International Organisation for Women in the Seafood Industry (WSI)

WSI's objectives are to highlight women’s contribution to the seafood industry and raise awareness of gender issues in the seafood industry.

About the Authors

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Marie Christine Monfort

Marie Christine Monfort (MSc Economics NHH, Norway) is an international seafood market analyst with a lifetime experience in the seafood industry. In the past years she turned her attention to the social dimension of gender relations in her industry. She is the author of FAO report “the role of Women in the seafood industry” (2015). In 2016, she co-founded the International Organisation for Women in the Seafood Industry (WSI), open to all those wishing to participate to the social modernisation of the industry through the promotion of gender equality.
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wsi-asso.org/join-wsi/
A word from the French Secretary of State

The fight against discrimination is a commitment close to my heart. This commitment also concerns access of women to occupations in fisheries and aquaculture.

We have provided financial support to WSI to produce this international watch. This piece of work represents a very detailed analysis of women’s work conditions in fisheries and aquaculture. Even if a lot remains to be done, it is nevertheless important to underline the numerous positive initiatives, which are facilitating progress in the feminisation of these occupations.

It needs to be acknowledged that women still have a limited role in the world of French fisheries and aquaculture, even though important recruitment needs exist in this sector. Women must find their natural place there.

Women have therefore enlisted in these professions where they are thriving. They need to be supported in this, so that they feel recognised and accepted, starting right from their training.

Didier Guillaume
Secretary of State for Food and Agriculture
Foreword

This second edition of the WSI Watch is a compilation of events and actions pursued in different parts of the world by various stakeholders in the fisheries and aquaculture sectors between January 2018 and July 2019 on the theme of women and gender in the seafood industry. The construction of the corpus which constitutes this document relies mainly on the WSI network, specialised media and social networks.

In the 2017 edition, we concentrated on a subject which in our view is still absolutely central: recognition of women’s contribution in the development of fisheries and aquaculture. But what has happened over the last two years since the publication of our last Watch? Phenomena such as #MeToo and the magnitude of women’s strikes in Spain, amongst others, have encouraged the emergence worldwide of a feminist consciousness among men and women and growing demands around inequalities of gender, violence and discrimination. The seafood sector is no exception to this.

Recently, a new discourse has emerged and progress on women’s visibility is significant. We are even witnessing small advances in discourse which implicitly recognise the inequalities present in the seafood environment. In 2019, round tables were organised for the first time in their history in Boston and Brussels, the two largest fisheries trade fairs in the world. In France professional organisations in the fisheries sector allude to the opening up of their occupations to women. Women’s groups have sprung up within major companies in the industry.

Unfortunately, the bridge which will allow us to go from visibility to real gender equality still remains to be built. And we are still a long way off achieving the Objective of Sustainable Development defined by United Nations to “Achieve equality of the sexes by making women and girls more autonomous.” We regret that women’s substantial participation has not yet been translated into increased presence in the processes of decision-making. In addition, WSI’s international survey Putting Gender Equality in the Seafood Industry’s Agenda: Resultats of a Global Survey (2018) showed up the existence of pervasive discrimination in the workplace founded on gender, unfavourable work conditions, strong prejudices and inequality of opportunity for women. Notwithstanding the development level of the countries observed, gender stereotypes profoundly rooted in these strongly “male-dominated” environments persist, with very few exceptions.
To encourage awareness, to sensitize and also contribute to the political and social debate, we present this second Watch recounting more than 100 stories emanating from 23 countries, including a focus on France. Here, rather than just looking to reproduce articles on women, we wish to share with our female and male readers our feminist outlook which allows us to decode the power relationships present in the sexual division of work which characterises the fisheries and aquaculture sectors.

Natalia Briceno Lagos
Project Manager

Marie Christine Monfort
President
Quotes

It is critical that fisheries and aquaculture, the fastest-growing food production sector, which impacts the livelihoods of 800 million people, be gender-equitable and inclusive.

Dr Cynthia McDougall, Gender Research Leader for WorldFish

Women face higher risk than men of losing jobs due to automation. Occupational choice is a strong determinant of gender gap in job tasks.

Christine Lagarde, General Manager IMF

Gender studies is not just about women. But why do we keep talking about women? Because women are being the ones left out of the equation.

Dr Danika Kleiber, feminist fisheries researcher
Gender equality is a matter of justice. It doesn’t have to be efficient.

Réjane Sennac, research director, National Center for Scientific Research (CNRS)

Kelly Mahoic’s story, fisherwoman, shows that there is no impregnable bastion for women.

Julien Derken, photographer

Planners have to be aware that equal participation in terms of numbers is not sufficient to address women’s concerns. Gender expertise must be integral to projects and policymaking so that the practical and strategic needs of women and men are given due consideration.

Meryl J. Williams, Chair, Gender in Aquaculture and Fisheries feminist fisheries researcher

Everything that a guy says once, you have to say it as a woman five times.

Björk, Icelandic artist
Women in Fisheries and Aquaculture

It is generally assumed that some professions can only be held by men, based on the "belief" that only men possess certain attributes, such as physical strength, endurance, courage, perceived as necessary to practice certain professions. This concept is widely used in many coastal communities around the world. This recurrent and discriminatory description of the fisherman as a physically and mentally strong man, which would not be the case for women, remains very vivid. In almost every country women are discouraged from working in these jobs, even where the industry has a labour shortage (WSI 2018 World Survey, page 40).

To an increasing extent media, and very often the regional dailies, are interested to tell the stories of in women working in fisheries and aquaculture. You will find here some articles proving, if it were necessary that fishing and fishfarming can be run efficiently by women.

Also, our inventory cannot be exhaustive, it indicates a real presence of women in these trades, facing very different realities depending on cultural variations. Whilst Norwegian women consolidate their social rights, Indonesian women fight for fishing permits. The articles selected below confirm that there are no obstacles to a woman being a fisherman, apart from social and cultural barriers. We should not forget women working in aquaculture, but they seem to still escape from the radars of the media!
Women in Breton fishing port

Swiss radio report in Lorient, a Breton fishing port. Journalist Cécile Raimbeau offers the microphone to fisherwomen, fishermen and sailors' wives. "A sailor is a sailor whether you are a man or a woman", "you can have physical difficulties, so you do things differently. But we do them." The journalist concludes "And yet, women on boats could fill the gap in recruiting fishermen".

Fisherwoman

Julien Derken, a photographer who followed Kelly Mahoïc, fisherwoman, for three years from school to her first boarding. "Kelly's story shows that there is no impregnable bastion for women" says the photographer.

Hard to find a boat that welcomes a woman

Angèle Guillarmic, fisherwoman in a man's world: "I had to approach 42 bosses before I found a boat to sail as a fisherwoman".
• **IRELAND**
  Ireland: Lifetime Achievement Award

Castletownbere, Margaret Downey-Harrington, a native of West Cork, won the Lifetime Achievement Award for her distinguished career in the Irish fishing industry and for her many contributions to the advancement of the industry.

  + source: bim.ie +

  + video on YouTube +

• **UNITED KINGDOM**
  Women in the fisheries industry

Photo exhibition in Scotland reported by the Guardian.

  + source: The Guardian +

• **UNITED KINGDOM**
  Reportage photos

Outstanding portraits of women by the BBC.

  + source: BBC +

• **NORWAY**
  Growing number of fisherwomen in fishing schools

The percentage of fisherwomen has risen from 2% in the 2000s to 3% since 2009 with a record 4% in 2018, with 325 women making it their job. Women’s enrolment in maritime schools this year 2019/2020 recorded a 40% increase, representing 12% of total new enrolments (Source Fiskeridirektoratets statistikkbank).

  + source: fiskeribladet.no +
• **NORWAY** •

**Fisherwoman in rough seas**

Tonje Dyb, a 24-year-old marine fisherwoman, shares her adventures: "This winter, we crossed the Atlantic Ocean to the Flemish Cap in Canada, where Norway has historical quotas. It was an exciting trip because everything was going wrong. We achieved the full count. Fishing lasted ten days of which we spent eight days fighting with the elements. There’s nothing like it to get to know the weather conditions."

+ source: sysla.no +

• **SOMALIA** •

**At sea to feed her family**

Who said that fishing was a job for men only? In Somalia, Reeyan Ali is involved in this activity, which is traditionally forbidden to women. The 18-year-old Somali girl grew up in a refugee camp. Once back in her country, she embarked on this profession, which is not easy... but which allows her to feed her whole family.

+ video on the BBC website +

• **NAMIBIA** •

**First female captain**

A unique journey by Joanna Kwedhi, first captain of one of the world’s largest industrial trawlers operating along the Namibian coast. Joanna quietly explodes the clichés: first African female captain of an industrial vessel.

+ video on Amazing Women Rock +
• CANADA •
“Embracing Gender Equality”

On 25 June 2019, International Sailors’ Day, the Canadian association Fishing for Success, (also the 3rd winner of the WSI Video Competition Award) organised a conference on the theme of "Embracing Gender Equality". The testimonies of the men and women participating in this reflection converge around "the need to leave women the choice to exercise these trades, while insisting on the importance of making room for them".

+ source: theindependent.ca +

• CANADA •
Breaking stereotypes

Tiaire Boyes, a fisherwoman and director of the Victoria Fishermen’s Association with 150 affiliated professionals, believes that her generation can break gender stereotypes in the profession.

+ source: gulfnews.com +

• USA •
A fisherwoman at the House of Representatives of the state of Maine

Lobster captain Genevieve McDonald, 35, has become Maine’s first commercial fisherwoman to be elected to the state’s House of Representatives. McDonald, who owns and operates the 32-foot Hello Darlin’ II, hails from Stonington and will represent District 134 as a Democrat, having defeated Republican candidate Philip Brady Jr.

