



# **INVISIBLE LABOR, VISIBLE IMPACT: GENDERED TIME USE AND ECONOMIC PARTICIPATION IN THE FISHERIES OF BANUYAO, MIAGAO, PHILIPPINES**

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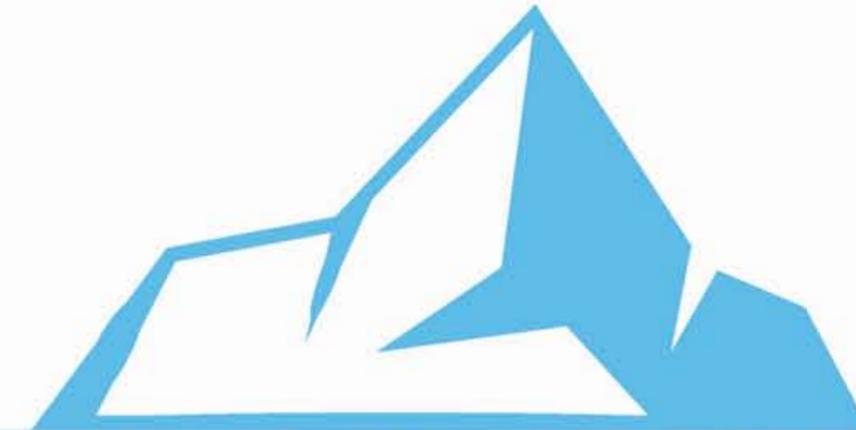
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# THE PROBLEM WITH INVISIBLE LABOR...



## INVISIBLE LABOR

unpaid, unrecognized tasks that sustain households  
and productive work  
(ILO, 2018)

...IT CREATES **TIME POVERTY** FOR WOMEN

\*the lack of discretionary time, especially women, due to heavy unpaid domestic and care work, limiting rest, learning, livelihood, and participation (Hyde et al., 2020)

Source:

International Labour Organization. (2018). *Care work and care jobs for the future of decent work*. International Labour Office

Hyde, E., Greene, M. E., & Darmstadt, G. L. (2020). Time poverty: Obstacle to women's human rights, health, and sustainable development. *Global Health: Science and Practice*, 8(4), 706-713.

# WHY THIS MATTERS...

**There is a gap in empirical data on time use in small-scale fisheries communities.**

*This study examines:*

**Invisible burden that constrains women's economic participation**

**Structural factors that create systemic time poverty by gender**

**Recognition gaps that perpetuate gender inequality despite household acknowledgment**

**GENDER  
INJUSTICE**



**GENDER  
INEQUALITY**



**TIME POVERTY**



**INVISIBLE LABOR**

(ILO, 2018; Hyde et al., 2020)

