

Abstract

The study of Gender Mainstreaming: A Case Study on The Department of Fisheries has its objective to study factor, condition and method in Gender Mainstreaming in Department of Fisheries.

The data was collected from completed questionnaires a representative sample of 80 officers in Department of Fisheries. The questionnaires were then resulted by SPSS program. The statistics in data analyzing were from percentage, mean and standard deviation (SD), which show as below:

Personal Factor (Internal Factor) in Gender Mainstreaming from the study showed that,

Knowledge in Gender Mainstreaming of officers in Department of Fisheries. The study shows that most of the officers were lack of knowledge base in Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in advanced level. The study (table 4.11) found that the department officers were not aware nor understood the strategy of Gender Mainstreaming which leads to the lack of mentioned knowledge base.

Skill and ability in Gender Mainstreaming of the department officers. It was found that most of the officers did not have enough skill or ability in the data collection from gender difference and advanced gender role analyzing. According to the study (table 4.9), most of the department officers never had a training course in Gender Mainstreaming, which leads to deficient skill and ability.

Attitude in Gender Mainstreaming: A Case Study on The Department of Fisheries. The study shows that most of the department officers had positive attitude towards gender which helps in Gender Mainstreaming especially the positive attitude towards the role of fishermen and women. It was because the officers agrees that chores and family work should be a role both for men and women. The majority of the department officers, moreover, agreed on gender equality in fishery. However, the officers in Department of Fisheries had negative attitude gender equality. It was because of the unawareness and no understanding in gender planning and the

objective to analyze gender role in plans and project. The samples merely understood that gender planning/ policy/ project and activity would only benefit to the fishermen and women.

Hence, it shows that role acceptance is a fact, but equality is an attitude/ thoughts. It is to be noticed that men filled out the questionnaires more than women for 12.4%. Therefore, they might be gender unfairness. Even though, men and women had similar role in fishery, the equality was still not exercised.

Organization Factor (External Factor) in Gender Mainstreaming in the study was found that,

As of organization leaders, it was found that officers in Department of Fisheries were not aware whether they received support in Gender Mainstreaming from the organization leaders.

As of management policy, it was discovered that the department officers thought the lack of Gender Mainstreaming led to the deficient management policy. It was because of an unclear and unspecified policy. In addition, the department does not have any concrete budget in Gender Mainstreaming.

As of management administration, it was found that the Department of Fisheries does have management administration towards gender equality, but does not have focus on the issue of gender inequality.

As of operation evaluation, it was discovered that the department officers did not acknowledge whether the gender morale and family responsibility were involved in operation evaluation. However, the officers agreed that should be the principle to use gender participation and equality in operation evaluation.

The methods of Gender Mainstreaming Enhancement in the Department of Fisheries are as the followings:

1. There should be internal function in the organization, that the core administration of the department should be clearly set up Gender Mainstreaming policy as well as budgeting to the mentioned policy.

2. There should be knowledge, skill and ability enhancement for every department officers in data collection from gender difference and gender role analyzing.

It can be done by providing an expert to train about Gender Mainstreaming for the awareness in equality among officers in department operations.

From the study, therefore, shows that the Gender Mainstreaming could not happen in the Department of Fisheries. However, if the department follows the method of Gender Mainstreaming enhancement, they will achieve in the Gender Mainstreaming in the department.

Suggestions for Department of Fisheries are:

1. Policy: The Department of Fisheries should carry the Gender Mainstreaming policy forward to be one of other main policies of the department. Meanwhile, vision, mission, planing, project and activity should be created with the gender issue related for the gender equality.

2. Device: The Department of Fisheries should encourage Chief Gender Equality Officer – CGEO and Gender Focal Point to become the device of Gender Mainstreaming

3. Management Administration: The Department of Fisheries should have excellent human resource management with enough and proper training to show an importance of Gender Mainstreaming towards country development. The executive levels of the Department of Fisheries should focus more on Gender Mainstreaming to help CGEO and Gender Focal Point to work more efficiently.

Suggestions for Office of Women's Affairs and Family Development in Ministry of Social Development and Human Security are:

1. Policy: The Office of Women's Affairs and Family Development in Ministry of Social Development and Human Security, which is the national device on gender equality, should encourage the government to build up Gender Mainstreaming. It should be the state's top priority policy with proper budget to promote Gender Mainstreaming to every ministry.

2. Device: Office of Women's Affairs and Family Development should set up special agency to work on Gender Mainstreaming continuously in every department. This special agency will be responsible in researching and enchanting the potentials to bring Gender Mainstreaming to department structure into every department or ministry.

Moreover, this special agency or institute should be helping the CGEO and Gender Focal Point along regarding Gender Mainstreaming related to evaluation. The Office of Women's Affairs and Family Development itself or by hiring Women Studies institute can follow up the result of the study. This special agency in Gender Mainstreaming shall also be responsible in setting up the data collecting system in every department of every ministry by coordinating with National Statistical Office.

3. Management Administration: The special agency should hire experts on specific mission to find the right person in each task. If every department can then adopt the Gender Mainstreaming, the special agency can be closed down. With above reason, experts hire on one mission basis with interesting remuneration package comparing with the market such as the remuneration package for the director position of King Prajadhipok's Institute can attract best candidates to work in the institute.

Moreover, the Office of Women's Affairs and Family Development should provide budget for Gender Focal Point, which has up to 5 or 6 persons from each department, to pursue Master Degree in Women Studies from national universities. Also budget should be provided for academic and business visit to overseas institute regarding Women Studies and to find experts consulting to CGEO and the government cabinet as well as politicians, senators and leaders from autonomal organization.

Suggestion for further researching are:

1. Interview to the executive ranks of Department of Fisheries shall be done to get more complete information.

2. As this research was done in a policy basis and data collecting by quantitative research which could not cover every aspect of the study. The next research should collect more data on Gender Mainstreaming through Delphi Technique to cover every issue in this matter.

3. There should be Action Research in Gender Mainstreaming: A Case Study on The Department of Fisheries by using the model from literature review in Unit 2 about Gender Mainstreaming