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.

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Cover photo: Asian Development Bank/Flickr Creative Commons
Note from Marie Christine Monfort, WSI Executive Director

Welcome to the third Edition of the WSI WATCH containing 250 stories from 55 countries that are fascinating in their mesmerizing diversity. However, despite such rich diversity, there is one common element uniting each story: the inequality faced by women working across the fishing industry and the prevailing system of patriarchy which perpetuates and reinforces the ongoing subordination of the status of women.

We have read countless times that 50% of fisherfolks globally are women. And just as frequently we hear that it is crucial to start taking gender inequalities into account, for the advantage to the entire ecosystem. I will let readers judge for themselves to what extent this sentiment which is so heartily embraced by industry stakeholders is in fact reflected in real and tangible progress.

If policy makers and decision takers don’t understand these stories, of women’s lived experience and enormous challenges across all aspects of our industry, then it might be time to reflect on whether they are really equipped to create meaningful change.

This more-than-100-page report aims to show fisherwomen’s reality, the challenges they face, and the energy they engage to make things happen.

The geographical distribution of the reported stories reflect partly WSI source of information more than the actual reality of events happening. We are working at erasing this bias.

For this 2020 edition, we are honored to receive a supportive message from Dr. Manu Tupou-Roosen the Director General of the Pacific Islands Forum Fisheries Agency.

This edition is edited by Dr Arlene N Satapornvanit one of the most experienced gender in aquaculture expert, in the Asian Pacific region.

Happy reading,

Marie Christine Monfort
WSI Executive Director
A Word from Dr. Manu Tupou-Roosen, Director General of the Pacific Islands Forum Fisheries Agency

Around the world, approximately one in every two employees in the seafood industry is female. Women work across fisheries, aquaculture, seafood processing and related services, making a substantial contribution to economic and social outcomes in the sector.

Among the current generation of leaders in seafood, female role models are now emerging to inspire and encourage others. In my travels throughout the Pacific I have also been struck by the level of hope among today’s women and girls. Their sights are set on a more enabling present and a more powerful future for themselves, their communities and their countries.

However, there is still much work to be done.

Nearly two thirds of female seafood workers say they perceive inequality (WSI Survey 2018). Gender discrimination and pay gaps are still unwelcome realities, often due to outdated attitudes and beliefs about what roles women can play.

Of course, the truth is that women have shown themselves to be successful in any position – from factory floor to senior management.

To make equality in the workplace a reality for more employees, we must reject prejudice based on gender or sexual identity, disability or ethnicity, religion or class.

Challenging the status quo means creating systems, structures and processes that are wholly inclusive. It also hinges on deeper research and broader data collection and analysis, which makes reports such as this one so critical.

By aggregating information about gender initiatives occurring globally in the seafood industry, WSI Watch acts as a catalyst for change. It contributes to a growing recognition of the economic, social and cultural benefits that occur when all groups of the population have equal opportunities to succeed.

I commend WSI Watch to you and am honoured to contribute to this edition.

Dr. Manu Tupou-Roosen  
Director General
Foreword by the Project Manager Arlene N Satapornvanit

Women in the fisheries and aquaculture sector all over the world face the same challenges, albeit at varying degrees and intensities. With the reproductive roles traditionally assigned to them by society, the work-life balance and the glass ceiling conundrum are issues that need to be addressed. Nevertheless, there are positive initiatives ranging from local groups, the private sector, up to international organisations and networks that try to achieve recognition of women’s contribution in this sector, and addressing their needs and issues to ensure they are empowered, have increased agency and more access to resources, and are able to participate in making decisions that affect them. The most remarkable efforts are those coming from the women themselves, who recognise that they could do more than what society and culture assign them to do, and are willing to go beyond the stereotype and achieve success.

In WATCH 2020, we can see that communication is important therefore women need to be given a voice to be able to express their needs and grievances so they could be addressed. We need champions and women leaders who are willing to collaborate with others, to advocate for change within their communities and can effectively communicate with those in authority. In the course of looking for additional materials and the desire to have each country represented, we found that there are quite a number of papers and items talking about sustainability, fisheries, aquaculture, social impacts, COVID-19 impacts, economic policies, and other relevant topics. However, the majority of them are gender-blind and there was no mention of women, or how they could address women’s issues. There is still a lack of sex-disaggregated data and information as well as gender-blind communication and reporting.

