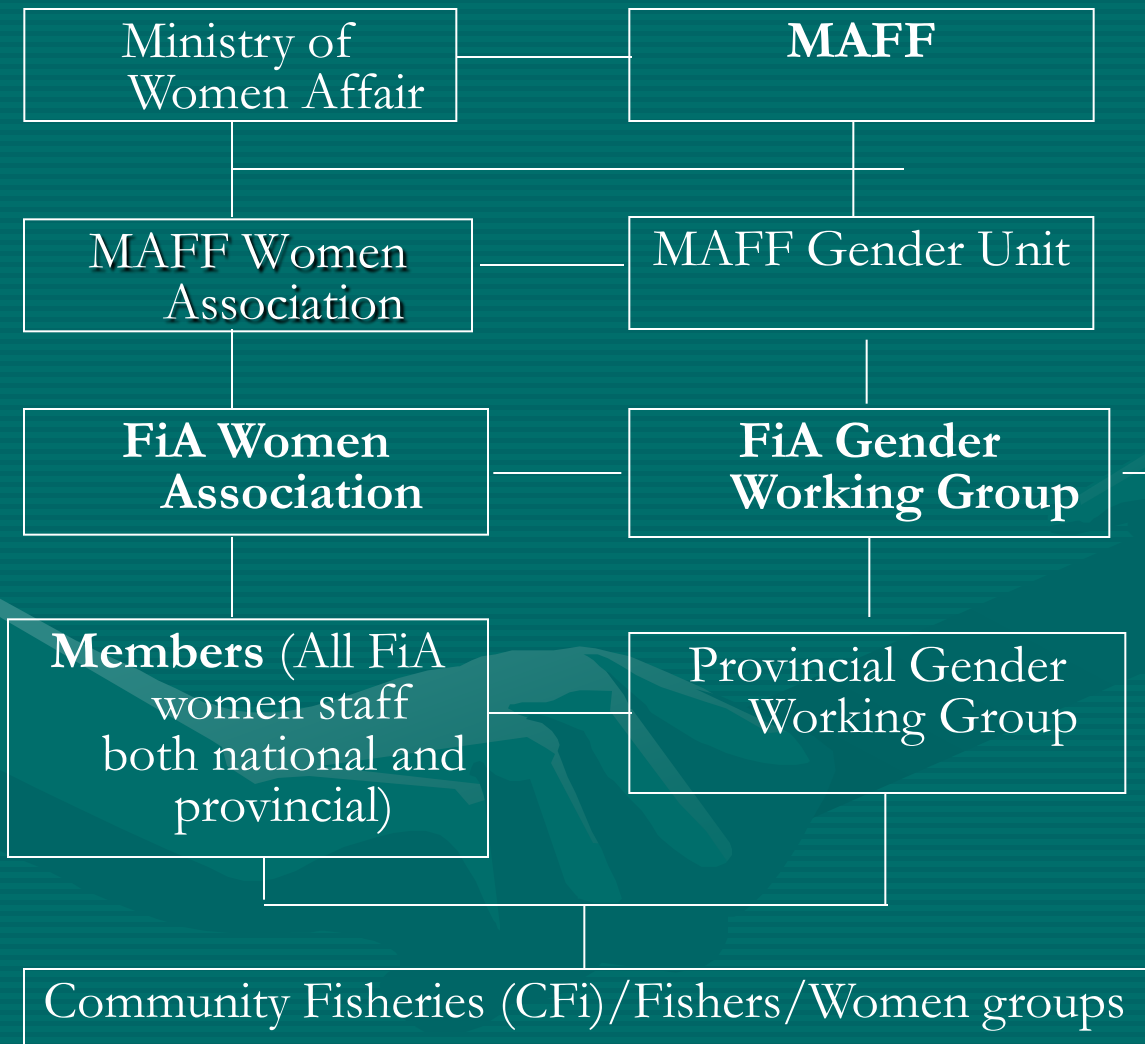
- Integrated with FiA:

- Annual action plan
- Mid-term strategic plan
(3 and 5 years)
- Long-term strategic plan
(10 years)



How to Implement it?

