

# GEDSI and Veterinary Workforce Development

GEDSI: Gender Equality, Disability and Social Inclusion

Sonia Fèvre

Programme manager/Capacity Building Advisor  
Capacity Building Department

Stéphane Renaudin

Senior Advisor  
WOAH Sub-Regional Representation for South-East Asia

25 April 2025

Zoom



World  
Organisation  
for Animal  
Health  
Founded in 1924

Organisation  
mondiale  
de la santé  
animale  
Fondée en 1924

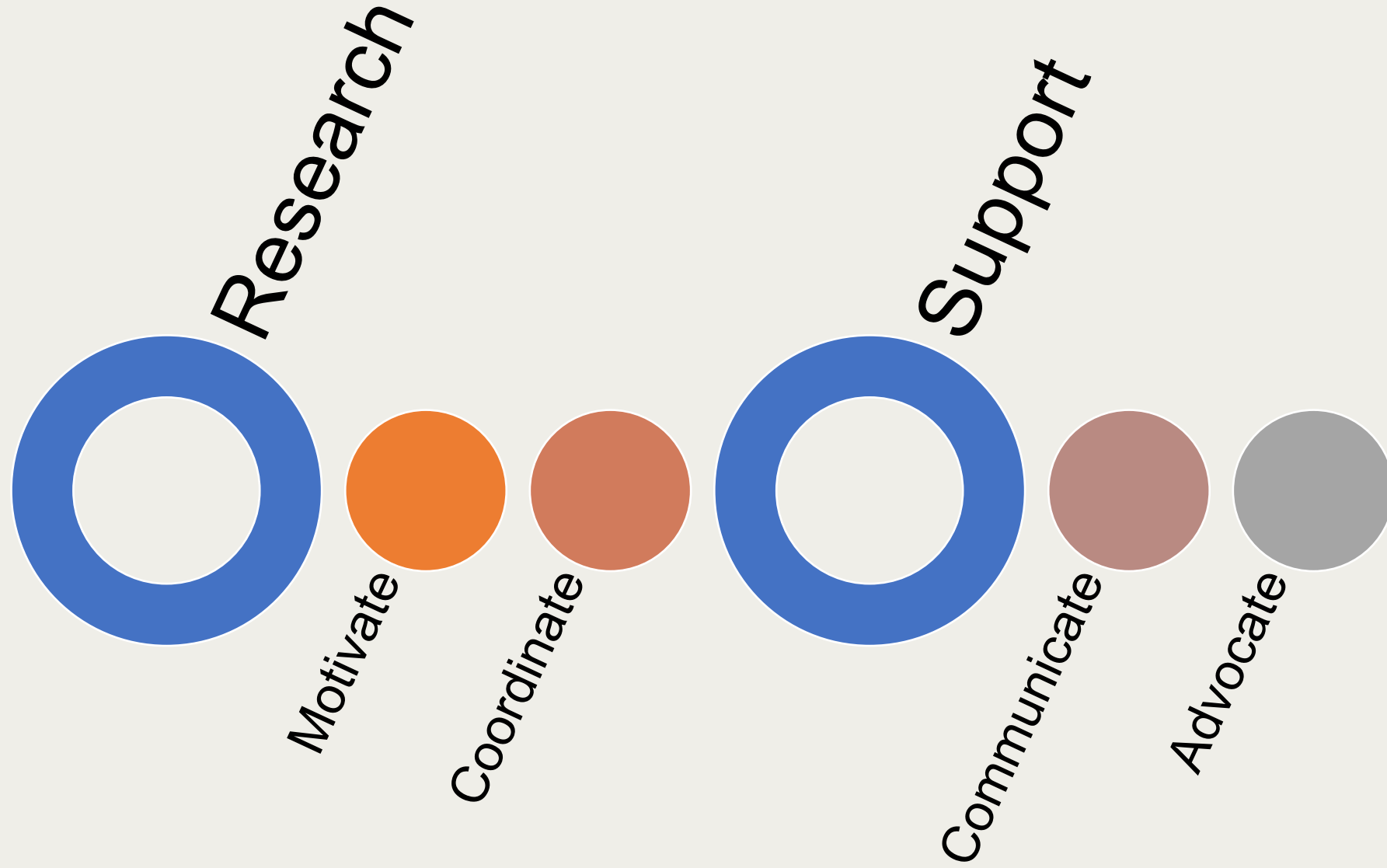
Organización  
Mundial  
de Sanidad  
Animal  
Fundada en 1924



1. To ensure that women and men can equitably benefit from WOAHA's work on standards, data integration, animal health tools and services, and capacity building of Veterinary Services
2. To ensure that women and men can equitably access knowledge, information, and tools to respond to health threats
3. To improve the effectiveness and efficiency of WOAHA's mandate by ensuring that **all** stakeholders are able to use and benefit from its work
4. To live the values and objectives of WOAHA's 7th Strategic Plan, including the value in diversity, fairness and inclusion, collaboration with partners (SO 4.4) and efficiency and agility (SO 4.5), and "Improving animal health and welfare..., and doing so will help to preserve the future of humankind."



