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# Gender Mainstreaming on the Roles of Women on Supply Chain and Conservation Activities of the Fisheries Sector

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# INTRODUCTION

- Gender mainstreaming: Considers both men's and women's interests in decision-making, policies, programs, and projects.
- Women's roles are increasingly recognized, especially in **financial management** and **decision-making, supporting sustainable fisheries** (Foo et al., 2022).
- Addressing inequalities needs better data, targeted interventions, and policy shifts to value men's and women's contributions across the **fisheries value chain**.
- This study examines how gender roles influence supply chain participation, conservation activities, and sectoral challenges in fisheries.



Women can be found in various steps in the supply chain; from actual harvesting/production, post-harvest processing, value addition and marketing. This is in addition to their role in their respective home.



# WOMEN IN FISHERIES





# OBJECTIVES



To examine how men's and women's roles are differentiated and complemented within the fisheries supply chain in Capiz.

1

To assess the ways men and women participate in conservation activities and determine how their levels of participation differ.

2

To identify the specific challenges men and women encounter in fisheries supply chain operations and conservation efforts, and analyze how these challenges are shaped by gender roles.

3

# METHODOLOGY

**Gendered Organization Theory**



Fisheries



Gender Dynamics and Gender Order



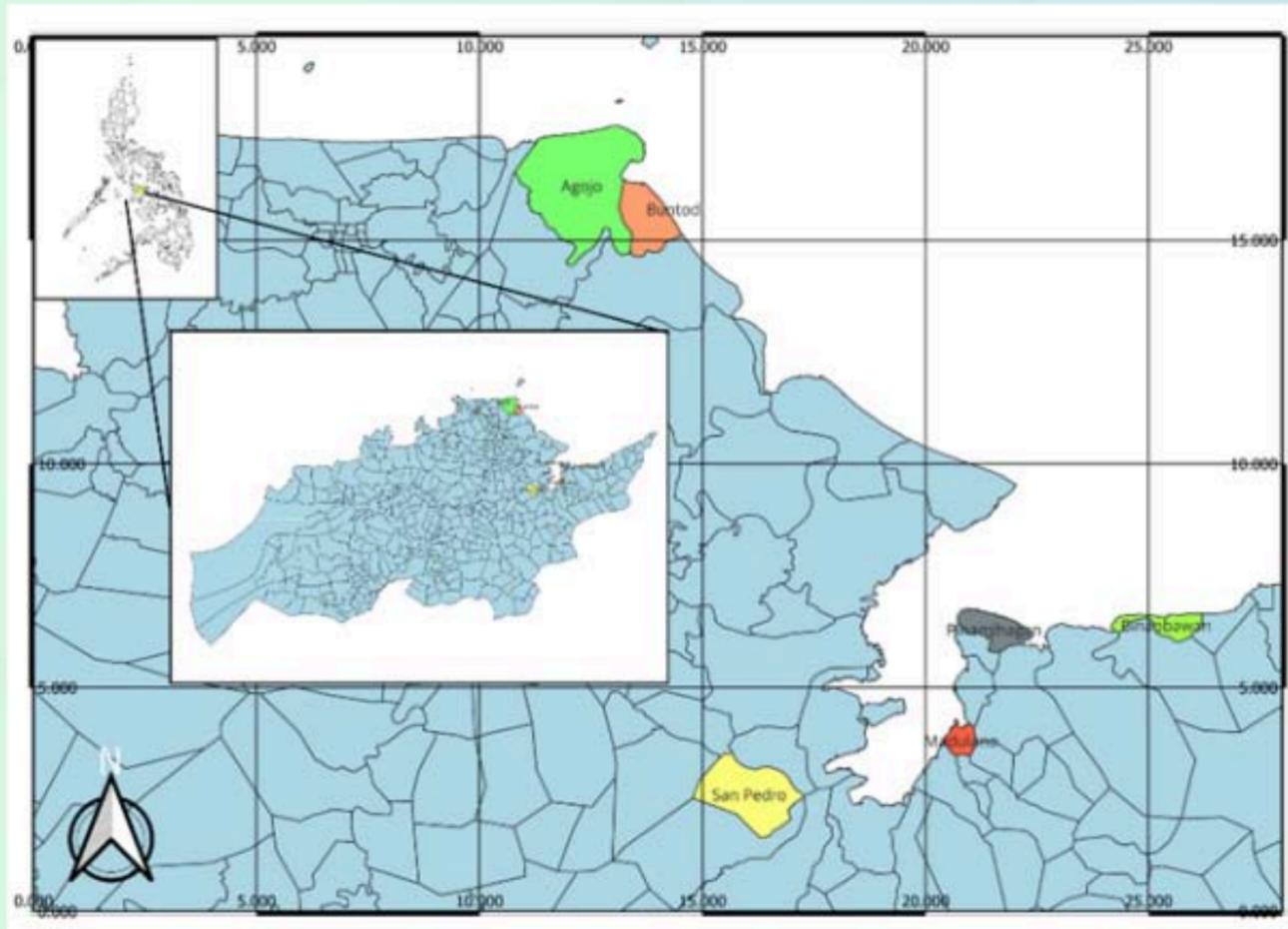
Gender Inequality



Participation of Men and Women in Supply Chain and Conservation Activity



The study was conducted in Pilar Bay across six barangays—Binaobawan, San Pedro, Madulano, Pinamihagan, Buntod, and Agojo with a total of 60 respondents.

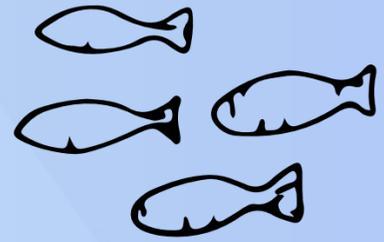




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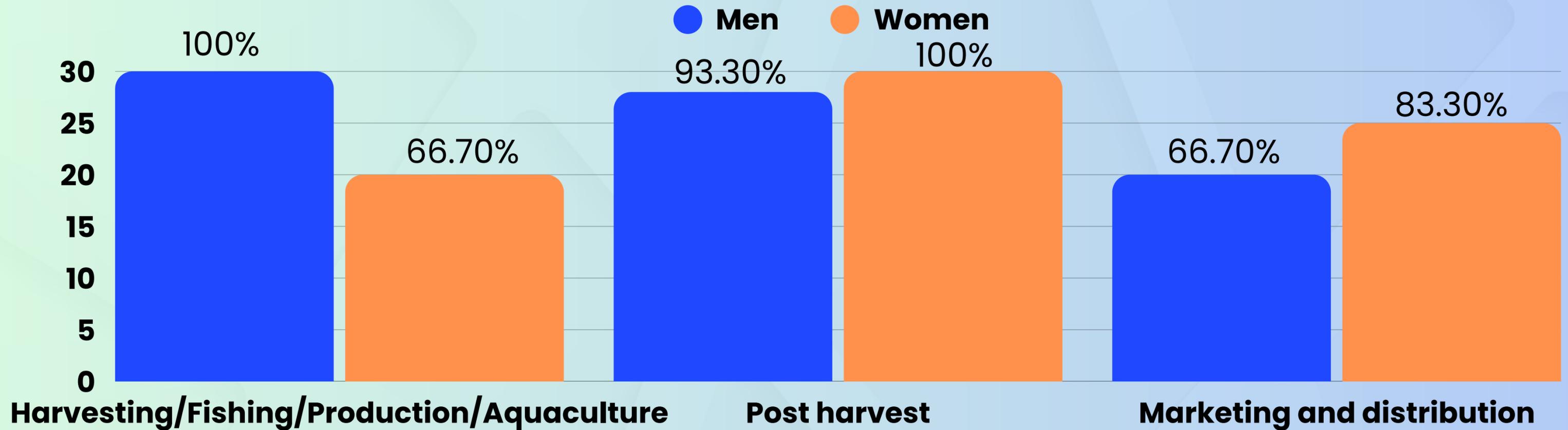


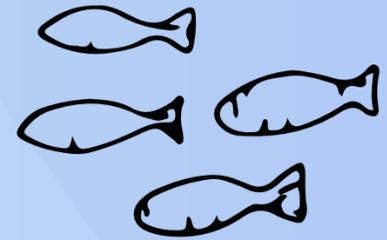
- **Gendered Organization Theory** (GOT) emphasizes that organizations embed gender norms into their structures.
- In fisheries, men are often recruited for physically demanding roles (offshore fishing, transport), while women are directed toward post-harvest.
- GOT can uncover how these “naturalized” divisions are organizationally reinforced, not biologically fixed.
- The **Focus Group Discussion** is relevant to this method because it captured lived experiences and collective perspectives that reveal how gendered organizational norms in fisheries are constructed, and perceived.



