

# Changed gender role in higher education, research and employment in Aquaculture and Fisheries in Bangladesh: Opportunities and challenges

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# Background

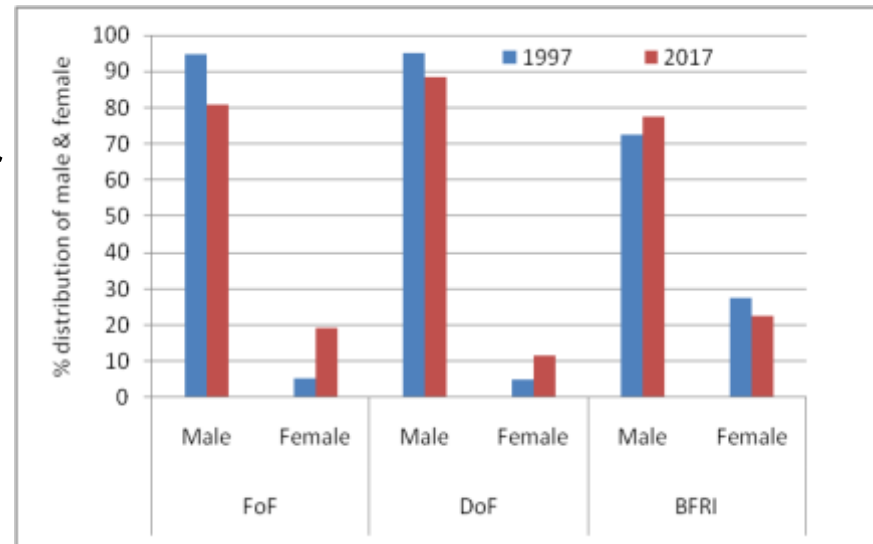
- Bangladesh has made remarkable progress in A&F production with steady economic growth can partially be attributed to the availability of skilled fisheries graduates (here called A&F graduates)
- In spite of higher enrolment of female students for higher education, there are emerging problems of disparity and gender exclusion across the graduate workforce tends to bar against commitment to research and development
- The objective of this study was to explore the extent and magnitudes of gender disparity among the higher educated workforce under A&F discipline

# Methodology

- Primary data collection from education and employer institutions, secondary data collection from different sources and focus group discussion (FGD).

# Results & Discussion

- Tertiary A&F education was solely offered by BAU in the past. After 1990s, about 43% of public universities (17 out of 40) started A&F discipline offering graduate and master degrees
- Currently 1100 A&F graduates/year are produced comprising about 50% female, without creating employment opportunity that causes frustration, gender inequality and devaluation of higher studies in society
- The distributions of female employees in FoF, DoF and BFRI in 2017 were only 19%, 22%, 12%, working as teacher, extension officer and researcher respectively
- Large number of the female candidate is either incompetent to get employment, employed in NGOs or remains unemployed



# Opportunities

- DoF can absorb only 38 positions per year (2011-2018)
- Research institutions have very limited scope
- Private sector farms, feed-mills, hatcheries are small-scale do not employ A&F graduates
- Processing industries do not employ A&F graduates but use female workers

# Challenges

- A move for self improvement initiative
- Introducing career planning and skill training across universities
- Industrial attachment and internship for hands on training
- Introducing business and market based A &F curriculum
- R&D on product development and value-added goods & services

# Conclusions

- The employment opportunity for A &F female graduates is limited
- Head hunters are usually gender blind, inequalities are overlooked
- Gender focused career advising system across all the universities
- Self improvement of women graduates to reduce gender disparity