

## Why WOAAH works to advance gender equality, disability and social inclusion?

- To ensure that women and men **benefit equitably** from WOAAH's work on standards, data integration, animal health tools and services, and capacity building of Veterinary Services
- To ensure that women and men can **equitably access** knowledge, information, and tools to respond to health threats
- To **improve the effectiveness and efficiency of WOAAH's mandate** by ensuring that interventions are inclusive and responsive to the needs of diverse stakeholders, thereby ensuring that all are able to use and benefit from its work
- To **optimise quality and representation in decision-making**
- To **advance human rights** and comply with local laws and policies.

## In 2023, WOAAH commissioned a Gender Assessment of Veterinary Services in South-East Asia

**Goal:** To assess the situation and trends of gender in the veterinary profession in South-East Asia, both in the public and private sectors, among vets and VPPs.

**12 countries:** Brunei, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Papua New Guinea, the Philippines, Singapore, Thailand, Timor-Leste, Vietnam.

### Methodology:

- Quantitative and qualitative methods used
- In-service survey (professionals) – 536 respondents
- Pre-service survey (students) – 134 respondents
- 29 in-depth interviews with women professionals (~1 hour)



## The study confirmed the continuously growing number of women veterinarians in South-East Asia

- Women constitute ~60%-70% of vets in public or private sectors (or both):
  - Brunei
  - Malaysia
  - Myanmar
  - Singapore
- ~50% of licensed vets in **Thailand**
- ~50% of the employees in the Directorate General of Livestock and Animal Health Services in **Indonesia**
- ~30-40% of vets in **Cambodia, Laos and Vietnam**
- <30% of vets in **PNG and Timor-Leste**
- Because women are outnumbering men in most of the Veterinary schools in South-East Asia, it is clear that **the trend of feminisation of veterinary profession will continue in the future**

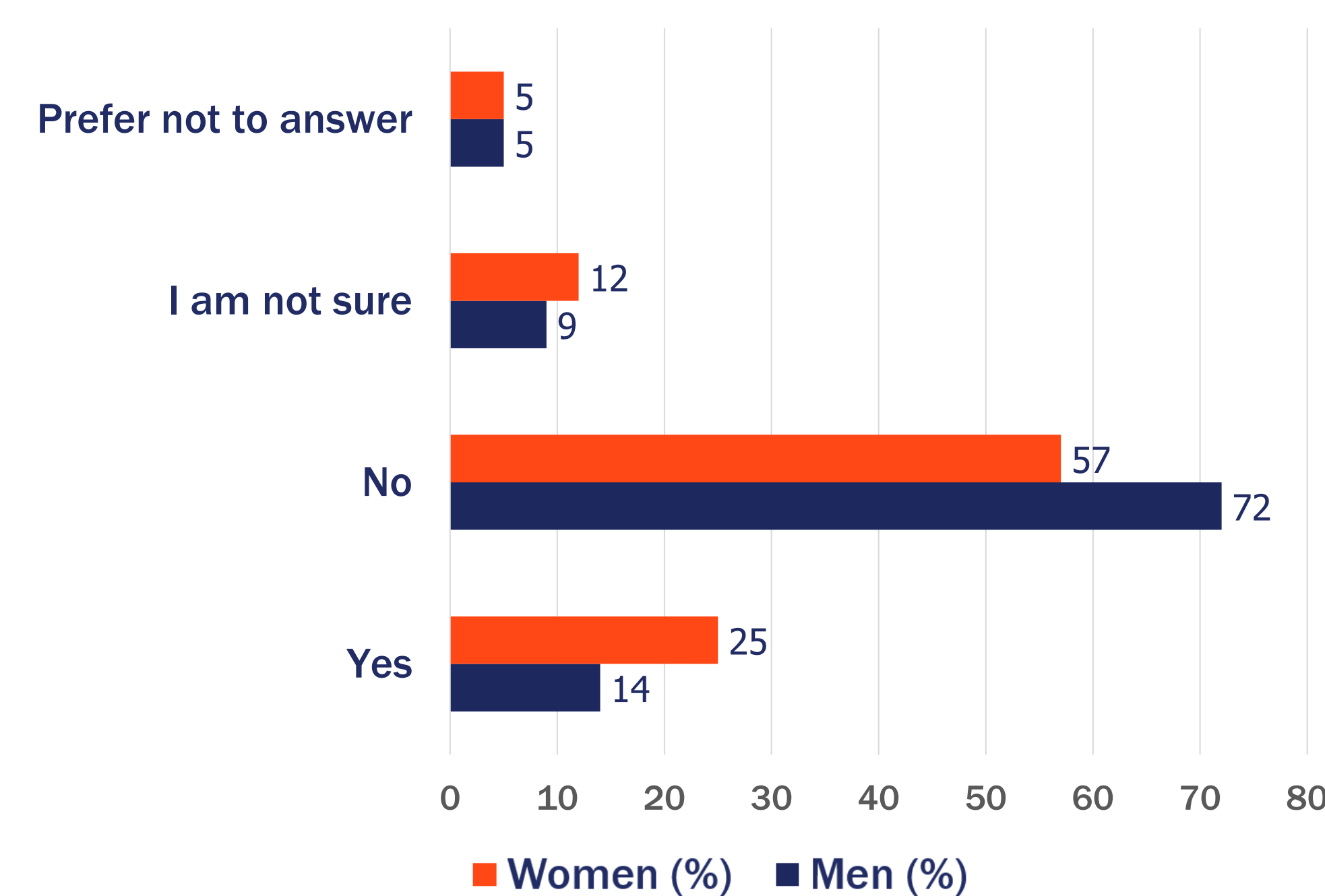
Women veterinarians are not only growing in number but there are also more women in high-level positions. **However, "glass ceiling" still exists.** Men continue to outnumber women at the most senior levels (in June 2024, only 3 out of the 12 WOAAH Delegates in the region are women)