WATCH 2020 contains more than 250 stories from 55 countries, with nearly 20% covering impacts of COVID-19 on women in fisheries and aquaculture. It is commendable for the initiators and implementers of projects and activities, the writers of articles, and the producers/creators of videos and other materials featured here, that they were able to report specifically on the women in fisheries and aquaculture. It is hoped that these materials will challenge the status quo, and will become an impetus for each country, association, network, company and organisation involved in fisheries and aquaculture, to be more gender sensitive and socially inclusive, so that the other half of the equation, the women, will be given the recognition and attention that they deserve.

Arlene N Satapornvanit
WSI Project Manager
About the Authors

**Arlene Nietes Satapornvanit**
is a Gender and Development in Fisheries and Aquaculture Consultant. She is a Ph.D. graduate from the Institute of Aquaculture at the University of Stirling, Scotland, UK under the EU project on Sustainable Ethical Aquaculture Trade. She has been working on gender integration since 2006, starting with urban environmental management, then applying her learnings in aquaculture and fisheries. Her advocacy is on integrating gender equality and women’s empowerment in all aspects of fisheries and aquaculture work in Asia-Pacific.

Arlene has organized with attention the contribution of her fellow authors cited hereunder.

**Sarah Appiah**
is a PhD candidate in development economics at the University of Ghana with research interest in fisheries, gender and trade. She is dedicated to women in leadership.

**Natalia Briceno-Lagos**
is a Ph.D. candidate in Sociology (EHESS) in France. Her fieldwork interests rely on how the Chilean salmon industry ups and downs display a unique description on the setting operation of economic modernization and fulfil exceptional local conditions to study families and women’s arrangements regarding employment and work changes.

**Gabriela Lizana Rivera**
is an anthropologist post graduate student at the University of Los Lagos in Chile where natural resources, gender equality and socio-ecological transformation are her subjects of interest.

**Marie Christine Monfort**
is the co-founder and current managing director of WSI. She considers critical to wake up of the industry regarding gender (in)equality.

**Pragya Thapaliya**
has a strong interest in gender and economic development. She is completing her master degree at the Asian Institute of Technology, Thailand.
**Quotes**

*When women go into the sea, they are equal to men.*

*Sara Garrido, President, National Network of Women in Artisanal Fisheries, Chile*

*In the industry, especially in the artisanal sector, we have approximately 33,000 fisherfolks, but we find the women are the majority, we have 20,000 women in the sector. In Liberia, women are the strongest pillar, we manage the sector.*

*Theresa Bayon, General Secretary, Liberia Artisanal Fisheries Association*

*Many women, I think, resist feminism because it is an agony to be fully conscious of the brutal misogyny which permeates culture, society and all personal relationships.*

*Andrea Dworkin*
Men take advantage of the cultural norms and block women who try to join the businesses they traditionally dominate.

Fardowsa Mohamed Ahmed, Fisherwoman, Somalia

Without the presence of women in fisheries, there will be no sustainable fisheries

Micheline Dion Somplehi, President, Women Fish Processors’ Cooperatives, Ivory Coast

When we only collect data on men, we miss half the story. If we want to make informed decisions about our fisheries, we need to find ways to count all the people involved.

Dr. Danika Kleiber

Never forget that a political, economic or religious crisis will be enough for women’s rights to be challenged again. These rights are never acquired. You will have to remain vigilant during your entire life.

Simone de Beauvoir
Women in Fisheries and Aquaculture

In a traditionally male-dominated sector and profession such as fisheries and aquaculture, women are hardly noticed and recognised, despite their existence in and contributions to the various nodes of the fisheries value chain. The negative impact on this non-recognition is that women and their needs and aspirations are not considered in policies and programs that could provide economic benefits, social protection and improve their wellbeing.

In some cultures, the fact that fisheries work is hazardous and unsafe, and requires physical strength and special skills such as for machinery, is being used as a justification for not allowing women to be involved, or not giving them a voice. Those who are making decisions for the women assert, wrongly, that it is for the women’s safety and protection. You will discover here many stories that contradict these believes. This section is a good reference and reminder that women are major players too in the fisheries and aquaculture sectors.
Fisheries

• WORLD •
Untold stories

WorldFish shines a light on several women who work as fishers, processors and business owners in the small-scale fisheries sector in Bangladesh, Myanmar, Solomon Islands, Timor-Leste and Zambia.
+ source: WorldFish +

AFRICA

• KENYA •
Lamu fisherwomen proactive in octopus fishing and protecting

In Lamu, Kenya, two fisherwomen's groups have managed local octopus resources by 3-4 mth closures. When reopened, catches & octopus were larger, market prices & incomes higher, increased income, and ocean habitat improved.
+ source: the-star.co.ke +

