



Towards a More Resilient Veterinary Workforce for Africa 2024

Continental Conference
26 – 28 November 2024 Nairobi, Kenya

6. Gender Inclusion

Summary:

The recommendation on **Gender Inclusion** focuses on promoting gender equality and mainstreaming gender considerations within the veterinary profession, emphasizing actions to ensure equal access to opportunities, create safe working environments, and support leadership development for women. The recommendations call for action to address critical issues like gender-based violence and discrimination, while fostering systemic changes in education, professional development, and pay equity. It also highlights the importance of mentorship programs, cultural change, and sustainable gender mainstreaming practices to create a more inclusive and equitable veterinary workforce that values women's leadership and contributions, ensuring a diverse and supportive profession for all.

6. Two High Level Recommendations

- 6a) **Promoting Gender Equality and Gender Mainstreaming, ensure equal access to education, continuing education, employment, and decision-making roles within the veterinary profession and implement gender-disaggregated data collection, analysis, and reporting, ensuring services are tailored to meet the needs of both women and men livestock keepers.**
- 6b) **Address Gender-Based Violence and Discrimination by advocating for policies to address gender-based violence, harassment, and discrimination within the workforce and ensure that all individuals in the workforce feel safe and supported in their roles.**

Granular Details

- 6.1 **Strengthen Institutional Frameworks for Gender Inclusion** by appointing gender focal points in veterinary organizations, create gender-responsive competency frameworks for Veterinary Services personnel and developing policies to combat gender-based violence and ensuring safe, inclusive work environments for all professionals.
- 6.2 **Transform Veterinary Education and Training** through integrating gender perspectives into veterinary education and training curricula, adopt gender-responsive pedagogical approaches, ensure equitable access to internship and fieldwork opportunities, provide inclusive infrastructure, facilities, and implement gender-sensitive teaching methodologies.

- 6.3 Create targeted Leadership Development Programmes** featuring mentoring opportunities for women professionals, communities of practice for knowledge sharing, gender-balanced training facilitation, and networking platforms for women veterinarians.
- 6.4 Implement Quota Systems and ensure Gender- Balanced** participation in training programs, equitability of leadership positions, and decision-making bodies and guarantee equal opportunities for career advancement and the fair allocation of resources and opportunities.
- 6.5 Ensure Equal Pay for women and men** personnel within the veterinary sector, promoting gender equity and fairness in compensation.
- 6.6 Promote Cultural and Paradigm Shifts** by involving all genders in policy reforms, ensuring that men understand and support women’s concerns, and fostering an environment of mutual respect and support.
- 6.7 Combat Gender Stereotypes and Biases** by engaging men as champions for gender equality, challenge harmful gender norms and practices, promote women’s achievements in the sector, address systemic barriers, and support work-life balance initiatives.
- 6.8 Ensure Sustainable Gender Mainstreaming** through regular monitoring and evaluation, capacity building for gender expertise, stakeholder engagement, and the documentation of best practices for continuous improvement of gender initiatives.
- 6.9 Integrate Integrated Mentorship Programmes** within veterinary education systems, fostering strategic partnerships and stakeholder engagement to ensure sustainable professional development outcomes for women and underrepresented groups.
- 6.10 Enhance Accessibility to Veterinary Services** by designing animal health services based on user needs, adopting accessible digital technologies, providing gender-sensitive training, and running targeted awareness campaigns and gender-disaggregated data collection systems should be established for improved service delivery monitoring.
- 6.11 Conduct Targeted Awareness Campaigns** in collaboration with extension services, NGOs, and community radio platforms to raise awareness about gender equality, women’s roles in the sector, and the importance of inclusive veterinary services.
- 6.12 Advocate for legislation that requires Sex-Disaggregated Farmer Registration** and mandates Agricultural and Health Service Providers (AHSPS) to document interactions with women farmers, ensuring better data collection and targeted support for female livestock keepers.
- 6.13 Create Supportive Professional Environments** within the veterinary sector through structured mentoring programs, equal opportunity policies, and resource allocation for career advancement, while fostering an inclusive cultural transformation and promoting women’s leadership.
- 6.14 Strengthen Veterinary Associations** by implementing gender quotas in governance where appropriate, establishing comprehensive leadership development programs, and creating incentive systems that encourage inclusion and professional growth for women and underrepresented groups.

- 6.15 Promote Inclusive Digital Technologies for Learning** by raising awareness of digital tools and offering gender-sensitive training for veterinarians and veterinary paraprofessionals (VPPs), ensuring equal access to learning and professional development opportunities.
- 6.16 Promote Inclusive Professional Cultures** within the veterinary sector through gender-sensitive reforms, male partnership programs, and women-led mentorship initiatives that contribute to the sustainable development of the sector and enhance women's representation in leadership roles.