## Gender equality: A gap between perception and reality

- Majority of the participants believed that women are not impacted by gender inequality
- However, **25% of all women respondents reported experiencing different treatment because of their gender**

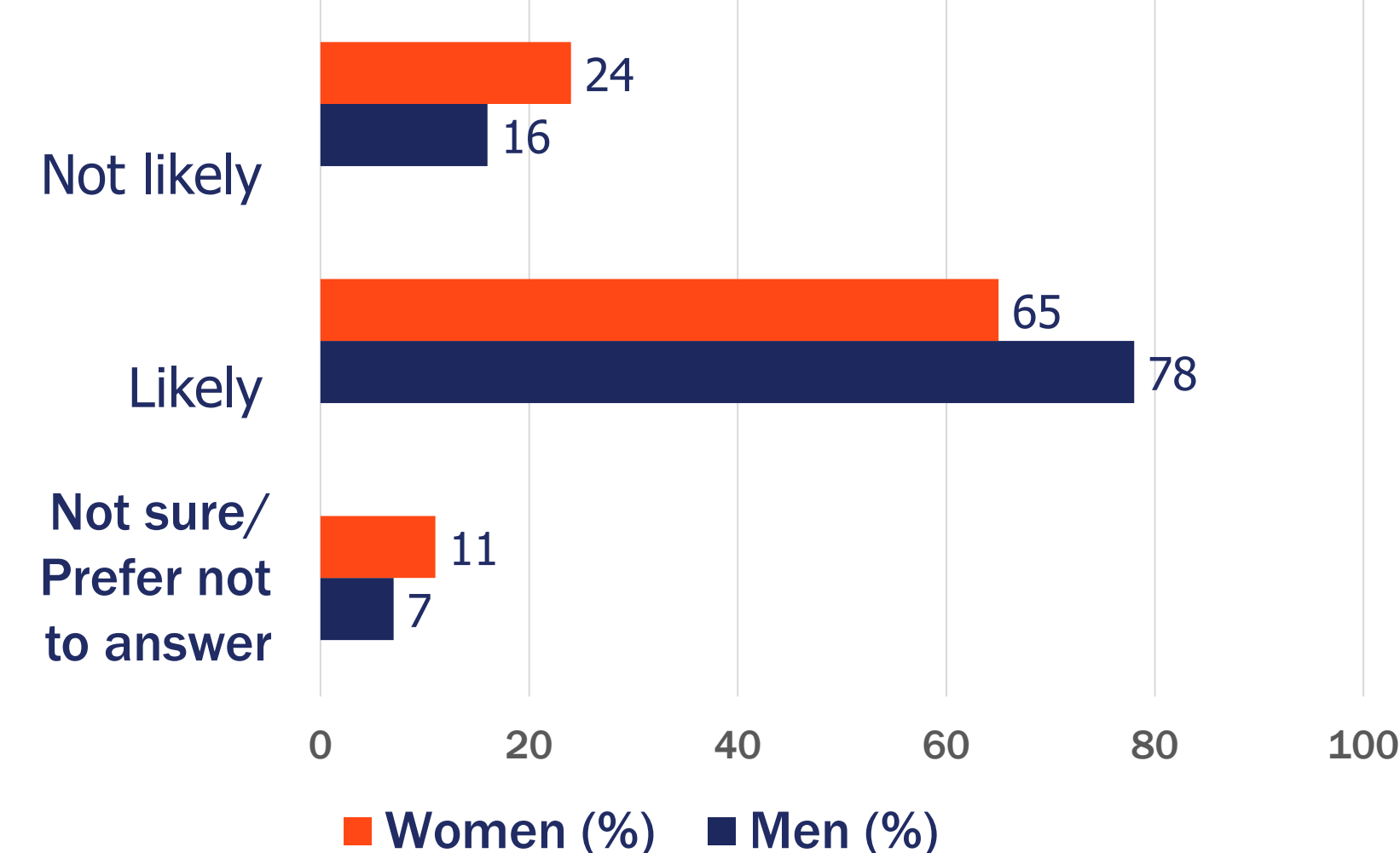
### Have you ever been treated differently because of your gender?



### Issues reported:

- Facing a stereotype that women are less capable in general or in handling specific tasks
- Being discriminated by clients
- Being discriminated by managers
- Being discriminated in relation to doing field work and going to farms
- Compounding effects of discrimination because of age and gender
- Having less access to certain opportunities
- Preference is given to men when hiring new staff

### How likely are you to apply to a job in a countryside / remote area after graduation?



Women are willing to apply for jobs in farm, however, **female students are discouraged from working with large animals during education.** The stereotype that farm work is not for women is still prevalent.

**The Veterinary sector may be losing a significant number of capable professionals due to institutional barriers.**

## Recommendations

### WOAAH

**Communications:** Model and promote gender but also disability and social inclusion in WOAAH communications materials

**Research and policy:** Ensure that gender is integrated into any study, analysis and policy-development supported by WOAAH

**WOAAH tools:** Integrate Gender in key WOAAH tools like the PVS Pathway

### Relation with Veterinary Services:

- Raise awareness amongst WOAAH members of the importance of Gender sensitive approaches
- Understand and promote positive examples of gender equality and successes amongst and between Members
- Redress gender stereotypes, especially within Veterinary and Veterinary Paraprofessionals education