# RESULTS

## Overview of **Supply Chain Roles**





# Supply Chain Roles



- Dominate direct production and harvesting activities (~90% of offshore fishing and heavy aquaculture).

- Use various fishing gears: hook-and-line, traps, nets.
- Manage aquaculture systems: catfish, tilapia, milkfish, mussel, oyster, mud crab.

- Extend beyond capture: transport and distribute harvest via motorcycles or boats.

- Engage in sideline jobs as a coping mechanism during low fishing income.
- Primary role: main labor force and economic providers in fisheries.

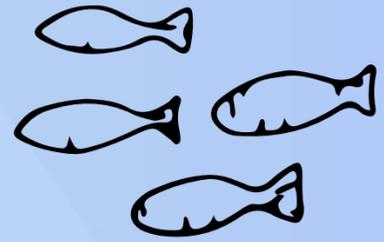
- Focused on post-harvest activities: sorting, drying, preparing nets, marketing.
- Contribute 60–70% of post-harvest labor and small-scale vending.

- Direct involvement in small-scale aquaculture and buy-and-sell activities (notably in San Pedro and Agojo).

- Active in informal street vending of harvest.
- Limited in offshore fishing but strong in fish vending and market exchanges.

- Serve as key managers of household income and community-level trade.
- Drive both economic circulation and supply movement in local chains.





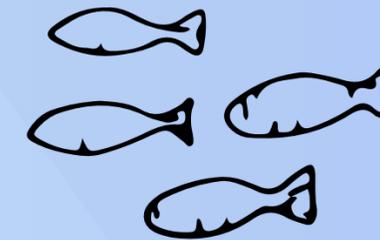
# Supply Chain Roles

- Statistical data reveal an overlap in gender roles within fisheries supply chains, where some women take on male-dominated tasks and some men engage in female-dominated roles.
- This overlap is influenced by evolving workplace norms, recognition of complementary skills, and efforts to promote gender diversity.
- Respondents (especially women) also emphasized that both genders willingly perform equal roles as long as tasks are physically manageable.

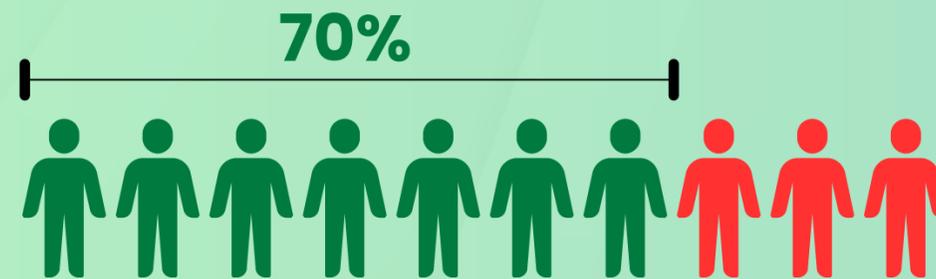
A respondent shared:

*EN: We are equal, sir, because whatever men can do, we women can also do. The only thing we cannot manage is carrying heavy loads. The work that men do, we women also do, like catching catfish. Whatever tasks they perform, we also do them. But when it comes to things that are too heavy, we let them do it, like handling and carrying sacks filled with mud.*





