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Gender Analysis in Fisheries Development and Extension Services in Nepal

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A gender analysis aimed at identifying gender norms, resource use patterns, and power dynamics within Fisheries Development and Extension in Nepal. It has revealed that while the roles of men and women are deeply interconnected, they remain unequal, particularly in terms of workload, leadership, and decision-making. To gather insights, a survey questionnaire was administered, with approximately 41 staff members participating.

The analysis, which reviewed a total of 363 technical staff members, only 158 technical staffs are currently working on different organizations. Among them 88 staff are officer level and 70 are technician. It was found that only 26% Female staff are involved in fisheries development and extension across Nepal. Notably, within the federal government, around 32% technical staff members are Female. Many of these Female occupy senior positions, where they contribute to decision-making processes. However, the situation differs at the provincial level, where only 23% technical staff members are Female, and even fewer hold leadership or decision-making roles. This trend continues at the local government level, where just 22% technical staff members involved, none of whom are in leadership or decision-making positions. The survey further revealed that most technical staff members are interested to a career in the fisheries sector due to its potential to promote food security and nutrition, advance gender empowerment, and emerge as a growing field. Additionally, the majority of female technical staff has participated in a range of training programs, including commercial fish farming. They have also attended various national seminars, workshops, and meetings. Despite their involvement, many female staff facing discrimination in training opportunities, work allocation, and field visits and so on. It also observed that there is no gender-based violence within the organization. However, the under-representation of female staff compared to their male counterparts is primarily due to barriers such as educational limitations, the distance from home, and a lack of opportunities.

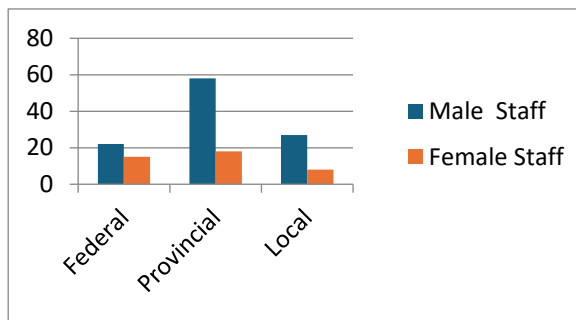


Figure1. Representation of Technical Staff

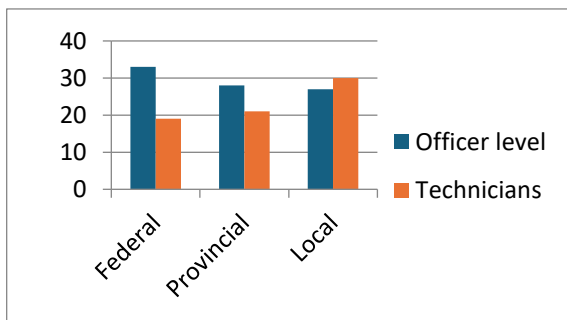


Figure 2. Number of Male and Female Staff

To address these issues and achieve gender balance within the profession, it is essential to raise social awareness, ensure equal recognition and respect, and provide scholarships for further studies. The major challenges faced by female staff include social gender discrimination, high workloads. Therefore, to overcome these challenges, a focus on awareness, equality, and equity in all activities is crucial. Enhancing the capacity of female staff members can be accomplished through initiatives such as capacity-building programs, equal distribution of responsibilities and opportunities. Unfortunately, the organization currently lacks a gender policy or specific programs to address these issues.