+ source: nationalfisherman.com +
+ source: umaine.edu +

+ video on YouTube +
• USA •

The new role of fishermen wives

“… more women and fishermen’s wives are much more aware of the regulatory issues than they were 20 years ago, and are much more active . . . self-educating or attending the meetings, or pushing their husbands out the door [to a meeting] and telling them, “You need to go to this.””

“The increasing complexities of the fishing industry have increased women’s need to turn to social support groups such as Newport Fishermen’s Wives and to adapt by learning new skills”, said Conway. For example, one fisherman’s wife described the challenge of understanding fishing quotas: “How do I open a quota share account, how do I trade quota, how do I transfer it from account to account?” she asked. “That’s the kind of constant learning [that’s necessary] as regulations change. And I think that the learning curve - as opposed to 20 years ago - [has] grown exponentially.”

This article shows us the extent of women’s participation not only in the value they add to fishing but in their role in solving the new challenges of these trades.

+ source: today.oregonstate.edu +

• MEXICO •

Fisherwomen and family bonds

In a very detailed article published in the online journal Yemaya, Carmen Pedroza-Gutierrez of the National Autonomous University of Mexico shows that women are not only active in fish processing. They also go fishing.

To support her argument, the author recounts the stories of two women who learned the fishing trade by going fishing with their husbands. It is possible to identify in other publications and in other regions of the world that a form of socialization of women in this profession is achieved through the family bond, either with the father or the husband. One of the fisherwomen explains that “one of the reasons women go fishing is so that their husbands do not have to pay a sailor to go fishing with them; thus, all the catch and income remain in the family and they save money”. She says she also comes “to help and take care of her husband”. However, even though mastery of the trade would allow them to gain a certain degree of autonomy, they are controlled by their community, which looks unfavourably upon the fact that they go fishing alone - without a husband or children.

Their work contradicts the belief that fishing is reserved for men only, rather their link to the trade is more through family and community involvement than through female emancipation.

+ source: icsf.net +
● INDONESIA ●
Difficulties for women to have the rights to fish

A must-see documentary on the struggles of 3.9 million fisherwomen of Indonesia! It documents fisherwomen of Demak (N. Java) & shrimp farming women of Dipasena (Sumatra) trying to formally register as fisherwomen, not housewives.

[+ video on YouTube +]

● CHILE ●
Fisherwomen in Chile

The article shows that women are present in all trades in the aquaculture industry though very rare at decision making level.

Viewpoints reported in the article revolve around the idea of individual effort required to succeed in one's profession: it is up to women to have the "courage" to enter a highly male sector. When it came to identifying the specificity of "women" in this sector, essentializing explanations (women would be different in essence) were not lacking: "We bring new ideas for integral solutions from a perspective that combines the sensitivity that characterizes us with the effectiveness that we always seek".

These testimonies offer the biased view of women in senior positions, but do not reflect the reality experienced by the rest of women, particularly female workers. A female manager, in charge of a team of 10 people, says "personally, working at Multiexport has allowed me to lead a life close to my family, actively participating in each of my children's activities, which shows the company's commitment to its workers".

At the same time, women workers in this industry, who work 12 hours a day, do not have the same chance to reconcile their family life with work.

[+ source: aqua.cl +]
Women in aquaculture, a series of portraits

In 2018, the Fish Site launched a new series called Women in Aquaculture, which highlights the roles of female workers in the industry. How did they succeed and why did they choose aquaculture? The site presents a number of inspiring women from diverse backgrounds.

“Readers of The Fish Site are unlikely to be surprised by the vital role that women play in aquaculture - as interviews with female aquaculture practitioners and researchers have long been an important part of our content” says the journal.

Fishing fleets have long depended on female workers to process and add value to their catch. In the late 19th and early 20th centuries, 'herring lassies' would follow the boats down the east coast of Scotland to gut and salt-pickle their fish. Without the intervention of these hard workers, herring would not have been sold to the continent.

Mosaic by Joy Sturgess, Artist, UK
Positive Initiatives

Discourse which normalizes gender inequalities - a phenomenon also found in the fisheries and aquaculture sector - is often reticent when it comes to the possibility of changes in women’s condition and above all with regard to making relationships between men and women more egalitarian. With this outlook, gender inequalities appear inevitable.

However, several measures can be set up, at different application levels, which can shift this inegalitarian panorama and contribute towards the achievement of the United Nation Sustained Development Goal 5. Different types of organisations, with distinct responsibilities have chosen to initiate improvements, proving that where there's conviction necessary changes can be undertaken.

In this chapter we bring together projects which have contributed to making women more visible in the sector, to reducing gender inequalities or even reinforcing women’s capabilities in these sectors of activity. This list of projects taken by public authorities, private companies, professional organisations, and NGOs does not seek to be exhaustive, rather it proves that the subject is being taken seriously here and there.

Whilst welcoming all positive initiatives, we particularly celebrate those where operators are working together, uniting their strength and expertise. Undoubtedly the pulling together of the actions of these different stakeholders will lead to an increase in the impact of all these efforts aiming at the improvement of women’s living and work conditions and striving for more equality.
National public institutions

- FRANCE -
Round table discussion

The Direction of Maritime Fisheries and Aquaculture in charge of the policy of these sectors in France organised during the 2019 agriculture fair a round table offering 6 professional women from the sea the opportunity to highlight their professions. The first step towards raising the visibility of women in these rather masculine professions, which we hope will be followed by future actions on this theme.

- FRANCE -
The ministry of agriculture and fisheries works for getting the Gender equality Label

Equality between women and men has been declared a major cause of the five-year period by the President of the French Republic Emmanuel Macron. Consequently the various levels of the State are required to work on this issue. As part of this commitment, in 2018 the Ministry of Agriculture and Fisheries has applied for the women/men Equality label. This label will be delivered by certification company AFNOR after evidence that the Ministry comply with strict criteria.

- SPAIN -
Women in fisheries, worldwide meeting

The Spanish Ministry of Fisheries and Agriculture, with the support of the European Commission and the United Nations, took the initiative to organise a global event on the theme of women in the fishing industry. Nearly 200 women from all over the world, all professionals in these sectors, came to share their experiences.

All contributions are here: https://servicio.pesca.mapama.es/cimujerespesca/
● SPAIN ●

Declaration of Santiago

The Spanish Ministry in charge of fisheries issues, in consultation with women’s organisations in the sector, drafted the Santiago de Compostela Declaration on Equal Opportunities in the Fisheries and Aquaculture Sector.

This document proposes 11 points for improving current policies. This symbolic declaration was signed by France, Morocco and the main associations attending the World Congress of Women in Fishing. Although it is non-binding, like many of these declarations of intent, it has the merit of reminding us what should be done by countries that aim for gender equality in the sector.

Based on the information we have collected the signatory countries have done little so far to amend their policies and comply with the described targets.

+ source: WSI +
• IRELAND •
Campagne pour promouvoir la participation des femmes dans l’industrie de la pêche

The Irish Seafood Development Agency, Bord Iascaigh Mhara (BIM), launched a promotional campaign in March 2018 to highlight the important role that women play in the Irish seafood sector.

+ source: bim.ie +

• MOROCCO •
Training in gender mainstreaming for fisheries officers

As part of their new budgetary reform, Morocco has adopted a legal framework making gender-sensitive budgeting mandatory at national and territorial level. The objective is to combat inequalities between women and men and discrimination against women through the definition and implementation of public strategies, programmes and projects with identified objectives, results indicators and traceable annual budgets.

To support the process of gender integration in the planning and programming of the Department of Maritime Fisheries and to ensure its monitoring and evaluation, this department has carried out several actions. A 7-day training cycle on gender mainstreaming techniques and tools, targeted managers involved in the planning and budgeting process in the various entities of the Ministry. This cycle is composed of three themes:

- gender approach and gender analysis,
- gender-sensitive budget planning and programming,
- tools for monitoring and evaluating gender mainstreaming

To implement gender mainstreaming regionally, the second 4-day training cycle, consisting of the gender approach and gender-responsive results-based management, targeted the managers, gender focal points, of the department’s decentralized services. (source: Morocco Ministry of fisheries)
CENTRAL AMERICA

Action plan for women in artisanal fishing

The Central American Integration Policy for Fisheries and Aquaculture 2015-2025 promotes the participation of the various key actors in the value chain, with due regard for gender equity, strengthening the sense of belonging and increased participation of women in artisanal fisheries and aquaculture associations.

Since 2009, the region has had an Action Plan for Women in Artisanal Fishing in the Central American Isthmus with 8 lines of action: combating discrimination and society's resistance to gender mainstreaming; capacity building for marketing; access to finance and credit; development of management capacity; education and training; strengthening associative initiatives and the involvement of a greater number of women in associations of women in artisanal fishing; ensuring access to social security; and greater government support.

In this context, the Central American Isthmus Fisheries and Aquaculture Sector Organization (OSPESCA) held a meeting of the Regional Working Group for Gender Equality and Equity in Fisheries and Aquaculture in March 2019 in Guatemala City.

On this occasion, a project proposal to strengthen gender equality and equity in the fisheries and aquaculture sector was presented, which will serve as a basis for the development of a regional project based on the following principles: 1) women’s economic empowerment; 2) women's integral well-being and the strengthening of their productive skills; and 3) their contribution to family and community development through fishing and aquaculture activities.