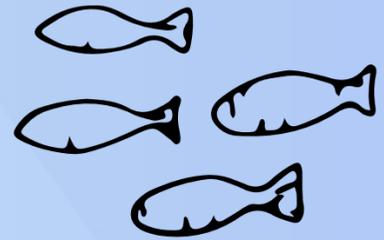
# Conservation Activities



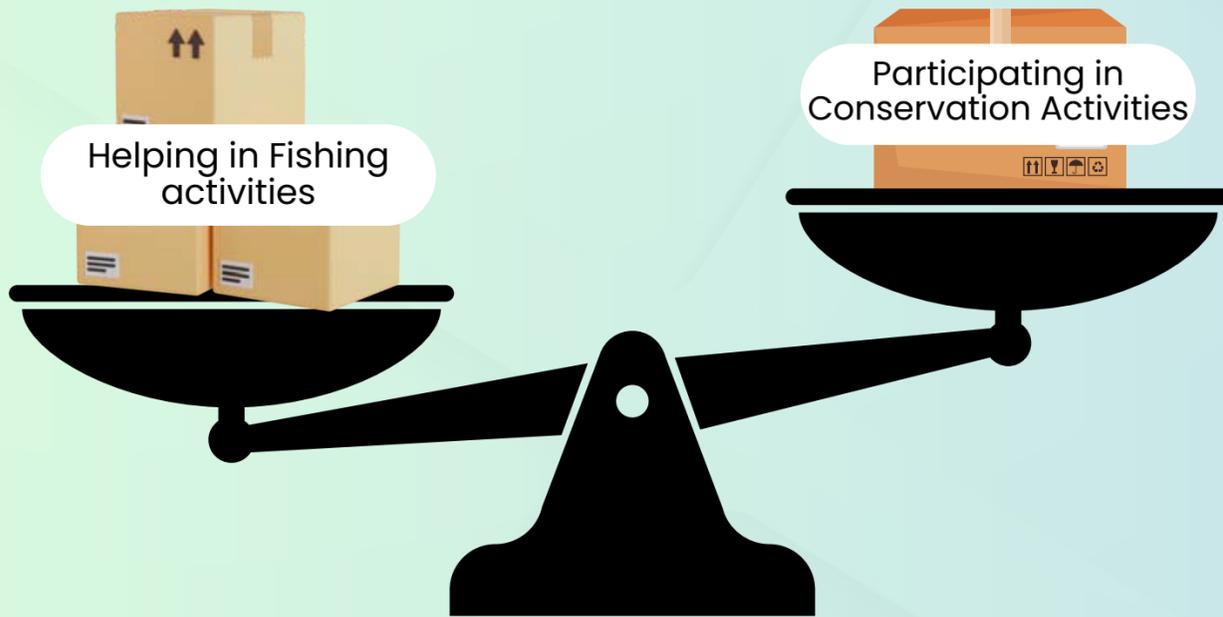
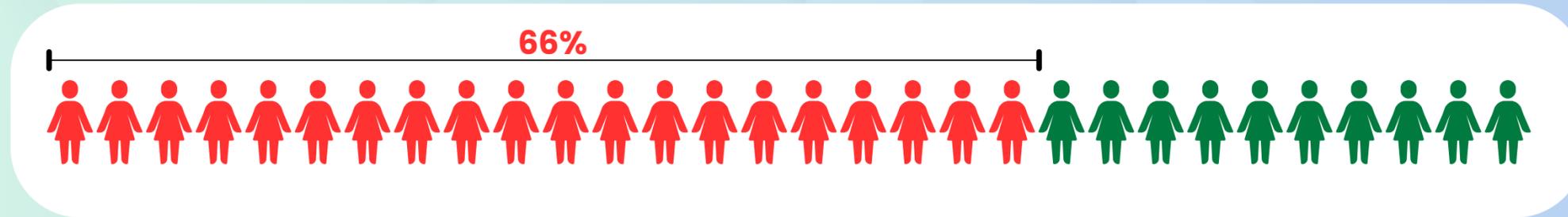
Men are directly involved in ecological practices, closely related to their main fishing activities, such as mangrove planting, releasing gravid crabs and undersized catch, and observing closed seasons. In specific areas such as Pinamihagan and Madulano, respondents specifically mentioned releasing undersized catch and sustainably managing their resources to avoid overharvesting.



For the 33% of women, conservation activities are also highly tied to household and community aspects, as this is where their livelihood activities mostly happen. Their participation is often seen in shoreline clean-ups, waste segregation, maintaining cleanliness around homes, and joining mangrove planting activities when invited by the MENRO, BFAR, or LGU



# Conservation Activities

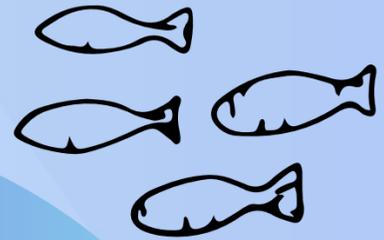


## Struggles

Nevertheless, it can be extracted from the women's statements that they are still playing such vital roles in the fisheries supply chain, which is necessary to make work easier.



