

Mainstreaming gender in Fisheries Education in the Philippines

By

Mary Barby P. Badayos-Jover, PhD

Director, UP Visayas' Gender and Development Program



Some Legal Bases for Gender Mainstreaming in the Philippines

The GAD Budget (RA 8250)
General Appropriations Act of 1997

"...all departments, offices, agencies, state universities and colleges, government owned & controlled corporations & other instrumentalities, shall formulate a GAD plan, designed to address gender issues, in accordance with RA 7192 & the PPGD. The cost of implementation of the GAD plan shall be at least 5% of the agency's total budget..."



Republic of the Philippines OFFICE OF THE PRESIDENT COMMISSION ON HIGHER EDUCATION



CHED MEMORANDUM ORDER No. 01 Series of 2015

ESTABLISHING THE POLICIES AND GUIDELINES ON GENDER AND DEVELOPMENT IN THE COMMISSION ON HIGHER EDUCATION AND HIGHER EDUCATION INSTITUTIONS (HEIs)

RATIONALE AND MANDATES

The Philippines, being a State Party to the United Nations (UN) Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), which it signed on July 15, 1980 and ratified on August 5, 1981, is obligated to pursue and implement programs, projects and activities that will contribute to the achievement of women's empowerment and gender equality.

Known as the International Bill of Rights of Women, the CEDAW was adopted by the UN General Assembly in 1979 and entered into force as an international treaty on September 3, 1981. Consisting of a preamble and 30 articles, it defines what constitutes discrimination against women and



University Policies related to gender (Gains)

Guidelines on Promoting Women's Empowerment and Gender Equality in the University of the Philippines

(U.P. Gender Guidelines)

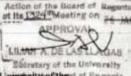
Action of the Board of Regents at its 300 Moeting on 22 JUL 2015

APPROVAL

LILIAN A. DE LAS ELABAS 1

Secretary of the University and of the Board of Regents

UP Anti-Sexual Harassment Code



Pursuant to its powers vested by law, the Board of Regents of the University of the d at Regenta Philippines System hereby promulgates this Anti-Sexual Harassment Code within the jurisdiction of the University of the Philippines.

Section 1. Declaration of Policy. – The University values and upholds the dignity of every individual, and guarantees the full respect for human rights of all members of the UP community.

All forms of sexual harassment are unacceptable.

11

13

16

18

19

20

22 23 24

25

26

27 28

29

30

31

33 34 35

36

37 38 39

40 41

43 44

45

46

47 48

49

50 51

52

To this end, the University shall maintain an enabling, gender-fair, safe and healthy learning and working environment for the members of the UP community.

Section 2. Policy Standards and Guidelines on Sexual Harassment. – In furtherance of the Declaration of Policy in Section 1 hereof, the following standards and guidelines shall be observed by the University:

- (a) This Code shall apply to all teaching and non-teaching personnel, and students of the University.
- (b) Sexual harassment is a reprehensible conduct which subverts the mission of the University and undermines the dignity of the members of the UP community. The University shall undertake measures to prevent and eliminate sexual harassment.
- (c) All reported incidents or cases of sexual harassment, including incidents between member/s of the UP community and partner entities, shall be appropriately acted upon by the University.
- (d) The University shall provide appropriate services to parties to sexual hurassment cases.
- (e) Retaliation, in any form, against persons directly or indirectly involved in any incident report or case involving sexual harassment, shall be a ground for disciplinary action.

Section 3. Coverage. - This Code applies to all members of the UP community.

The "UP community" refers to persons, natural or juridical, inclusive of teaching and nonteaching personnel, and students as defined herein.

- (a) "Teaching personnel" any member of the teaching staff of the University, regardless of academic rank or status of appointment, including any person with teaching responsibilities.
- (b) "Non-teaching personnel" any person who works for the University, not included in the teaching staff regardless of status of appointment.
- (c) "Student" any individual admitted and registered in any program of the University on a regular or part-time basis, including one who is officially on leave of absence



2017 BOR-approved UP System's New Anti-Sexual Harassment Code



There is a popular General Education course dedicated to gender (Social Science 5: Understanding Gender)

Gender roles are discussed in courses on coastal resource management

Some researches focusing on gender are conducted



Mere compliance to the CHED Memo

Gender concerns mostly integrated in fisheries extension work

Need for gender sensitizing in Fisheries educational institutions



Ways Forward

Provision of workshops on gender mainstreaming—in Fisheries curriculum, research and extension work

Strengthen gender networks in fisheries (WINFISH, GAF)

Circulate materials on gender among Fisheries educators

Thank you!!!