# RESILIENCE & CHALLENGING GENDER NORMS...



## Manang Mary Ann

FEMALE GILLNET FISHER & BREADWINNER • BANUYAO, MIAGAO

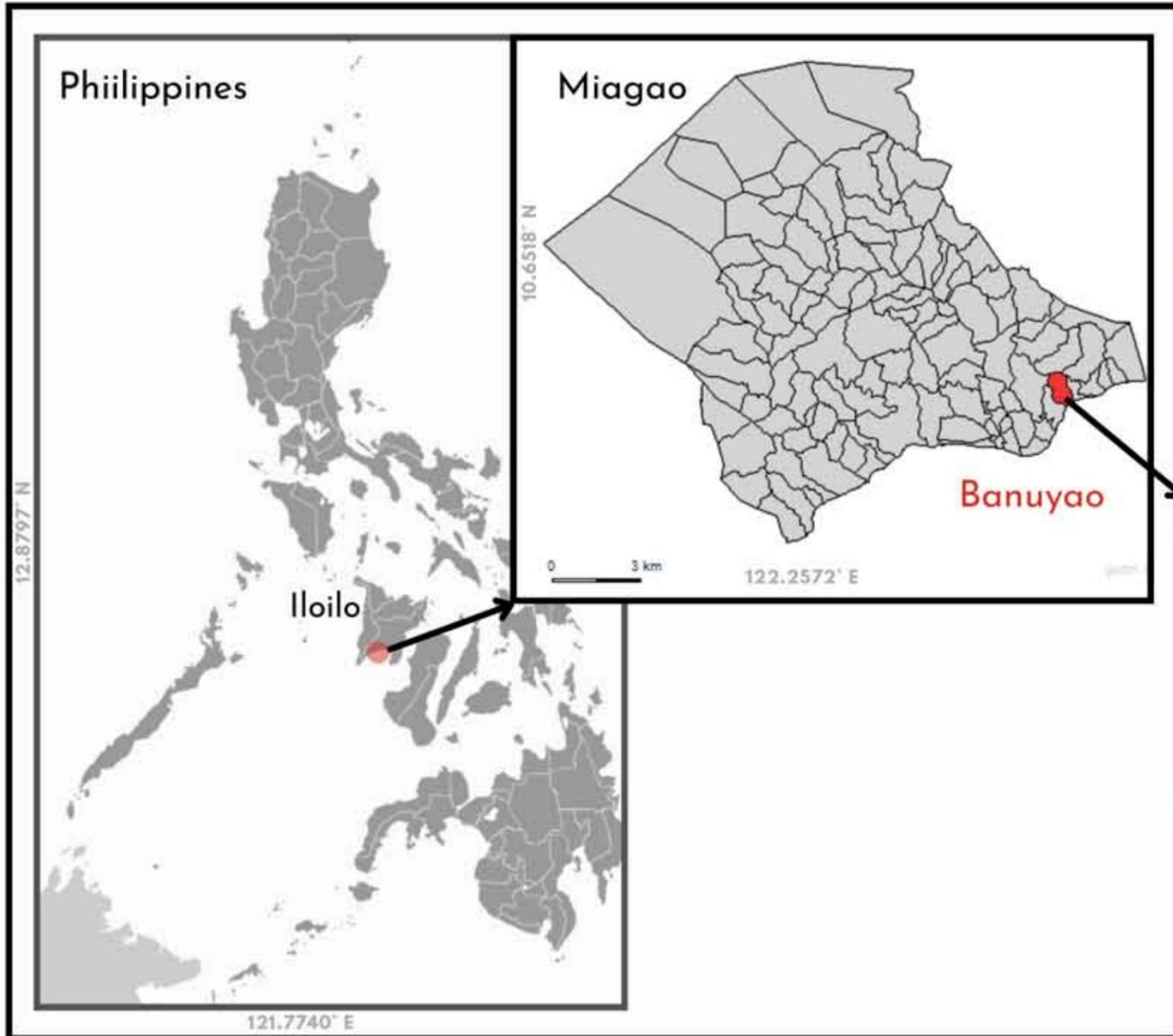
Manang Mary Ann embodies **resilience and defies gender norms** as a female main fisher and breadwinner. Yet, her **dual burden of caregiving and household work** reveals the invisible labor that creates time poverty. Her story underscores how women's vulnerabilities are not individual shortcomings, but the result of **systemic failures that undervalue care, constrain women's economic participation, and perpetuate gender inequality.**



**KEY INSIGHT:** Individual resilience cannot overcome structural inequality — systemic change is required to address the root causes of gendered time poverty and economic exclusion.

# BANUYAO SMALL-SCALE FISHING COMMUNITY

 Banuyao, Miagao, Iloilo, Philippines



# METHODOLOGY: MIXED-METHODS RESEARCH DESIGN

## QUANTITATIVE

### Time-Use Data

#### 24-Hour Time Logs <sup>2</sup>

Quantifiable snapshot using recall method to track daily time allocation patterns

Household Chores   Paid Work  
Rest & Leisure   Community Work  
Unpaid Support

## QUALITATIVE

### Lived Experiences

#### Demographic Survey <sup>1</sup>

Comprehensive profiling tool capturing household characteristics and role distribution

Age   Education   Income  
Household Size   Division of Labor

#### Focus Groups <sup>3</sup>

Gender-separated discussions to capture candid insights on workload and aspirations

Perceived Workload   Recognition  
Aspirations   Mental Labor  
Emotional Labor

## INTEGRATION

### Analysis

-  Descriptive Statistics for Time-Use Data
-  Thematic Coding of Qualitative Inputs
-  Reflexive Research Approach
-  Gender-Sensitive Analysis

15 



**14 Women**

Diverse household roles & civil status



**13 Men**

Including coupled participants

**90%**  
response rate

# RESULTS & DISCUSSION

*Quantified gender gaps in time use constraining women's fisheries participation*