India. Global Gathering of Women Pastoralists, November 2010. ©IFADM.Benanav







In 2023 and 2024, WOAHA commissioned two assessments of Veterinary Services (Australian support).

### Study 1: 2023

- Gender Equality in South-East Asia & PNG

Methodology: Quantitative and qualitative

- Two surveys to staff of Veterinary Services and students of Veterinary schools
- 29 in-depth interviews with women professionals

### Study 2: 2024

- GEDSI in SEA and the Pacific Island Countries and Territories (disability and social inclusion, gender in the Pacific)
- Methodology: Quantitative
- Four surveys to staff of Veterinary Services and students of Veterinary schools

| Survey title                               | Number of responses  | Number of countries included in the study |
|--|--|---|
| <b>Gender equality in SEA (2023)</b>       | 536 (~284 women) working professionals<br>134 (~82 women) students   | 12  |
| <b>GEDSI in SEA and the Pacific (2024)</b> | 185 (114 women) working professionals in SEA<br>1130 (646 women) students in SEA<br>75 (48 women) working professionals in the Pacific<br>15 (9 women) students in the Pacific | 11 in SEA and 14 in the Pacific           |

*Study 1 available [online](#)  
Study 2 will be shared soon*

- Continued feminisation of the VS in South-East Asia (up to 70% in some countries)
- Women also dominate in number the veterinary workforce in the Pacific
- Women vet students outnumber men in many countries which will reinforce the trend
- However, in both regions, the most senior positions are predominantly held by men
- People with disabilities appear to be under-represented or under-reported:
  - Compares with ~15-16% for population
  - SEA: 5% of professionals respondents
  - Pacific: 7% of professionals respondents



Countries and territories in SEA and the Pacific have well-developed frameworks of legal and policy instruments to recognise, promote and protect the rights of women, people with disabilities and people from diverse backgrounds.

A majority of the respondents indicates that their organisation provides a welcoming environment for all. However, when the survey enters in more detailed questions, it seems clear that economic, social, and institutional factors impede the equal participation for all.

- Some examples of women in high-level positions; but “glass ceiling” still exists
- There are instances of women being paid less than their male counterparts
- It was noted cultural preferences towards men leaders
- Higher pressure to prove their competencies compared to men
- Women are discouraged from working on farms and large animals
- Less informal networking opportunities with decision makers (overseas training opportunities, social events)
- Limited institutional support that enables women to benefit from career growth opportunities
- Young women professionals are most vulnerable in terms of discrimination

This impacts the performance of Veterinary Services.



**The sector may be losing a significant number of capable professionals (women) due to institutional barriers!**

## WOAH

**Communications:** model and promote gender, disability and social inclusion in WOAH communications materials

**Research and policy:** ensure that GEDSI is integrated into any study, analysis and policy-development supported by WOAH

**PVS Pathway:** Pilot gender inclusive PVS missions in SEA and the Pacific

### With Veterinary Services:

1. Raise awareness amongst WOAH members of the importance of Gender, Disability and Inclusion-sensitive approaches
2. Understand and promote positive examples of GEDSI and successes amongst and between Members
3. Redress gender stereotypes, especially within Veterinary and VPP education.

## WOAH MEMBERS (VS), relevant ministries, partners

### Workforce assessment and planning

- Collect sex and age disaggregated data on animal health staff and service users
- Integrate gender equality into national workforce assessment, planning and development.

### Education and continuing professional development

- Develop mentorship programmes for women and people with disabilities, including early-career professionals
- Introduce requirements to guarantee equal opportunities for women and people with disabilities to participate in and training, workshops and professional development initiatives
- Provide more hands-on experience and training in working with large animals
- Develop family-oriented policies and facilities.





12, rue de Prony, 75017 Paris, France  
T. +33 (0)1 44 15 19 49  
F. +33 (0)1 42 67 09 87

woah@woah.int  
www.woah.org

[Facebook](#)  
[Twitter](#)  
[Instagram](#)  
[LinkedIn](#)  
[YouTube](#)  
[Flickr](#)

# Thank you

## Acknowledgements:

Olesya Kochkina & Sarah Kemot



World  
Organisation  
for Animal  
Health  
Founded in 1924

Organisation  
mondiale  
de la santé  
animale  
Fondée en 1924

Organización  
Mundial  
de Sanidad  
Animal  
Fundada en 1924