

GEDSI IN THE ANIMAL HEALTH SECTOR

What is it?

Why is it necessary and how to integrate it?

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World
Organisation
for Animal
Health

Organisation
mondiale
de la santé
animale

Organización
Mundial
de Sanidad
Animal



Do you know what
GEDSI stands for?

- A. Global Economic Development and Social Investment
- B. Gender Equality, Disability and Social Inclusion
- C. Gender Equity and Digital System Integration



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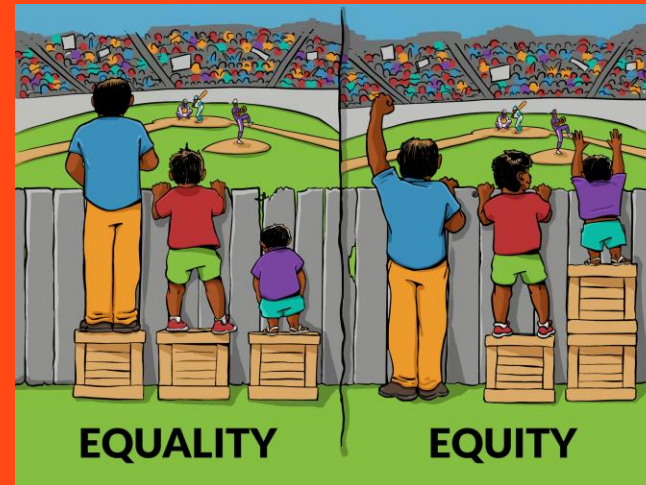
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- B. Gender Equality, Disability and Social Inclusion**
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KEY CONCEPTS

GEDSI

Gender Equality



Credit: Angus Maguire

Gender: the social system that categorises people into two groups, men and women, and attributes different **roles, expectations, and norms** to them.

Gender equality: equal rights, responsibilities, and opportunities

Equity: adapting support and resources to achieve fair outcomes



KEY CONCEPTS

GEDSI

Disability – Social Inclusion

Disability: the result of the **interaction** between an individual's health condition (e.g. *cerebral palsy, depression*), and barriers in their environment (e.g. *negative attitudes, inaccessible transportation, limited social support*).

Social Inclusion: ensuring that people **can fully participate and feel valued**, not just be present, regardless of their social background.

What is GEDSI?

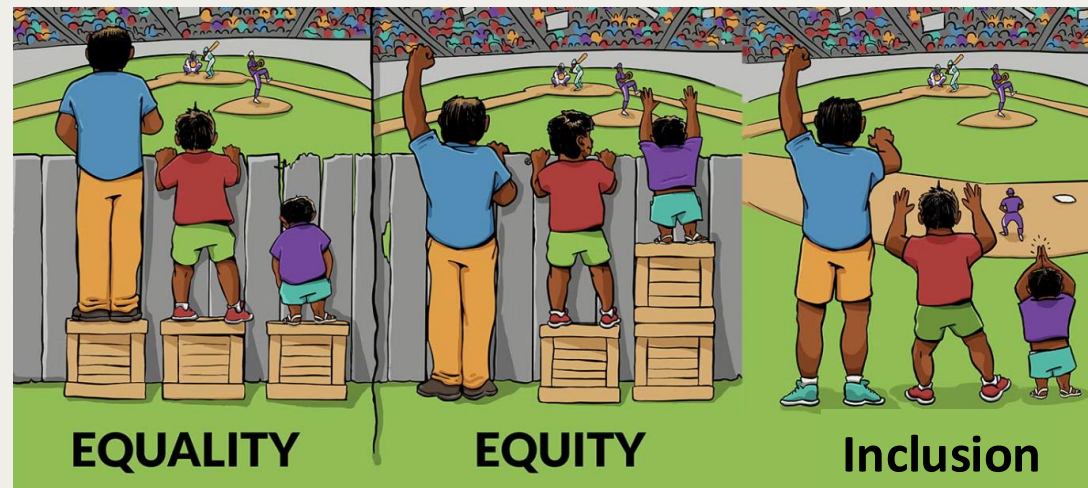
GEDSI is about achieving equality and inclusion.

To do that, we often need to apply an equity lens, because different people face different barriers.

Equality: Everyone is invited to a workshop.

Equity: Travel support, accessible venues, sign language interpretation, translated materials, or childcare support are provided where needed.

Inclusion: Everyone can participate meaningfully and influence decisions.





WHY GEDSI?

A *holistic* approach that looks at **how different inequalities interact and reinforce each other** (inequalities do not act separately; they intersect)

Not only “*who is in the room?*”
but also “*who can participate fully? Whose voice is heard?*”

Not just about **fairness**, but also **effectiveness and quality of systems**.

GEDSI analysis helps us to better understand and serve diversity of populations and workforces

- Strengthens disease prevention and control
- Improves access to health services

Did you know?