GUINEA

A day to address the living conditions of female fish processors

Women fish traders and those working in small-scale fishing are advocating for the improvement of their living and working conditions. This call for changes was organised on the occasion of the African Day dedicated to their cause, a day that aims to draw the attention of the political authorities to the dramatic problems facing this sector and specifically female professionals.
GUINEA

Workshop on working conditions for women

The Minister of Fisheries, Aquaculture and Maritime Economy of Guinea co-organized a workshop for women in small-scale fishing in Africa and the Indian Ocean, from 1st to 4 May 2019 in Conakry. This event was organized in collaboration with the African Confederation of Artisanal Fishing Organisations (CAOPA).

The theme chosen was "Decent working conditions in the artisanal processing sector of fishery products, issues and challenges".

The objectives of the workshop included: improving the working conditions of women’s incomes and living artisanal fishing communities; and increasing the quality of products marketed by women and their share of contribution to food security.

+ source: mosaiqueguinee.com +
**CHILE**

**Training for women**

Chile's National Fisheries Service will invest in training, assistance and equipment programmes for women working in artisanal fishing on the island of Chiloé. Beneficiaries will receive business training, technical assistance and an equipment kit in four production lines: gastronomy, seafood enhancement, coastal tourism and craft creation.

Women represent 20% of those registered in the artisanal fishing register in the archipelago. This is the first time that this national service has provided direct support to women fishermen in this area of Chile. This programme is seen as an economic and technical opportunity to empower women in the male fishing community.

[source: radiosago.cl]

**CHILE**

**Gender perspective in fisheries law**

The President of the Women's Commission Camila Vallejo, together with other elected officials, presented a draft law aimed at integrating a gender perspective into fisheries law, establishing minimum quotas for women's participation in management and decision-making bodies. The purpose of this bill is also to recognize certain occupations that are mainly performed by women in the fishing industry but which are not currently recognized by current legislation.

[source: cronicadigital.cl]
International Organisations

**WEST AFRICA**

Gender equality workshop

As part of the Coastal Fisheries Initiative (CFI), a workshop was held in Rome at the FAO to work on gender issues in the inshore fisheries sector.

Speaking at the opening day of the workshop, Ilaria Sisto, Gender and Development Officer in FAO’s Economic and Social Development Department provided an overview of FAO’s Policy on Gender Equality and its five objectives, which include: equal participation for men and women as decision-makers; equal access to decent employment, land and resources; equal access to goods, services and markets; a commitment to reduce women’s workload by 20%; and a commitment to increasing agricultural aid aimed at gender equality to 30%.

(source: fao.org)

**RWANDA**

Promotion of women

A few years ago, it would have been completely incongruous to associate the words "women" and "fishing" in the same sentence in Rwanda. In this country, fishing was not for women, it was a profession of men! Valeria Maniraguha, 38 years old and mother of four children, has chosen to ignore prejudice and to get into this lucrative business.

(source: fao.org)

**WORLD**

Why gender matters in aquaculture and fisheries?

Gender inequality doesn’t make sense on any level. Promoting gender equality can reduce extreme poverty and hunger and boost shared prosperity for girls and boys, women and men, around the world.

(source: worldfishcenter.org)

+ video on YouTube +
Empowering women

The 2019 theme promoted by the International Maritime Organization for the World Maritime Day is "Empowering Women in the Maritime Community".

Small Scale Fisheries, two different international agreements

The term "FAO Code of Conduct for Small Scale Fisheries" tends to mix the titles of two different international agreements that FAO has been responsible for. Thanks to Dr Meryl J. Williams, find here are some clarification. These two agreements are:

- **1995 Code of Conduct for Responsible Fisheries** ([http://www.fao.org/3/v9878e/v9878e00.htm](http://www.fao.org/3/v9878e/v9878e00.htm)). The Code was silent on gender although it did list "social" as an aspect to be considered in several areas, without getting into specifics. The Code's implementation was evaluated in 2012 ([http://www.fao.org/3/me173e/me173e.pdf](http://www.fao.org/3/me173e/me173e.pdf)) and found to be weak on gender (and social) issues. The Code was and still enormouslly influential in guiding FAO work and leadership and the lack of attention to gender seems to have helped keep gender in fisheries and aquaculture in the shadows in international, and hence national, fisheries attention. The Code has its 25th Anniversary next year but I don’t perceive any efforts to amend the blind spots of the agreement or supplement it with gender equality provisions.

- **2015 Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication**

This is the international agreement that does include gender equality and about which much of the foregoing discussion pertains. It is the first international fisheries agreement that does include gender equality (thanks a lot to the concerted work of the ICSF and other NGOs) and for this we must all be very grateful. As those working in the area know, implementing the gender provisions remains a challenge as on the ground work often suffers from competing priorities for action.

Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines) is first global fisheries instrument to embed gender equality in its principles.
• WORLD •

Ocean Day by the United Nations

This year, Ocean Day focused on gender inequalities by illustrating some of the following notable points.

The United Nations invites us to look at the exploitation of the oceans with "gender lens" i.e. to take into account gender relations in all policies and especially in the new "blue economy".

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Gender and the ocean

The ocean gifts us oxygen, regulates climate and is home to countless creatures. Human actions influence ocean health - impacting some more than others. What do we see through a gender lens?

**Lives**
- Women and children are 14% more likely to die or get injured in natural disasters due to unequal access to resources.
- Climate change hits hard on the coast.

**Science & Policy**
- Knowledge of ocean rhythms and species is often passed down through matrilineal and patrilineal lines.
- Women constitute half of the workforce, yet only 24% of parliamentarians and 38% of marine scientists are women.
- Women have proven capabilities as leaders and conservationists.

**Fisheries**
- Women constitute half of the workforce, yet only 64% of men's wages in aquaculture and have access to decision-making positions.

**Maritime**
- 2% of the 1.3 million seafarers are female.

Let the ocean be the great unifier.
Private Companies

• SPAIN •
Women's group in Pescanova

WIP (Women in Pescanova) is an organization created by a group of women from the Nueva Pescanova group whose mission is to promote equality in the company. To this end, this group has the following objectives:

- work on the visibility of women in the organisation with the idea of organising at least 3 events per year;
- promote inclusive practices in selection, training, promotion and compensation processes, giving management different options on what women in leadership positions can do to help change the culture of our company;
- create an alliance to identify and support female talent, helping women to become a key element in Pescanova's future. Ultimately, working in self-promotion.

This initiative was launched on 26 June 2018 at the headquarters of the Nueva Pescanova group in Chapela, with the support and presence of a guest of honour, Elena Salgado, former minister and current advisor of the Nueva Pescanova group, who is closely monitoring the group's development.

(source: internal document Pescanova)

• SPAIN •
Abolition of gender based discriminations at ANFACO

Equality plan applied by Anfaco-Spain, The Asociación Nacional de Fabricantes de Conservas de Pescados y Mariscos-Centro Técnico Nacional de Conservación de Productos de la Pesca (ANFACO-CECOPESCA), a Spanish organization that represents the interests of the processing sector of fishery and aquaculture products, is currently applying a second Equality Plan for the period 2017-2020.

In order to promote corporate sustainability, ANFACO-CECOPESCA seeks to comply with the principle of abolition of discriminatory practices in employment and occupation. This means integrating equal treatment and opportunities for women and men, this being a transversal principle for policies and processes within this organization. The 2010-2012 Equality plan evaluation allowed better knowledge about the situation between women and men in terms of diversity, parity, employment conditions and equal opportunities. This last aspect is the strategic principle of the ANFACO-CECOPESCA Corporate and Human Resources Policy.
The main objectives of this Equality Plan are: equality in access to employment and in terms of hiring; internal promotion and training in equality criteria; family/work conciliation through flexibility measures; prevention of occupational risks with a gender perspective; prevention of sexual and gender-based harassment through a protocol application; awareness and communication of equality policies among employees; and application of diversity management measures for the respect of each individual's characteristics.

**SCOTLAND**

*Gender pay gap tackled at MOWI*

Scotland’s biggest salmon farmer, Mowi, said it is working towards closing the gender pay gap among its staff. The company’s human resources manager, Joanna Peeling, told Mowi’s May newsletter that they have equal pay for work of equal value, rewarding staff for the role not their gender. The company recently published statistics on its gender pay gap, the difference in the average pay and bonuses of all men and women across the organisation. Peeling told The Scoop that the median (mid point) hourly wage for a man is 2.2 per cent higher than for a woman, while the mean (average) hourly wage for a man is 22 per cent higher. “Over the last year, the gap has widened most at the most senior level in the organisation”.

+ source: fishfarmermagazine.com +
• NORWAY •
**Grieg Seafood**

SHE Index Powered by EY is a biannual indicator that aids us in gathering more facts and motivates companies to work on the leadership gender gap. Grieg Seafood, a leading marine fish farming company, is ranked among Norwegian companies on the basis of gender, being particularly well placed on the SHE Index scale. The SHE Index created by Ernst & Young (EY) is a biannual indicator that measures gender equality.

+ find here the main criteria +

• CHILE •
**Gender equality at AKVA**

The Norwegian multinational group AKVA, which supplies aquaculture machinery and technology to the salmon industry in Chile, created a programme a year ago to include women in its production processes, including welding in order to consolidate its commitment to gender equality. The aim is to empower local women.

The AKVA Academy offered courses initially only for men, then tested mixed courses, to finally arrive at a course for women only. Today 23 women are welding in the company.

+ source: aqua.cl +
• CHILE •

Gender equality at CARGILL

Cargill, a company dedicated to the production of food inputs for aquaculture and agriculture, seeks to encourage and promote gender diversity and inclusion.