EN: *Back then, sir, when we went to the mussel farm, I would put my child in the fish tub (laughs), really bring them along, and it worked out fine, sir. And sometimes, I would leave my child with my mother, or with my siblings who could look after them.*



# Overall Challenges Faced

## Men's Challenges

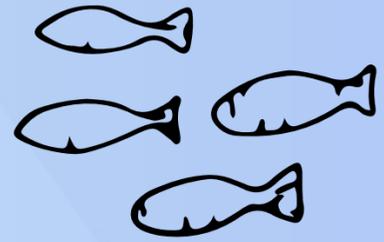
- High exposure to storms, floods, and strong waves that damage equipment and threaten safety.
- Costly gear replacement with limited capital, plus reduced income from weak enforcement of fishing rules and trader dependence.

## Women's Challenges

- Heavy household responsibilities (childcare, cooking, management) limit direct fishing and conservation participation.
- Trade-offs when joining clean-ups or mangrove planting, as domestic or livelihood work is set aside.
- Shared Root Issue
- Poverty and lack of alternative livelihoods intensify both men's and women's challenges, though in different ways.



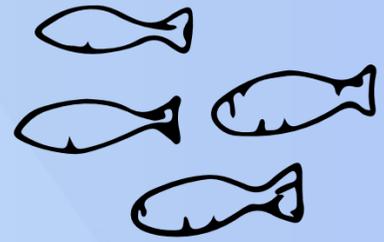
# CONCLUSIONS



## Key Points:

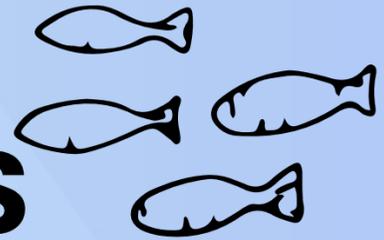
- Men dominate fishing, aquaculture, and resource-focused conservation activities.
- Women play vital roles in post-harvest handling, marketing, and community initiatives.
- Women's participation is limited by household duties and livelihood priorities.
- Men face operational and environmental risks, while both genders share poverty and limited livelihood alternatives.
- Gender mainstreaming and empowerment strategies can enhance equity, resilience, and sustainability in fisheries.

# RECOMMENDATIONS



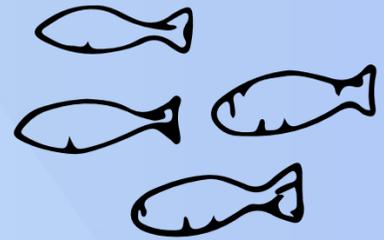
- Ensures that women are included in fisheries decision-making and their vital contributions are recognized.
- Build the capacity of fisherfolk, especially women and youth, to take on inclusive and accountable leadership roles.
- Secure equitable rights for communities to access, use, and manage fisheries and coastal resources.
- Provide fisherfolk with access to credit, savings, insurance, and financial literacy for economic security.
- Train communities to process, preserve, and innovate products to increase income and marketability.
- Equip fisherfolk with strategies in pricing, promotion, and market access to maximize profits.

# REFLECTIONS & LESSONS LEARNED ON METHODS



- **Participatory Approach Matters** – Engaging both men and women directly allowed richer insights into overlapping and complementary roles.
- **Local Context is Crucial** – Gender roles in fisheries vary by community; methods should remain flexible to capture these nuances.
- **Balance of Quantitative and Qualitative Tools** – Statistical data validated patterns, while narratives revealed personal experiences often hidden in numbers.
- **Challenges in Data Gathering** – Household duties and fishing schedules limited women’s availability, highlighting the need for adaptive fieldwork strategies.
- **Recommendation** – Future studies should integrate more gender-sensitive tools (e.g., time-use surveys, greater respondents) to better capture invisible labor and decision-making dynamics.

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**THANK YOU!**