References:

- [Gender in fisheries and aquaculture | Gender | Food and Agriculture Organization of the United Nations](#)
- [FAO: A Decade of progress: Advancing small-scale fisheries in Asia and the Pacific](#)
- Njogu L et al. Assessing women's empowerment, participation, and engagement in aquaculture in Bangladesh. Aquac Int. 2024;32(5):6303-6331

In fisheries and aquaculture sector:

- Women are overrepresented in informal, low-paid, and unstable roles, and largely absent from leadership and decision-making
- In Asia-Pacific, small-scale fisheries (often ethnic minorities, coastal communities) contributes ~40-50% of catch but often underrepresented in policy and less reached by extension & health system

Women and small-scale systems are critical for disease prevention, but often excluded from training and decision making

Women's aquaculture training and employment program resulted in:

- Improved household nutrition and income
- Increased participation in decision-making
- Greater uptake of improved aquaculture practices (reported in FAO case studies)



Understanding

**Interviews, surveys
and assessments**

**Data collection and
analysis**

Building

Taskforce

**Consultants and
advisors**

Strategy

Acting

Awareness

Partnerships

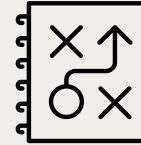
Capacity Building



WOAH Eighth Strategic Plan for the period 2027-2031

11

- The strategic plan outlines WOA's vision, priorities, and actions to strengthen global animal health and welfare systems and address related global challenges
- GEDSI listed under “enabler three: People at the heart of WOA”



WOAH's GEDSI efforts focus on two complementary dimensions

Organisational transformation

- People and workplace culture
- Policies and processes
- Scientific and technical programmes (e.g. PVS Pathway)

Member and Partner Engagement

- Partnerships and collaboration
- Training and capacity strengthening
- Knowledge sharing and technical support



WOAH GEDSI References and Resources



Online articles (Global):

- **The Animal Echo: Gender -** [Gender - The Animal Echo](#)
- [Veterinary Services are increasingly female, but the gender gap is not fully closed yet – WOA](#)
[H - World Organisation for Animal Health](#)

Studies from Asia Pacific:

- **GEDSI analysis:** [Gender equality, disability and social inclusion in Veterinary Services – WOA](#)
[H – Asia](#)
- **Gender assessment:** [Gender Assessment of Veterinary Services in South-East Asia](#)

Awareness raising efforts:

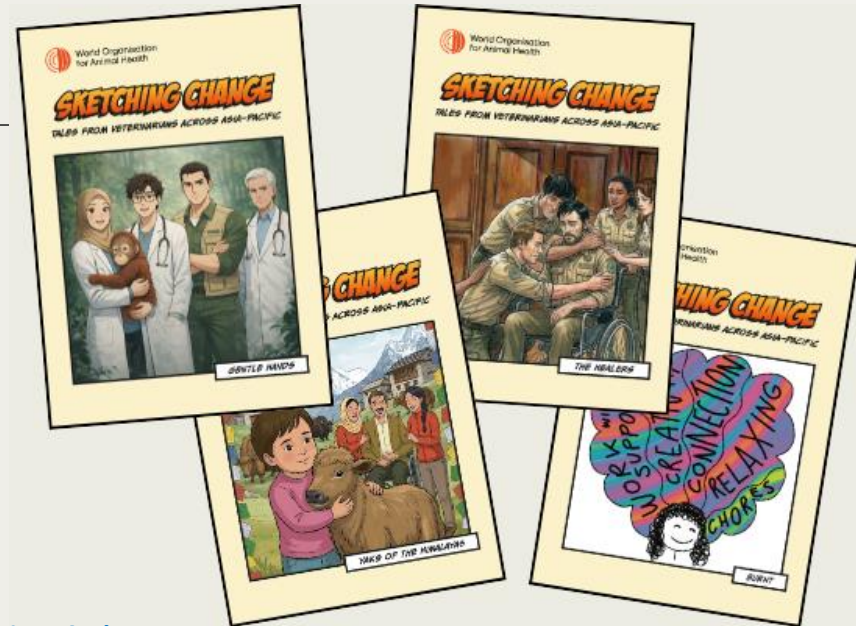
Kiosk at WOA
H General Session (2023): [Presentation at Transregional Kiosk](#)

Webinar (2025): [Gender Awareness Raising Webinar in Asia and the Pacific – WOA](#)
[H – Asia](#)

Comics competition (2025-2026): [Gender Equality, Disability, and Social Inclusion \(GEDSI\) in the veterinary sector - WOA](#)
[H – Asia](#)

Conference event (2026): [Advancing Gender Equality, Disability, and Social Inclusion \(GEDSI\) in the veterinary sector - WO](#)
[H](#)

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GEDSI comics competition
Dec 2025-April 2026

Promote **GEDSI** in the Veterinary Sector

Call for original comics stories!



World Organisation for Animal Health



AAVPS



IVSA



Zensar



zoetis

Join our comics competition to promote **Gender Equality, Disability, and Social Inclusion (GEDSI)** in the veterinary sector! Veterinary students and professionals are invited to submit an original comics story.



Prize

 **Winner**

!!! Fully sponsored participation !!!

- The World Veterinary Association Congress 2025
- Tokyo, Japan
- 21-24 April 2026

Theme

- Journey / adventures of a veterinarian along their career
 - In the Asia Pacific
 - Include messaging promoting GEDSI

Eligibility

- Veterinary student / Veterinarian from the **Asia Pacific** region
- 18+ years old**
- Submissions must be original and not related to anything already published



Submission Deadline

25 Jan 2026



rr-asia.woah.org/GEDSI2026





World Organisation for Animal Health

SKETCHING CHANGE

TALES FROM VETERINARIANS ACROSS ASIA-PACIFIC



Read the prize winners' comics, and many more notable submissions





Thank you

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