**2.5x**

Women spend more time on household labor



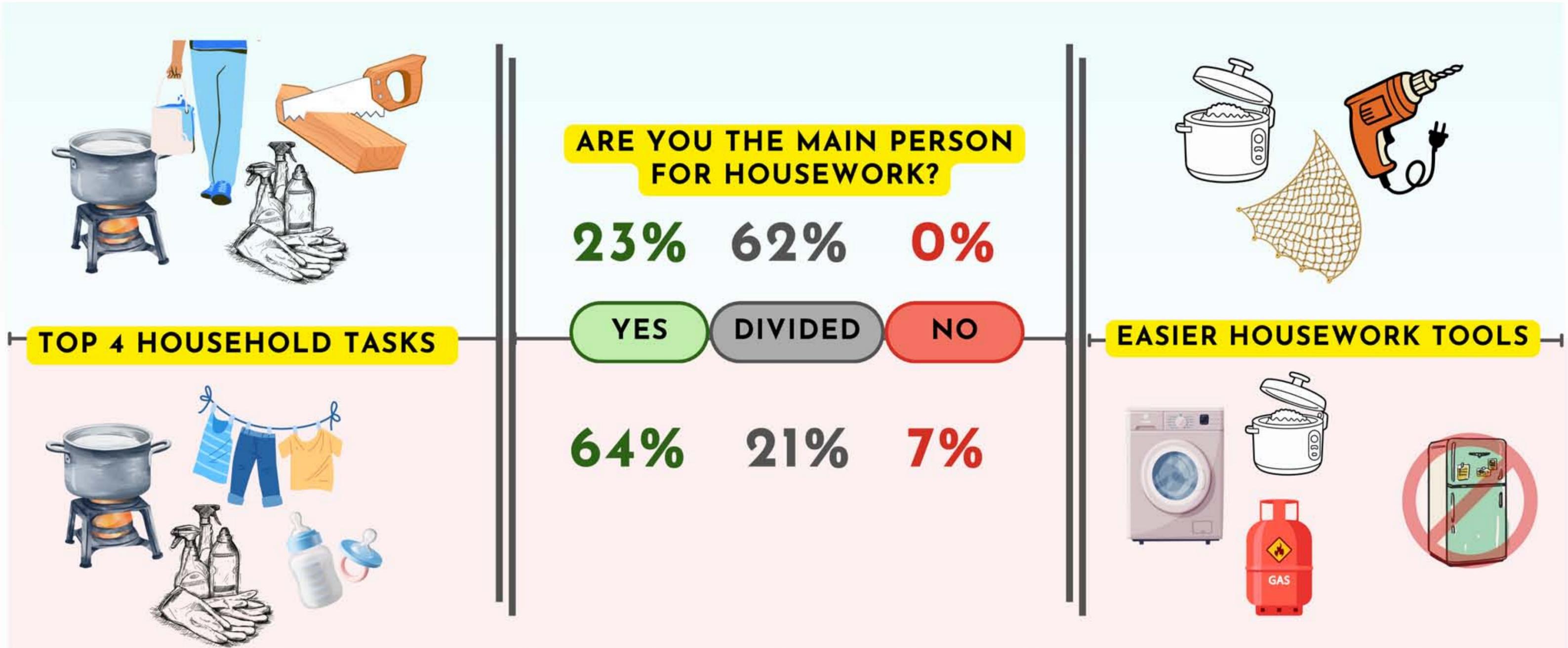
Strong inverse relationship of housework and paid work

**<2h**

Women have less time for leisure/rest/sleep

# RESULTS & DISCUSSION

*Structural household divisions create a five-hour daily disadvantage for women*



# RESULTS & DISCUSSION

## Recognition without redistribution paradox in Filipino fishing household dynamics

### INTERNAL RECOGNITION

**90%** women report that their contributions are recognized by family members

**83%** men and women agree that housework and livelihood have equal importance

**100%** women in fishing support activities (e.g. pre fishing prep, at-sea assistance, vending) identify as "directly involved" in fisheries

### EXTERNAL REALITY

**+5h** more housework done by women daily      **+1.9h** livelihood support task done by women daily

**76%** unpaid care work by women globally (ILO,2018)      **3X** more unpaid domestic work (UN DESA,2020)

**<5%** registered women, despite comprising 1/3 of workforce (USAID ECOFISH,2018)      **10%** women vendors hold official registration out of est. 70-80%

**RECOGNITION  $\neq$  REDISTRIBUTION**  
Appreciation is meaningful, but structural change is needed

Source:

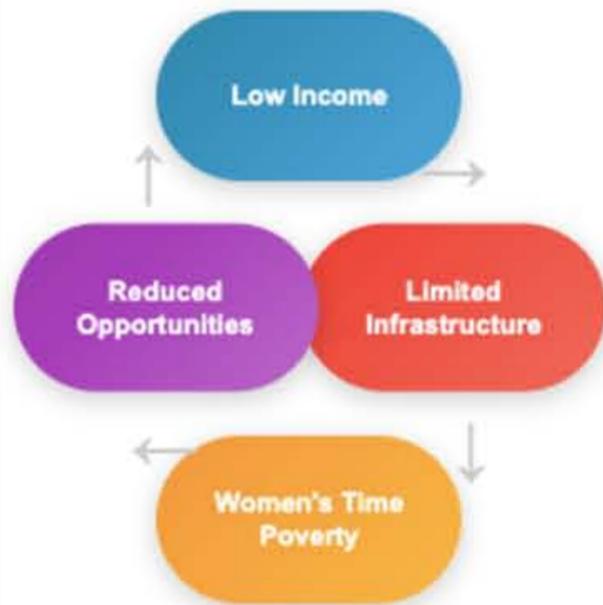
International Labour Organization. (2018). Care work and care jobs for the future of decent work. International Labour Office