Thus, Women in Nutrition (WIN), the Women’s Network of Cargill Chile, was created. The number of women in this company is increasing - today women represent only 14% of the workforce.

Among the actions that WIN wants to carry out, Liz Herrera, leader of the group, mentions in particular those around reconciliation issues so that women and men can reconcile family life, professional life and personal life, and those of attractiveness so that a greater number of women occupy jobs generally held by men.

On the latter point, Cargill is evaluating the possibility of creating an agreement with a training centre where women would be trained in traditionally male occupations. WIN also wants to take action to stimulate women in the company to move into management positions.

WIN participates in gender equity working groups in the Bio-Bio region (in the south of the country); also integrates the salmon industry’s gender equity group. Liz Herrera has certified herself as an "equality referent" with the National Service for Women and Gender Equity.

For 2019, WIN’s missions include strengthening the service within Cargill, attracting female talent, and communicating to women on benefits and labour law.

• CHILE •

Women’s network at SalmonChile

Marcela Bravo, project manager at SalmonChile, recounts the initiatives of the new women’s network “Salmon Women for Gender Equity”.

The objective of this new group, attended only by women executives, would be to reduce existing gender gaps in the sector and increase the number of women participating, to review issues around remuneration and to access to positions of responsibility (executives and managers). It is important to note that their main motivation for creating a gender equity group -or at least the one that has been publicly communicated by SalmonChile- is not related to social justice but rather is in the interest of doing "good business". Their initiative is based on work demonstrating that more equity within an organization produces better growth and competitiveness.
In the salmon farming industry in Chile, at the level of producing companies, women represent 32.5% of the workforce, or the equivalent of 6,977 people, compared to 67.5% for men, or 14,485 people, according to data from the Survey on the Characterization of Companies in the salmon industry in the Southern Macrozone, a study conducted by the National Statistics Institute in 2016. There are more women in the processing sector, with a participation of 46.1%, while in the freshwater fisheries sector, participation is reduced to 26.6% and to 5.4% in marine fisheries.

The first step is to conduct a diagnosis to identify the gender gaps currently in the industry. Marcela Bravo explains that "we have already presented the project to the directors of the various companies, waiting for them to give us the green light to make this diagnosis". It is interesting to note that the directors mentioned are all men. Is this not the first identifiable gender gap?

In April 2018, of a total of 47 companies associated with SalmonChile, only 14 have committed to conducting such an internal diagnosis. A final overall picture on gender equity in this production sector was expected in May 2019.

The diagnostic model to be followed is that of the Gender Parity Initiative, a public-private platform promoted by the Inter-American Development Bank (IDB) and the World Economic Forum (WEF), which supports companies in implementing gender equity measures in the workplace. However, the criteria for identifying gender gaps remain very limited because they only correspond to economic indicators, namely the participation of women in the labour force, their representation in positions of high responsibility, and gender pay gaps.

Although this is a remarkable new initiative, we regret its limited nature, and a lack of overall reflection on the subject. The Gender Equality Initiative may be a good starting point for addressing issues of gender inequality in companies, however its indicators can only give a partial and incomplete picture of the situation of women.
Professional Organisations

● FRANCE ●
Family conciliation, new working rules for fish wholesalers

The wholesale seafood traders’ union has included in its collective workers’ agreement an amendment for improving professional equality between women and men. Follows one example of the changes:

“Vocational training is a major lever to correct inequalities. Thus, for training courses, companies take into account, as far as possible, the constraints linked to family life, in particular travel distances. It has often been shown that women’s access to training is hampered by family-related constraints”.

+ source: Le Journal Officiel +

● FRANCE ●
Opening doors to women to solve recruitment crisis

The fishing sector in France is going through a crisis of vocations in a context of several hundred sailors retiring. The National Committee for Maritime Fisheries and Marine Culture uses a website to promote the profession of fisherman. This communication reflects the very masculine structure of the profession.

The fishermen’s organisation for the first time in its history incorporates the idea to open doors to women, as one solution to the recruitment crisis the industry is facing. But if this job is not attractive to young men, why would it be to young women?

+ source: lignes-dhorizon.com +
• NORWAY •
New working conditions laws

The Norwegian government in association with professional organisations have amended the rights of fishers to enable women to do their jobs full-time throughout their lives and to bring working conditions closer to the expectations of future sailors, both men and women.

As an example, the new rules allow women fishers to take a break throughout pregnancy and during a breastfeeding period of at least two years after birth without losing their fishing rights. Being a fisherman is a physically demanding job that is difficult to combine with pregnancy and breastfeeding, according to the Norwegian legislator. It is therefore particularly important that regulations take into account the particular professional challenges women face in giving birth.

+ source: fiskeridir.no +
+ source: regieringen.no +

• WORLD •
2019 Campaign - Gender Equality: I am on board

In 2019, the maritime community, with the support of the International Maritime Organization, focused on women, their role and importance in the profession, calling for respectful behaviour and the development of equality policies.

This campaign echoes the theme of World Maritime Day 2019: "Empowering Women in the Maritime Community". The maritime community has chosen the hashtag "#IamOnBoard" to show solidarity with the issue of gender equality in the maritime sector.
NGOs & development agencies

**BELGIUM**

**Women’s leadership roundtable during Seafood Show**

When they first mentioned setting up this event, Julie Ferguson-Ceniti, Trade Commissioner Canadian Mission to the EU and Marie Christine Monfort, co-founder and president of the International Organization for Women in the Seafood Industry (WSI) expected 50 attendees.

A total of 170 persons registered at this very first and much awaited meeting. “What Government and the Private Sector Can do to Support the Inclusion and Advancement of Women in the Seafood Industry?” was the topic. “Ultimately we can talk about gender equality, this is a smart thing to do, but concretely what can we do about it?” introduced Daniel J. Costello, Ambassador, Mission of Canada to the European Union.

Laurel Broten, President and CEO Nova Scotia Business Inc, sees the opportunity. “Currently there are very few women in leadership roles heading large fishing companies, industrial fishing operations or participating on Boards of Directors. Men still hold 99% of CEO positions and approximately 90% of board positions and heads of professional organizations. The good news is the industry has examples of leadership taking purposeful action, which as I know through my own experience, can change the trajectory of someone’s life.”
Laura Halfyard, General Manager Sunrise Fish Farms added: “The top barriers for women to access leadership levels as revealed through a recent survey are the lack of balance career-family policies, the old boys’ club attitudes and the lack of role models”.

Laura Halfyard revealed the results of a recent survey: 41% women confirmed that females meet barriers to their career advancement; a diagnosis shared by only 12% of men. “It’s the men who need to get the message”.

The urgency for a shared diagnosis between men and women was one of the key conclusions of the WSI survey Putting Gender Equality on the Seafood Industry’s Agenda: “Results of a Global Survey July 2018”.

Ian D. Smith, CEO Clearwater Seafoods Limited Partnership, partner of WSI got it clearly. “We want to win and we are not going to win unless we address diversity, in particular gender diversity. Stands are clear: diversity brings vision, strengthen capabilities, enhance innovation, drives customers’ innovation and boost our brand reputation. How do we address this? We have a clear policy and importantly we have developed metrics. We measure how we recruit, how we train, how we make succession planning, how we compensate. To make sure this happens required the mind-set of the leader. During my time at Clearwater Seafood and Mc Duff shellfish we have seen an increase with women in various positions across the company. Two of nine of our Board of Directors are female. Three of eight of our Executive team are female. At Clearwater we continue to support the removal of systemic barriers to employment and the advancement of women in occupations or positions where they are under-represented.”

On the positive side, Tesa Diaz-Faes Santiago, Director of Communications for Grupo Nueva Pescanova, presented the situation at Pescanova where a Women In Seafood group was recently created to promote women to responsible positions.

Christina Burridge, Executive Director British Columbia Seafood Alliance, insisted on the importance of mentorship. “I don’t think I would have survived in the business if I haven’t met an important woman in this industry (Eve Purdew, largest wild salmon importer in the 80ies) who accepted to open her contact books to me.”

Mary Larkin, president of Diversified Communications pursued with her own experience “My head still has bruises from hitting the glass ceiling”. 
Larkin asked Marie Christine Monfort whether she had felt a shift in how the women’s equity movement has been received since WSI’s founding.

Marie Christine Monfort expressed her measured optimism: “Some men have shown their willingness to change and turn their company into a more socially progressive place, such as Ian from Clearwater but we are far from total acceptance. It’s hard to get men into the discussion”.

Monfort concluded: “I’m optimistic when I see the room full of attendees whose presence could bring a new mindset to their organisations in order to start thinking and acting for gender equality. Though I can’t say tide has turned yet. But we are working on it and this massively attended event organised with the help of the Canadian authorities and Diversified Communication shows the need for improving working environment for women in the seafood industry. WSI hopes to see another country taking the lead and organising a second edition of this event next year during GLOBAL SEAFOOD EXPO 2020.”

**GUINEA**

Capacity reinforcement

In May 2019, a workshop was held in Conakry, Guinea, to build the capacity of women fish wholesalers, processors and retailers of aquatic products in the CAOPA area (African Confederation of Artisanal Fisheries Organisations). This reflection, which focused on the constraints faced by professional women, including overfishing, working conditions and access to capital, led to a declaration, of which the following is an extract:

“During this meeting in Conakry, we, the women of CAOPA organizations, expressed their concerns in four areas:

- access to fish as a raw material;
- the improvement of our working conditions;
- the improvement of processing and trade activities;
- the establishment of appropriate financing systems.”