➤ Communication, Networking and Partnership



- NGF (Regional Network for promoting Gender in Fisheries Development, Cambodia, Lao PDR, Vietnam and Thailand, of MRC-FP)
- Bilateral programs/projects (DFID/DANIDA, ...)
- FAO-RFLP, WorldFish Center
- Learning Institute (LI)
- FACT and other NGOs..

What have been changed and learnt?

- Gender awareness created among FiA management team at national and provincial levels;
- Improvement of monthly, quarterly and annual reports with quantity and quality gender information;
- FiA annual action plan, mid-term and long term strategic plans with gender responsive and indicators;
- Networking at regional, national and provincial levels with related agencies and NGOs...



What have been changed and learnt?

- Significant change in management position of FiA:
 - . 2 ladies' Deputy Director Generals (DDG) among 6 DDGs of FiA;
 - . 5 Deputy Directors of 7 departments and 2 institutes under FiA;
 - . 2 ladies' Deputy chiefs of FiA Cantonments at provincial
 - . 1 lady's chief and 6 ladies' vice chiefs of FiA Divisions at district levels;
 - . 3 ladies' chiefs and 5 vice chiefs of FiA units at commune levels.
- Coordination team (FiA Gender Working Group) with members of higher position is effectively driven;

What have been changed and learnt?

- Improvement of FiA women capacity and empowerment:
 - . Obtaining further degree: Bsc., Msc., and PhD;
 - . Upgrading knowledge on leadership, communication, facilitation, English language, the use of computer and internet...) through trainings, workshops, study tours and learning by doing;
- Currently, FiA women officers actively participate in all sub-sectors of fishery sector in both national and sub-national levels.



What have been changed and learnt?

- About 30 % of women participation as members of Community Fisheries (CFi) and CFi committee;
- Understanding their roles and value;
- Voluntary and willing to be candidates for CFi committee's election;
- Higher and active women participation and women empowerment of Community Fisheries through creating alternative livelihood activities (fisheries eco-tourism place, saving/credit group, crab bank, fish culture...);



Problems

- Limited numbers of women fisheries staff working at provincial/grass root levels;
- Difficult to change the traditional behavior/attitude of both women and men (mostly men) officers and fishers regarding with gender perspective;
- Lack of sex-disaggregated data and information on gender roles in fisheries sector as a whole;
- Lack of financial resources to implement gender integrated activities, which had set in the fisheries annual action plan and ten years strategic plan (including 5 years action plan of GMPSFS).

Conclusion and Recommendations

- Although it was a limited resource, 3 years implementation (2008-2010) of GMPSF has considered as a good progress and gradually succeeded implementation.
- It is very important to create gender awareness among management team and staff at all levels to understand gender basic concept and issues in order to avoid misunderstanding of gender.
- Coordination team of gender mainstreaming should be from higher position, who understand and has influenced on it.
- Integrated gender indicators and actions in all sub-sectors of fisheries have to be from the starting point of annual plan, mid-term and long-term plans' preparation.

Conclusion and Recommendations

- As gender is a complex and controversial subject, so time is need to disseminate, coordinate and follow up regularly by a gender focal point within the organization, projects and programs;
- Capacity building, through in-door/out-door trainings and learning by doing, is necessary and important for women empowerment both national and community levels in order to overcome gender inequality;
- Need to do a comprehensive research/study on gender roles in fisheries sector (roles in fishing, aquaculture and post harvest) in Cambodia;

Conclusion and Recommendations

- Income generating activities (alternative livelihoods) are very important and necessary to provide the incentive inputs and benefits for high and active participation of both women and men at Community Fisheries/fishing village levels for sustainable fisheries resources management.

Therefore, gender mainstreaming policy and strategy in fisheries sector is very important, which provides as a necessary and useful guidance for the organization to achieve gender equality.

Thank You!

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