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

- Ministry of Women Affair
- MAFF
- MAFF Women Association
- MAFF Gender Unit
- FiA Women Association
- FiA Gender Working Group
- FiA Gender Working Group (Members)
- Provincial Gender Working Group
- Community Fisheries (CFi)/Fishers/Women groups

- 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 level;
  - 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 roof 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!