United Nations, Department of Economic and Social Affairs, Statistics Division. (2020). *The World's Women 2020: Trends and statistics*. United Nations. <https://desapublications.un.org/publications/worlds-women-2020-trends-and-statistics>

USAID Ecosystems Improved for Sustainable Fisheries (ECOFISH) Project. (2018). Gender Analysis of the Fisheries Sector in the Philippines. United States Agency for International Development, Philippines. Contract No. AID-492-C-12-00008.

# CONCLUSIONS | RECOMMENDATIONS

breaking this cycle  
requires...



## POLICY CHANGE

- Integrate time-use data into fisheries and development planning
- Adopt flexible training and capacity-building schedules
- Formally recognize women's contributions (informal and unpaid)
- Mainstream gender-responsive budgeting in local governance



## HOUSEHOLD DYNAMICS

- Promote equitable task-sharing between men and women
- Provide mentorship and support programs for young couples and families
- Foster community dialogue to challenge traditional gender norms
- Strengthen intergenerational learning on shared responsibility



## INFRASTRUCTURE SUPPORT

- Expand accessible and affordable childcare
- Invest in labor- and time-saving technologies (e.g., fuel-efficient stoves, processing tools)
- Improve reliable access to water and electricity in fishing communities
- Develop community-based infrastructure (e.g., washing stations, storage facilities)

# THANK YOU FOR LISTENING!



Housework is a ubiquitous physical demand that has hamstrung and silenced women for most of human history. And yet, it is seldom considered as a serious subject for study. Illustration by Sally Deng <https://www.newyorker.com/culture/personal-history/womens-work>

# ACKNOWLEDGMENT



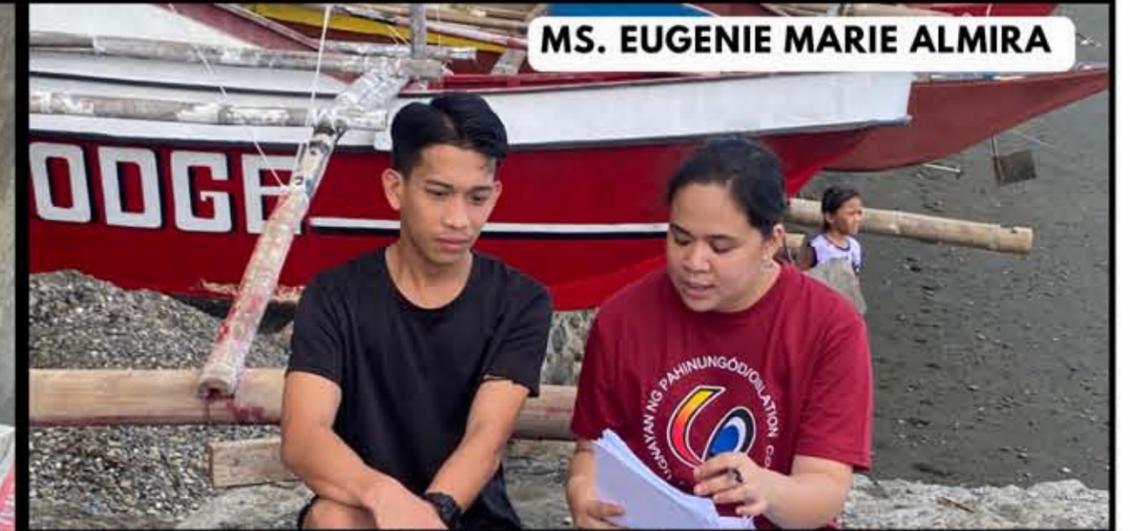
UPV Ugnayan ng  
**PAHINUNGÓD/OBLATION CORPS**  
The Volunteer Service Program of UP

## WOMEN OF BANUYAO



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## MS. EUGENIE MARIE ALMIRA



## DR. FA UNGKAKAY-BAGSIT

## HUSBAND JERRY IAN LEONIDA

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## MEN OF BANUYAO