

However tooling women is not enough.

The political environment should be an enabling and supportive one. It has to be open to address challenges to existing gender relations such as allowing women and men to pursue work engagements that are contrary to traditional gendered division of labor. Men should be willing to negotiate new household work-sharing arrangements to release time for women to pursue productive work without having to suffer from the double-burden conditions working women commonly find themselves in. Outside the home and into community interactions, a culture of equal opportunities for men and women to lead organizations should be fostered. Gender equity necessitates the effective participation of both men and women in the decisions and processes of management and development (Agarwal 1998). Women-managed areas can be promoted as a transitional phase where women are freer to exercise their leadership among fellow women without having to address male-female cultural conflicts.

Research on how decisions are reached in fisheries organizations, such as the FARMCs, People's Organizations, fishers' cooperatives, are needed in order to identify whether women's concerns ever enter the agenda and how these are addressed or sidelined. The dynamics of fishers groups can be documented and studied for the purpose of identifying how processes can be strengthened and made more effective.

- ***As far as theory is concerned, your results showed that advocacy is good but without a good theoretical base, advocacy is likely to be short-lived and may unwittingly disturb the prevailing structural relation without adequate support. Sustainable advocacy needs more than a big heart. More than anything else, it needs good theoretical grounding. Your analysis has demonstrated that gender issue is not simply an***

isolated case of sexual inequality. It has social, technical, economic, and political aspects. To theorize on gender issues would certainly require attending to these concerns. Hence, your study suggests that issues and problems related to gender inequality can only be mitigated provided that a comprehensive framework is developed with attention to action. A set of recommendations is in order.