+ comprehensive text available here +
EGYPT
training for female fish retailers

Many retailers have limited negotiating power over vendors, and lack access to low-cost credit to expand their businesses. Additionally, women retailers lack a secure, formal place to sell fish and often face harassment from police, who regularly confiscate their fish because they don’t have an ‘official seller’ license.

+ source: worldfishcenter.org +

© Worldfish Egypt
• MEXICO •

Gender equality program in fisheries

In order to make visible women’s contribution to fisheries, the organisation Comunidad y Biodiversidad (COBI) developed a participatory methodology to assess women’s participation throughout the commodity chain. COBI tested this methodology in three highly-valued Mexican fisheries: penshell (*Atrina maura*) from the Gulf of California, red lobster (*Panulirus interruptus*) from the northern Pacific, and Caribbean lobster (*Panulirus argus*) from the Mesoamerican Reef. Here are some of the results.

The three case studies showed higher participation of men in the decision-making arenas (number of members and members of the board of directors), as well as in the number of casual workers and direct jobs. We found that for every three men there is a woman along the value chain, with a marked difference in direct (5 men: 1 women) versus indirect (1:1) jobs. Despite our narrow scope taking only three organizations of three different fisheries, these results suggest that further research is needed to make visible women’s contribution in the country and reduce inaccuracies in knowledge due to data-gaps.

After two years implementing the Gender Equality at Sea initiative in Mexico, this study has not been an isolated effort. Thanks to a Community Leadership Program focused on gender equality at sea, there are currently 15 local leaders (11 women, 4 men) from 10 coastal communities generating positive social impacts. By the end of 2018, we witnessed of fast transformative changes towards gender equality. For example, the fishing cooperative OPRE in La Paz (Gulf of California), during its renewal of the board of directors, elected for the first time a woman as the Secretariat of Surveillance -one of the most important positions in terms of responsibility in a cooperative- and other five women as substitutes of the other positions. The board of directors finished with 50% women and 50% men. In addition, for the first time a woman is the sub-delegate (i.e. person representing the government) in Isla Natividad (Pacific Ocean), after a voting process and winning by more than 50% of the votes.

It is remarkable also that this is the first time this position is fulfilled by a person which is not designated directly by the fishing cooperative (organization with great power in the community), but rather elected democratically. One empowered woman participating in the Gender Equality Program was the person driving this change by mentoring the candidate and showing the courage needed to speak up from their own voice. Bringing men to the fight against gender-inequality in fisheries is also being a key factor to increase social-awareness with the communities we work.
Inés López, coordinator at COBI explained to WSI: “There are plenty more stories to tell, such as the one of the videos developed by the cooperative Mujeres del Mar de Cortes and winner of the 2nd prize in the International Women in the Seafood Industry video contest in 2018.”

The impact of this award in the women’s cooperative surpassed our expectations as some kind of proud (not changed/unclear for their job aroused when recognition came from abroad. The video was presented during the International Conference of Fisherwoman (Spain) and was also selected by CONABIO (National Commission for the Knowledge and Use of Biodiversity) and the MIDE (Interactive Economy Museum) to be presented (2019-2020) as a successful case of conservation and sustainable use of biodiversity.

[Image of a group of people wearing wetsuits and a hat, standing on a pier]

igualdadenelmar.org is a program developed by Comunidad y Biodiversidad, A.C. (COBI) in order to achieve equal participation of women and men in the processes of decision-making in marine conservation and sustainable fisheries. The impressive package of the initiatives developed in this program is listed below:

+ source: igualdadenelmar.org +
#womeninseafood video competition

The WSI video competition on the theme of women in the aquatic products industry is becoming a worldwide success. Thanks to its sponsors (Agence Française de Développement, Association Internationale des Inspecteurs de Pêche) and MATIS' technical support, WSI has collected more than 65 videos from around the world illustrating ingenuity, hard work, resilience, in a word the major contribution of women in the industry.

The 2018 edition of the WSI Video Competition, on the theme of women in the aquatic products industry, collected 18 videos.

+ the 4 winning videos for year 2018 are to be seen here +

2019 edition has received 32 outstanding videos and the jury has rewarded prize to seven of them. See the details here: wsi-asso.org/video-competition/
The 2019 jury was composed of seafood experts from the four corners of the globe.

- South America, Alpina Begossi, Researcher at Capesca/Nepa/Unicamp; Professor at Ecomar/Unisanta, Santos, Brazil
- Europe, Nicki Holmyard, seafood expert, editor Seafood Source, director offshore Shellfish Ltd
- Europe, Cecile Brugere, freelance ecological and fisheries economist, director Soulfish
- South East Asia-Oceania, Pippa Cohen, programme leader with Worldfish
- North Africa, Izzat Feidi, fisheries and aquaculture consultant
- Indian Ocean, Julius Francis Executive secretary, Western Indian Ocean Marine Science Association
- Asia, Arlene Nietes Satapornvanit, Gender Integration Specialist, USAID Oceans
Women Network

\textbf{\textit{UNITED KINGDOM}}

\textbf{New network for women in aquaculture}

Dr Sophie Fridman, a post-doctoral research fellow at Stirling’s Institute of Aquaculture, and three colleagues have decided to establish an organisation to promote gender equality in aquaculture academia.

At the same period (2019) representatives from across industry, academia and the public sector launched Women in Aquaculture Scotland (WiSA) hosted by Scottish Aquaculture Innovation Centre (SAIC). The Scottish Government backs the formation of WiSA.
• UNITED KINGDOM •
Mentoring programme

The Fish Site has taken the lead for a new initiative, which offers professional guidance and support to women at all stages of their aquaculture careers. The pilot programme is designed to allow mentees to develop their own direction through their mentoring discussions. “As a mentee you might want help with the stage of your career, a particular research project, developing a skill or something else entirely, and the outcomes will be generated through your mentoring discussions. As a mentor, you will also experience learning, perhaps developing your own relationship or leadership skills or simply enjoying the satisfaction of giving something back”.

+ source: thefishsite.com +

• TANZANIA •
Women Fish Workers' Association

In April 2019, the Tanzania Women Fish workers Association was officially launched.
• SENEGLAL •
Women’s important role in fishing performance

“The fishing sector represents 207 billion CFA francs (315 million €) and the 20% is made up of women who play a very important role in the performance of this sector, especially women processors, since processed products represent a great potential for the national economy”.

+ source: aps.sn +

• AFRICA •
African Network for Women Fish Processors and Traders (AWFISHNET)

A newly established network of women fish processors and traders promises to improve the prospects of women in Africa’s post-harvest sector.

+ source: aquaticcommons.org +
+ source: genderaquafish.org +

• USA •
Women empowerment in Alaska

The project Strength of the Tides works to support, celebrate and empower women working in maritime industries in four ways:

- Representation, via weekly instagram posts sharing a bit about women who work on the water
- Solidarity & Accountability, via The Pledge that asks folks of all backgrounds to say outloud that they support women who work on the water
- Community, via events, shared spaces, and an online public Facebook page and private facebook group for women who work on the water
- Education, with goals to support women teaching women the unique skills of the maritime trades

+ source: strengthofthetides.org +
Strength of the Tides is a community organization that works to support, celebrate, and empower women who work on the water through representation, solidarity & accountability, community and education because we believe that the Strength of the Tides is Hers Also.

www.strengthofthetides.org
• CHILE •

Working cloth created by fisherwomen

Eight years ago, women of the North Chilean Women of the Sea union had the idea of creating their own business to supplement their income from the direct exploitation of the sea. They began to make their own wetsuits and sell them to their colleagues not only in the north of the country but also in other regions further south.

After a good reception from customers, this union, composed of twenty women, is looking to improve their products and selling prices to ensure more sustainability in their business. Thanks to the support of a private company and the Chilean Secretariat of Fisheries and Aquaculture, they had the opportunity to go to Japan to source directly new fabric suppliers. Importing the material will allow them to reduce costs by up to 30%.

The union president explained that through this experience, they would like to integrate more women into artisanal fishery by showing them that the activity can be diversified.

+ source: aqua.cl +

• WORLD •

Time for actions in the seafood industry has come, say feminists

Support women in the seafood industry and eliminate gender inequalities.

This opinion column coordinated by Marie Christine Monfort was signed by Natalia Briceno-Lagos, Meryl Williams, Jayne Gallagher, Leonie Noble, Editrudith Lukanga, Tamara Espiñeira, Marja Bekendam and Katia Frangoudes, and published by AKTEA, Blog Activ EU, Industrias Pesqueras (Spanish), International Collective in Support of FishWorkers (ICSF), Fisheries Information & Services (FIS), Fiskifrettir (Islande), Seafood Source, The Fish Site, Undercurrent News and World Fishing News.

+ source: genderaquafish.org +
Gender Discriminations

Globally, half of the workers in the seafood and aquaculture industry are women. They are predominantly in low-skilled, low-valued and low-paying positions. It is rare for them to be in positions of responsibility, they are largely absent from decision-making.

All available sex-disaggregated statistics describing position by gender reinforce the stories of individuals reported in this survey. Inequalities are pervasive and discriminations are still common.

This section illustrates some of the unacceptable situations.
Where are the women?

Conferences

To men the microphone, to women the images. The gender analysis of the speakers on 16 major conferences in 2018 and 2019 gives the same result as in 2017/2018. When considering large seafood related conferences, and the distribution of speakers by gender, men monopolize 80% of the public voice. This inequitable distribution of speaking is not insignificant: it matters who can speak and who cannot, and the power that this confers.