### WOAAH MEMBERS (Veterinary Services) & partners

#### Workforce assessment and planning

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

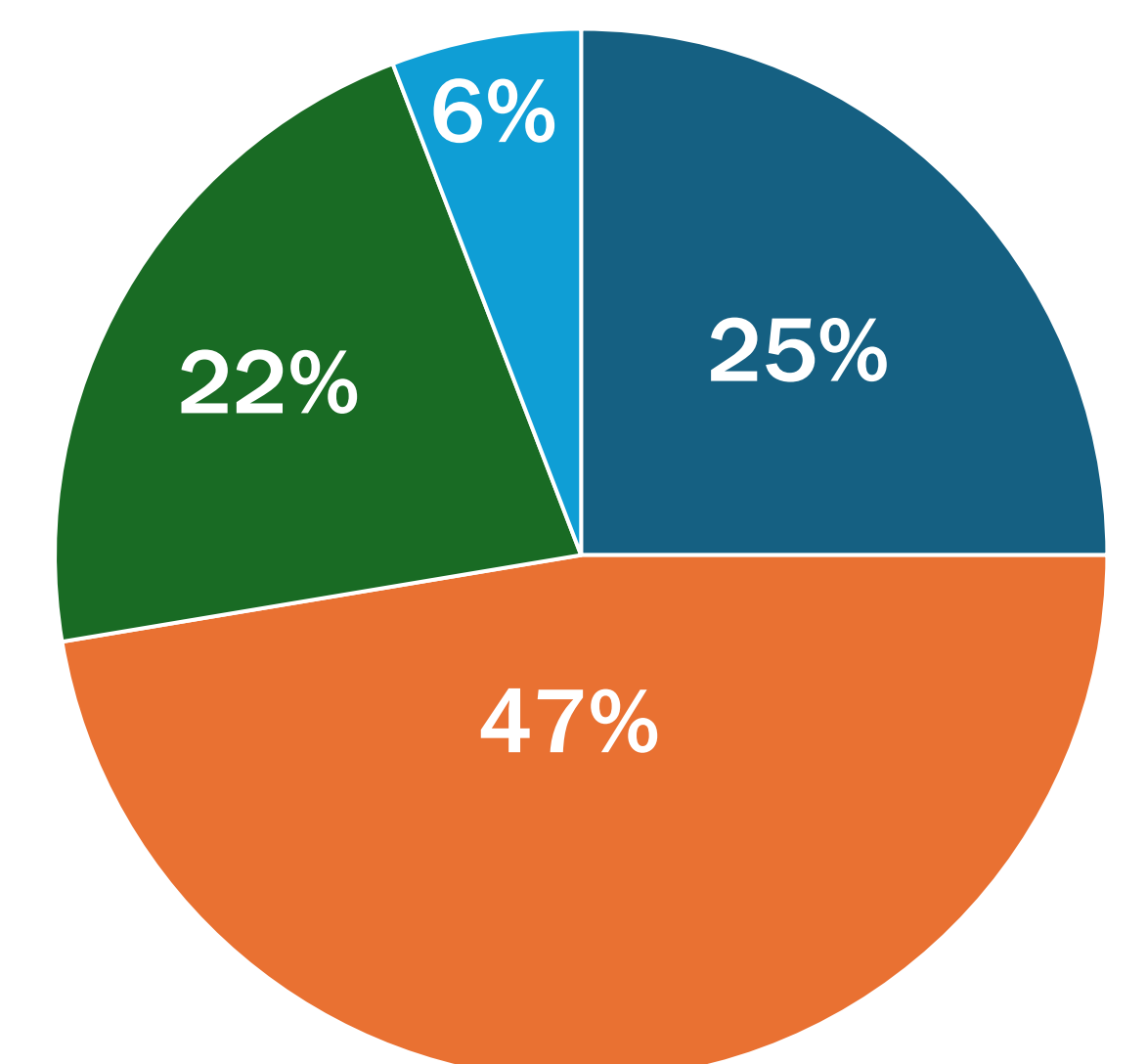
#### Education and continuing professional development

- Develop mentorship programmes for women (early-career professionals)
- Introduce requirements to guarantee equal opportunities for women and people with disabilities to participate in trainings, workshops and professional development initiatives
- Provide more hands-on experience and training in working with large animals

#### Policies:

- Develop, update and implement gender policies
- Develop family-oriented policies and facilities.

**Does your organisation/institution have a gender policy?** (By gender policy we understand a formal document adopted by your organisation that aims to ensure equal opportunities and participation of men and women)



■ Yes  
■ I am not sure  
■ No  
■ I prefer not to answer

The study is public and can be found online: <https://rr-asia.woah.org/en/news/gender-assessment-of-veterinary-services-in-south-east-asia/>  
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