Source: Data computed by WSI
It is important to recall that being invited to speak at a professional event helps to credentialise the expertise of the speaker. It also frequently catches the attention of journalists who will often then reach out to such “experts” seeking an opinion. Quotes or mentions in professional magazines in turn increases professional standing.

In our industry, women are far less represented than men as technical or expert commentators in the industry press. Being visible at one conference calls for invitations to others. (Source WSI Watch 2017).

Note that promotional materials (social networks, media) of these events disproportionately use photos of women. Are organisers of these events in search of a positive image of progressive organisations?

Promotional picture on Twitter for GSIC conference 2018 where women represented 4% of the speakers

Promotional material on Twitter for GAA conference 2018 where women represented 24% of the speakers and 0% of keynote speakers
• NORWAY •

Few women at the very top

An investigation by journalist Ole Alexander Saue shows that the salmon industry is also dominated by men. Of the 20 largest Norwegian aquaculture companies, only two* are run by women.

1. Marine Harvest: Alf-Helge Aarskog
2. Alsaker Fjordbruk: Gerhard Alsaker
3. Lerøy Seafood: Henning Beltestad
4. Midt-Norsk Havbruk: Frank Øren
5. SalMar: Olav Andreas Ervik
6. Eidsfjord Sjøfarm: Roger Dagfinn Simonsen
7. Cermaq: Knut Folmer Ellekjær
8. Firda Seafood: Ola Braanaas
9. Grieg Seafood: Andreas Kvame
10. Måsøval Fiskeoppdrett: Asle Rønning
11. Norway Royal Salmon: Charles Høstlund
12. Lingalaks: Erlend Haugarvoll
13. Nordlaks: Inge Berg
14. Salmonor: Vibecke Bondø *
15. Nova Sea: Odd Strøm
16. Ellingsen Seafood: Line Ellingsen *
17. Bremnes Seashore: Einar Eide
18. Emilsen Fisk: Roy Emilsen
20. Erko Seafood: Leif Rune Pedersen

*source: ilaks.no +

For Trade Minister Torbjørn Røe Isaksen there is no doubt that development is too slow. He invited the Minister of Gender Equality, Linda Hofstad Helleland, in partnership with senior Norwegian business and public sector leaders, to work on the subject. Line Ellingsen of Ellingsen Seafood shares her opinion here.

*source: ilaks.no +

• GHANA •

Ghana’s Fishing Industry Needs Women’s Voices

“Women fisherfolk are a vital part of Ghana’s fisheries.” “We need their input to create the lasting, sustainable change that will save our fish stocks.”

Women play a crucial role in Ghana’s fisheries and the current crisis in the country’s fish stocks cannot be fully solved without their input in decision making, says a report released by the Environmental Justice Foundation (EJF) and partner Hen Mpoano today.

*source: modernghana.com +
• MALAWI •
Trading Sex for Fish

A dossier on fish compensation practices in Malawi and their dramatic consequences for women and their communities. Compensation practices “in kind” common in very poor communities in East Africa are the subject of this highly documented report.

+ source: npr.org +

• SENEGAL •
Gender blind fisheries policy

In Senegal, the very low representation of women in consultation and decision-making bodies in the fisheries sector results in a lack of regulation of women’s professions. As a result, fisheries policy with its blind spots is sub-optimal.

+ source: lactuacho.com +

• SENEGAL •
Advocacy to improve the working conditions of women

Awa Djigal, representative of REFEPA, made a powerful plea for the improvement of the working and living conditions of women in the artisanal fishing sector in the fishing industry in Senegal.

+ video on YouTube +
• ZAMBIA •
The story of a marine scientist

The story of Dr. Mary Lundeba, a scientist and field researcher. When asked, have you faced any particular challenges as a woman in aquaculture, the response is: “Yes. The higher I went in my academic qualifications (MSc and PhD), the more challenges I faced working in the civil service. Being the first woman to obtain a doctoral degree in this field, I thought the menfolk would be proud of me and welcome my presence, but it was the opposite. I was so frustrated by the inequality that the only option was to quit the civil service. I then wandered from one place to another in search of where I could fit. It is only recently, having joined WorldFish, that I feel recognized and appreciated for my service and contribution towards the development of aquaculture in Zambia. Despite all this, I still remain passionate about aquaculture.”

+ source: worldfishcenter.org +

• USA •
Sexual harassment

Four women who say they were subjected to inappropriate touching and comments from a male supervisor while working at a Massachusetts seafood packing plant have agreed to a $675,000 settlement. The Boston Globe reports that the women’s settlement with Fall River-based Atlantic Capes Fisheries and BJ’s Service Co., a New Bedford staffing firm, was approved by a federal judge Wednesday.

+ source: The Boston Globe +

• USA •
Alaska: Pledge of respect

Strengths of the Tide invites to sign a pledge of respect and affirmation for women in the maritime industries. It is our belief that there is a strong and valuable position for women on the water and that as a nationwide fleet, we must stand up to voice our support of this position, especially in today’s current social and political environment. By May 2019 the pledge had collected 352 signatures.

The petitioners undertake inter alia to:

- work towards an industry that is free of sexual assault and understanding of consent
- practice zero tolerance for discrimination, harassment, and sexual violence
- intervene in situations of harassment

+ check the complete pledge and sign it +
GENDER DISCRIMINATIONS
WHERE ARE THE WOMEN?

International Organisation for Women in the Seafood Industry

© Claire Laukitis-Neaton
• CHILE •
Few women at the top

In the Chilean salmon industry, one of the most important exporting sectors of the country, there are six companies traded on the Santiago Stock Exchange. Four of these top producing salmon companies do not have a single woman in a leadership position.

+ source: aqua.cl +

• INDIA •
Harassment at working places

How to protect workers against violence and harassment at workplace? Sonia George shares the experience of the Self Employed Women’s Association (SEWA) in India.

+ video on YouTube +

• SOUTH EAST ASIA •
Appalling working conditions

A recent Oxfam report found that the most vulnerable group of people in our seafood supply chains are the women of Southeast Asia who day in and day out process and package shrimp for the leading supermarkets across the world. They face appalling working conditions: lack of bathroom breaks, excessive work hours for far less than living wages. Most women workers in the seafood sector come from appalling poverty.

+ source: oxfam.org +
• INDONESIA •
Gender barriers in aquaculture

High involvement, low benefit: Overcoming gender barriers in aquaculture in Indonesia. Women are making a significant contribution to aquaculture in Indonesia, but they are facing more obstacles in this sector and derive fewer benefits than men. These are the main conclusions of new case studies conducted by WorldFish and the United Nations for Food and Agriculture (FAO) as part of the CGIAR Research Program on fish agro-food systems (FISH).

+ source: worldfishcenter.org +

• WORLD •
Women’s voice needed to save the oceans

There is clear evidence that women and men in the fishing industry are treated and paid unequally says Laura Liswood Secretary-General, Council of Women World Leaders. There is substantial segregation of work by gender, with men doing much of the offshore and high-value fishing, fish harvesting and aquaculture, while women are far more involved in less well-paid, or even unpaid, fish processing, harvesting of less valuable fish, sales and maintenance.

+ source: weforum.org +

• WORLD •
Worldwide survey

During autumn 2017, 700 seafood professionals agreed to share their perception on the situation of women at their workplace and in their industry in general. Their precise answers and enlightening comments were analysed to produce this exploratory survey which fills in some knowledge gaps, feeds the debate and identifies new avenues to address the challenge.

One seafood professional in two (56%) admits that this industry is not equally attractive and equitable to both genders. The percentage of women reporting inequality is much higher at 61% compared to 38% among men. Answers range from 50% in the NGO sector to 64% in the fishing industry. Differences by continent are wider, with a 24 point difference between South America (64%) and Scandinavia (40%), the latter being the only region where positive opinions outweigh negative ones.

The survey has evidenced gender-based discrimination at work, unfavourable working conditions, strong prejudices and unequal opportunities for women. These barriers do not operate separately from each other; rather they stimulate each other and form a vicious circle that shapes gender characteristics and interactions among professionals in the seafood industry.
Consequently, as a majority of respondents reported: these hurdles make this industry unattractive to women, mainly for those who have the capacity to choose among different professional environments.
These situations of inequality have been reported for all parts of the world, with the exception of Scandinavia.

+ all results available here +
What we don’t want to see anymore

You will find hereunder some examples of sexist (sex discriminatory) event or communication, intentionally or unintentionally, and sometimes carried by official organizations even if they do not admit it (UN, European Commission).

Stand of Estonian Association of fishermen, Bruxelles, SEG 2018

Icelandic Fisheries Awards

Global seafood market conference 2019

International Arctic forum 2019

“Food from the Oceans, a look into our future”
Stand de la Commission Européenne, Bruxelles 2018

Tweet from the United Nations Economic Commission for Europe (UNECE) January 2018
“We lack the data” is an excuse all too frequently put forward by public authorities with the aim of not making advances on equality issues. Is this justified? We think not. Some countries have high quality quantitative data at their disposal, which remain unheard due to a lack of will to let the data speak out. On the other hand, some organisations in the world produce diagnoses and guides – handbooks – which range from understanding of women-related problems and the inequalities they face to suggestions for setting up actual palliative measures at different levels of action. For example, approaches such as action research come up with interventions, mechanisms or elaboration of adapted local policy, showing the importance of establishing relationships between science and society.

Producing knowledge and reporting on results is an unavoidable task requiring resources, but which still lacks support. Studies and reports like those presented here form an essential part of the social issue which gender equality represents in the network. These documents are particularly helpful to us in filling the void on the lack of gender analysis generally and on the role of women throughout the value chain of aquatic products in particular.

**SPAIN**

**Women in Fisheries Monthly Newsletter**

In May 2019, the Spanish Network of Women in the Fisheries Sector (REMSP in Spanish), organised by the Ministry of Agriculture, Fisheries and Food of Spain, launched their first monthly information newsletter flash. This new publication replaces and continues the monographic bulletins produced by REMSP in recent years.

This electronic publication, written in Spanish, brings together the latest news from the sector on equal opportunities, web links to other noteworthy publications and documents, information on funding applications, training courses or other announcements, as well as an agenda of upcoming events.

It is possible to register to receive this informative tool by sending an email here: redmujerespesca@mapa.es
• SPAIN •
Diagnosis 2018 on the situation of women in the processing industry for fishery and aquaculture products

Main conclusions: The large representation of women in the changing sector in quantitative terms is attributed to three factors of historical origin: the precariousness of women, the lower conflict of women workers’ associations and greater flexibility to adapt to the seasonal nature of fishing.

The greater precariousness of women working in this industry is also explained by the traditional distribution of roles in pre-industrial fishing communities, where women were responsible for cleaning and processing fishing in the holds while men fished, thus helping to support the domestic economy, since their husbands’ incomes were characterized by scarcity and irregularity.

In fact, it can be said that the organization of work in this industry has historically been characterized by high levels of gender segregation of work. The labour market in the salting and canning industry is segmented, since then women have been relegated to a second level, as daily workers, while men were part of a main sector or a stable workforce with a higher degree of specialisation in their work. This model has continued over the years, establishing a clear gender differentiation in the hiring and assignment of functions in industry: men perform mainly fixed tasks throughout the year in specialized occupations and with promotion options, while women perform jobs considered less relevant and characterized by lower pay, a lack of promotion and training opportunities and, essentially, by the possibility of hiring.

With regard to work-life balance, family responsibilities continue to be assumed to a greater extent by women.

• SPAIN •
Diagnosis 2018 on the situation of women in the trading and retailing sector for fishery and aquaculture products

Main conclusions: According to this study, the sale of fish has always been in the hands of women, who went to ports and moved to nearby villages to sell fish caught by men, following the traditional mode of itinerant distribution. Women have always been in charge of rendering profitable the activity of family fishing. As a consequence, in their role as saleswomen, they had major decision-making power over the economic resources of the family, as they centralized and controlled the monetary income of the productive unit.

Thus, female participation (in retail sales) was traditionally tolerated with the purpose of contributing to the family economy, encouraging all benefits to remain within the domestic units’. This model has been perpetuated in such a way that the formula of the self-employed business manager of the company who works directly with his wife, both in fishmongers’ shops and in market stalls, is frequent.
Today, however, the situation of women involved in fish marketing is somewhat different, as they carry out all the activities and processes which the business of retailing fish requires, and they also have - in a good number - their ownership and management. Thus, it is increasingly common for these establishments to be run by a woman or a minimum of members with a significant female presence. In addition, there is an increasing number of women in management or other positions of responsibility in wholesale companies.

One of the main problems faced by professionals in the fish marketing sector derives from the hours during which commercial activity takes place in the markets of origin and central markets. Apart from the consequences of night work on health, it is a reality that the rhythm of life of the employee is out of sync with that of the family and the rest of society. From a gender perspective, the scarcity of initiatives to set up women's associations aimed at defending the interests and demands of the collective represents a very significant difficulty.

+ detailed report available here +

• CANADA - UNITED KINGDOM •
Research on women and fishing families

New research on the role of women in fishing families examines how women contribute to the survival of fishing families and the fishing industry, and will shed light on women's roles, identities and well-being.

By collecting data from both sides of the Atlantic - Newfoundland, Canada and the United Kingdom - Madeleine Gustavsson, a researcher at the European Centre for Environment and Human Health at the University of Exeter, who is leading the study, hopes to understand how small fishing families (those using boats less than 10 metres long) are adapting to a changing environmental and economic climate. “Small vessels represent 80% of the UK fishing fleet, but receive only 4% of the national fishing quota. By not giving priority to this industry, many believe that the British government has left the communities that depend on it vulnerable.” she said.

Information will be collected through the dedicated Women in Fisheries.
Women in fisheries in the Mediterranean sea

A study on the role of women in fishing in the Mediterranean and Black Sea, coordinated by experts in these fields (Katia Frangoudes and Cécile Brugère), documents the invisibility of women in the fisheries sector as a recurrent problem in the Mediterranean and Black Sea basins; this is directly linked to the lack of systematic collection of gender-disaggregated data on the participation and position of men and women in the sub-sectors, and is also the result of gaps in Member States’ legislation. The recommendations make this work a practical guide for institutional decision-makers.

Where are the projects supporting women?

In the European Union, Fisheries Local Action Groups (FLAGs) are partnerships between fisheries actors and other local private and public stakeholders. Together, they design and implement a local development strategy to address their area’s needs be they economic, social and/or environmental. Based on their strategy, the FLAGs select and provide funding to local projects that contribute to local development in their areas, involving thousands of local stakeholders.

Even though some Fisheries Local Action Groups (FLAGs) have been instrumental in supporting women in fisheries/coastal communities, information on the extent of their support is unavailable. This study offers an understanding of the representation of women working in FLAG areas and assesses the level and types of support FLAGs provide to these women. The findings add to the wider understanding of the number and roles of women working in the fisheries and aquaculture industry and analyses how FLAG support to women varies and is implemented.

FLAG support to women is defined as (1) a project with a female project promotor, when the project is privately invested and/or (2) other FLAG activities where the primary objective is the support of the women in the FLAG area.

Key findings:

- In FLAG areas, women account for 27% of the combined fisheries and aquaculture value chain. They account for 13% of the fisheries primary sector, 26% of the primary aquaculture sector and 51% of the industry’s processing sector. These figures support existing statistics, and for the first time are comprised from one comprehensive dataset.

- In most FLAG areas, 15% of the fisheries supply chain businesses rely on the unpaid support of women.
In the 2007-2013 programming period under Axis 4 of the EFF, there were 13363 FLAG projects of which an estimated 1179 were focused specifically on the supporting women (9%) equating to a conservative estimate of €65 million in FLAG funding.

The share of FLAG projects focused on supporting women in fisheries is expected to increase by 5% from those under the EFF in the 2007-2013 period.

An estimated 1 851 projects, 14% of all FLAG projects in the 2014-2020 period focus specifically on the support to women in fisheries and aquaculture under the European Maritime and Fisheries Fund (2014-2020).

The proportion of women at decision-making levels (FLAG boards), directly correlates with the number of projects FLAG specifically target towards supporting women fisheries and aquaculture. Based on the results of the survey, three case studies were conducted with FLAGs who showed significant support to women in fisheries and aquaculture. The case study findings are added throughout this report complementing and offering a more in-depth look at the factors influencing the support of FLAGs to women in fisheries and aquaculture, and thus a broader knowledge of the subject.

+ source: europa.eu +
• GHANA •
Gender analysis in fisheries

“Artisanal fishing 2019: gender analysis” offers a very rich diagnosis that proposes concrete and feasible recommendations.

+ source: hempoano.org +
JAPAN
Women in fishing, International seminar

International Seminar organized by the Agricultural Science Research Center of Japan: Women in Fisheries.

+ source: jircas.go.jp +
Improving gender equality in fisheries

This manual is designed to provide practical advice on improving gender equality and social inclusion in coastal fisheries and aquaculture to staff of fisheries agencies in Pacific island countries and territories. It emphasizes the responsibilities of Pacific Island governments to promote sustainable development for all those who depend on coastal fisheries and aquaculture for their livelihoods.

+ source: coastfish.spc.int +

Gender in fisheries analysis tool

Produced by IUCN and USAID, this report is an important resource for development experts working in the field of sustainable fisheries management. It provides tools for gender analysis; for designing strategic interventions to strengthen programme design and implementation and the development of comprehensive gender equality action plans.

+ source: genderandenvironment.org +

Gender challenges in marine resource management

How gender mainstreaming can improve ocean conservation and management. This article proposed by the Skimmer team provides a comprehensive overview of the challenges of gender issues in marine resource management. Why is gender mainstreaming in ocean conservation and management not only the right thing to do for gender equity - it is the right thing to do for ocean conservation and management.

+ source: openchannels.org +
Remarkable work by GAF

Genderaquafish.org is dedicated to the exchange of information on gender in aquaculture and fisheries in all parts of the world. The new site offers a very friendly user information platform.

WHAT WE BELIEVE IN
Discover our goals

EQUITABLE EFFECTIVE INTERACTION
To promote equitable effective interaction and cooperation among scientists, academics, technicians, fisheries officers, and non-governmental organization experts involved in issues related to gender in fisheries and aquaculture with the objective of advancing research and practice in Asia-Pacific and other regions of the world. The aim is to welcome and facilitate research activity, sharing of information and publication of research results.

INCORPORATING GENDER
To give greater visibility to and increase awareness of the importance of incorporating gender and more particularly women in fisheries and aquaculture interventions and to contribute to the development of these issues within these sectors. The action could include advocating for including gender issues within international programs and organizations.

ADVANCEMENT OF WOMEN
To advocate for the advancement of women within the fisheries and aquaculture sectors, including lobbying for gender issues within national and international bodies, collaborating with national and international organizations and any other measures as appropriate.

ESTABLISHMENT OF LOCAL NETWORKS
To promote the establishment of local networks of individuals (scientists, technicians, practitioners, managers and others) and organizations involved in (or linked to) gender issues in the fisheries and aquaculture sectors and to collaborate and cooperate with other networks and civil society organizations with similar objectives.

Women in aquaculture

A readable, succinct and authoritative overview on women in aquaculture which says “Women’s opportunities in aquaculture have not kept pace with the rapid growth of the sector” by Cecile Brugère and Meryl Williams.

+ source: genderaquafish.org +
WORLD
GAF7: Expanding the Horizons

The 7th Global Conference on Gender in Aquaculture & Fisheries gave the opportunity to organisers to edit two very useful reports. One report is the comprehensive overview of all GAF7 presentations, Special Workshops and events - the Long Report. This 57 page overview was undertaken by a team from GAF7 and reviewed by all the presenters before its release. We hope this will become a well-used record of this very exciting Conference at which many pointers for the future were discussed, the seeds of many new ideas and concepts were planted and new friendships and collaborations forged. The Long Report gives GAF7 participants and all those who could not attend it a handy guide to all content. It can be downloaded at this link or you can start by reading the Overview of the full report here.

+ source: genderaquafish.org +

WORLD
Yemaya: Outstanding source of information

The international collective in support of fishworkers www.icsf.net is an international NGO that works towards the establishment of equitable gender-just self-reliant and sustainable fisheries, particularly in the small-scale artisanal sector. It produced YEMAYA a gender in fisheries Newsletter of outstanding quality.

+ find here the latest version (June 2019) +
Counting and measuring

What is not counted often does not count.

By not counting women in the fishing sector, the impact and potential and significant contribution of a large part of the workforce is ignored. It is for this reason that it is essential to measure and objectify inequalities, otherwise corrective actions would be difficult to put in place.

Quantitative data are also needed to understand the complex reality of women in the sector. To describe their situation, the production of gender data has remained blocked at the “what” question stage and is unable to move towards the “why” and “how” questions (Carey, 2019). Country efforts to collect and analyse data by gender are very uneven.

In addition, some countries have the data and analytical tools, but do not want to highlight these elements. In other cases, countries use the lack of data as a pretext for not taking action. In any case, knowing the truth necessary to address inequalities is hampered by a lack of political will.

• SPAIN •
Spanish Network of Women in the Fishing Sector

Annual Newsletter 2018 “Women in the sector”, the Spanish Ministry of Fisheries publishes an annual bulletin containing the activities of women’s associations in the national territory.

+ source: mapa.gob.es +

• SPAIN •
2015-2020 plan for equality in the fisheries and aquaculture sector

The Institute for Women and Equal Opportunities collaborated in defining the strategy of the plan for gender equality in the fisheries and aquaculture sector (2015-2020).

+ source: mapa.gob.es +
Sensus of female shellfish collectors

A project to develop a database on clam collection, funded by the Food and Agriculture Organization of the United Nations (FAO), was launched in July 2018 to identify women clam fishermen and their socio-professional conditions (social security coverage) and the impact of climate change on their activities. A first estimate indicates that they number about 3000 of them.

+ source: webmanagercenter.com +

Census of fisheries and aquaculture workers by sex

Women and men in the fishing and aquaculture sector in Chile (Subsecretaria de Pesca Chile, Reports 2005 and 2018).

The publication of the 2018 report makes comparison with year 2005 possible when it comes to changes in women’s participation in this sector. In 2018, women accounted for 24% of the labour force in small-scale fishing, compared to 8% in 2005.

<table>
<thead>
<tr>
<th>Small-scale fishing register</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year 2005</td>
<td>51,581</td>
<td>4,506</td>
<td>56,087</td>
</tr>
<tr>
<td>Year 2018</td>
<td>68,353</td>
<td>21,224</td>
<td>89,577</td>
</tr>
</tbody>
</table>

source: Subpesca.cl

However this significant increase in women does not occur in all occupation categories: in seaweed harvesting from 2005 to 2018 they increased from 2,622 to 19,204, as seafarers from 2,089 to 4,868, and as ship owners from 434 to 522.

As far as artisanal fishing organizations are concerned, in 2005 there were only 2 organizations composed solely of women. Even if in 2018 this figure increases to 42, there are still more than 10,000 women who are not yet organized, not even in mixed gender organizations. Of the total number of organized women, 1,094 hold the position of President, Secretary or Treasurer. However, their participation continues to be lower than that of men.

In 2018, 65% of men and 35% of women worked permanently in aquatic product processing plants, whilst 48% of men and 52% of women worked on a permanent basis.
There is also a presence, albeit less so, of women in aquatic products breeding centres. According to the expert Salmon media, incorporation of women into the centres is slower and more complicated because they are located in remote, hard-to-reach areas, “incompatible with the care and education of children”.

+ source: salmonexpert.cl +

**SOUTH PACIFIC**

25 years of contribution

The results of the review of key SPC documents show that from 1989 to today, over a period of 25 years, women's interests in fisheries and aquaculture have been taken into account only intermittently in SPC’s fishing programs. The positions of fishery professionals were filled in 1991 (only one year) and from 1995 to 2001, during which time women's positions became community fishing positions and were effectively absorbed by more general coastal fishing activities. The project work, in particular PROCFish and a small element of SciCOFish, composed of women skilled in fisheries research, included very valuable gender studies, even in projects that seemed reluctant to show that they were dealing with gender. Indeed, in the case of PROCFish, the project's results from a gender perspective need to be more widely published and used and promoted to guide the programmes of the SPC and national fisheries agencies. Studies are unique and valuable.

+ source: genderaquafish.org +
Ethical Trade Initiative Gender Guide

In July 2019, Ethical Trade Initiative (ETI), an alliance composed of companies, trade unions and NGOs, which promotes respect for workers rights worldwide, made available to its members new practical resources for promoting gender equality in production chains. The issue is far from new: gender inequalities, discrimination and injustices are present in all work forms.

Out of concern for ensuring and respecting Decent Work, ETI has developed a guide which brings together literature, tools, advice and case studies on gender initiatives in companies’ programs of ethical commerce. The aim of the guide is to help companies understand gender problems in their supply chains and to help them to respond to them. Several documents are available on their website: ETI’s Gender strategy, where gender equality is understood as a driving force towards the conquest of women and men’s workers’ rights; the Basic Equality Code available for companies. The latter is divided into two parts: the first document aims to report on gender dimensions in the 9 standards of Decent Work in ETI’s Basic Code; the second document provides advice to companies on how to fulfil their responsibilities with regard to the respect of women workers’ rights.

These valuable documents for who wants to measure and improve equality along its value chain are available here: + Base Code Guidance: Gender equality +
Seafood Stewardship Index - Measuring equality

The Seafood Stewardship Index (SSI) developed by the independent private organization World Benchmarking Alliance (WBA) aims to show how the world’s largest seafood companies contribute to the sustainable management of oceans and coastal ecosystems, and how they contribute to ensuring the implementation of responsible social practices at all stages of the supply chain. To be more precise the Seafood Stewardship Index will clarify where and how companies can contribute to Sustainable Development Goals 1, 2, 5, 8, 12, 14 and 15, where SDG 5: Achieve gender equality and empower all women and girls.

The first reflections on this tool were launched in 2015. After a round of meetings ran from 2016 to 2018, in late (October to December 2018) criteria have been submitted to a public online consultation for improvement.

12 private companies and 11 NGOs provided some comments. On gender equality issues, only 4 (including WSI) out of these 23 companies gave their opinion.

At this stage (September 2019) the criteria for objective SDG 5 remain imprecise, incomplete and it is to be feared that they will not make it possible to measure the contribution of companies to this objective.

*source: worldbenchmarkingalliance.org*
• WORLD •

Sex-disaggregated statistics on employment in the fisheries and aquaculture sectors

A curated set of sex-disaggregated statistics on employment in the fisheries and aquaculture sectors were disseminated by Food and Agriculture Organization of the United Nations (FAO) for the first time in 2016. For the period of 2009-2014, only 27% of FAO Member countries reported sex-disaggregated employment data for the fishery sector and 33% for the aquaculture sector. Future work needs to continue to support the use of inclusive activity definitions to better include the fisheries and aquaculture activities in which women are typically engaged.

+ source: asianfisheriessociety.org +
Coming up in 2019/2020

Itechmer Lorient, France, October 2019

What future for women in the fishing industry? A participatory seminar during which everyone will be invited to reflect on the conditions of reception of women in the fishing industry will be organized in Itechmer, in Lorient on October 15, 2019.

The seminar will be moderated by Tamara Espiñeira from the Atlantic Cities Association and Marie-Christine Monfort from Women in the Seafood Industry (WSI)

International Symposium on Fisheries Sustainability FAO November 2019

Marine and inland fisheries make a crucial and growing contribution to food, nutrition and livelihood security. During this international symposium debating the future of fisheries, WSI will recall the role of women in these sectors of activity and the importance of taking them into account to ensure the effectiveness of any public policy.

+ source: fao.org +
Coming up in 2019/2020

World Ocean Summit

WSI will take part in the World Ocean Summit to be held from 20 to 22 November 2019 in Paris.

A high-level meeting which according to the provisional list of 120 invited speakers should be placed in the average of the table of% by genre.

2020 “women in seafood” WSI video competition

WSI, with the technical support of MATIS, launches the fourth edition of the “women in seafood” video competition 2020.

Applicants are invited to submit their short films (less than 4mn) that present in an innovative way through both their content and form, the story of women operating in one of the many segments of the industry. The international jury of renowned seafood experts will select and grant winner the WSI 2020 prize, and ensure that the video is seen worldwide.

In the first 3 editions a total of 67 videos have been produced and presented worldwide through WSI network.

+ see all videos and details for participating on www.womeninseafood.com +
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