• MADAGASCAR •
The story of Nadira a seaweed technician in Madagascar

The story of Nadira, seaweed farming technician in the South West of Madagascar. Gender distribution of sea-related work in the region.
+ video on YouTube +

• SOMALIA •
Somali women challenging stereotypes to join the fishing industry

Fardowsa Mohamed Ahmed has switched from selling milk and tea, which normally yield income for just a day’s food, to selling fish, which yields enough income for food and school fees. However, they are not finding it easy, as according to Fardowsa, “Men take advantage of the cultural norms and block women who try to join the businesses they traditionally dominate.”
+ source: The Guardian +
MOROCCO

Moroccan fisherwomen are breaking boundaries to enter male-dominated fisheries sector

Coastal women in Morocco are making strides in joining the male dominated traditional fishing sector.

Women have undergone training on how they can fish safely and professionally, making their dream to have a livelihood in the fishing sector a reality.

More stories and women’s voices are featured in this article.

Photo credit: Mosa’ab Elshamy/AP Photo

+ source: Al Jazeera +
+ source: Arab America +

ASIA

JAPAN

First female auctioneer in Fukuoka Prefecture

In 2020, a woman has been appointed auctioneer in the Fukuoka Chuo Fish Market. In this interview, we follow the workings of the special world of the fish market through a conversation between a new female auctioneer and an experienced auctioneer.

+ source: saibugasgroup.jp +
+ source: minato-yamaguchi.co.jp +

JAPAN

Women at work in the Toyosu market as middlewomen and auctioneers

Tokyo’s fish markets, which are often regarded as men’s workplaces, are slowly beginning to change. Women are becoming increasingly prominent as middlewomen and wholesalers bidding for tuna at Tokyo’s Toyosu market (Koto-ku), and as sushi chefs in Tokyo.

+ source: nippon.com +
**INDONESIA**

A Success Story of Indonesian Women Fishers Working for Change

Mrs. Elsy Takarendehang has been fishing for more than 20 years, and catches various fish species in the Maluku Sea. She led a group of women fishers in Bitung, North Sulawesi to be recognised as fishers and be able to register their profession to avail of government incentives for fishers.

*Source: SEAFDEC*

*Photo credit: J. Parks/USAID Oceans*

**INDONESIA**

Maryana and the octopus fisherwomen of Marpas Village

Mrs. Elsy Takarendehang has been fishing for more than 20 years, and catches various fish species in the Maluku Sea. She led a group of women fishers in Bitung, North Sulawesi to be recognised as fishers and be able to register their profession to avail of government incentives for fishers.

*Source: blueventures.org*

*Photo credit: Pramasty Ayu Koesdinar | AKAR Foundation*

**CHINA**

China's 'mermaid descendants' weave final garments from fish skin

A tradition on the verge of extinction is kept alive by the Hezhen ethnic group who can make clothing out of fish skin. You Wenfeng, a 68-year old ethnic woman from Hezhen ethnic group and who learned the skills from her mother, is imparting her knowledge to Han women from Tongjiang in Northeastern China.

*Source: Reuters*

*Photo credit: Reuters/Aly Song*
• EAST TIMOR •

“Our lives depend on it”: Women’s gleaning vital for food and income

In Timor-Leste, Otilda Souza, a 45-year-old woman is one of the many women who are accessing resources and contributing to the economy, but are neglected because their harvests are minimal compared to the large catches by the big players.

+ source: The Fish Tank +

• PHILIPPINES •

Consider the fisherwoman

Rosemarie Aguirre, a 52-year-old highly skilled crab meat picker in the small municipality of Ajuy, Iloilo province, has been in this industry for the past 25 years. She is a mother to seven children, two of whom are already professionals. Rosemarie has had a lot on her plate - working as a crab meat picker and tending to the needs of her children.

+ source: inquirer.net +

• RUSSIA •

Interview with Elena Petruchak, assistant to the captain of the STRM "Vardholm"

In an interview with Fishnews - Fisheries News, Elena Petruchak speaks about her training and working life, the pollock fishing and the fact that a career in the seafood industry is quite accessible to girls - if you have the will.

+ source: fishnews.ru +

• RUSSIA •

Women’s fishing: strictly without men

In Yakutia, girls have long and very successfully mastered the traditionally male sphere of activity - fishing.

+ source: yakutia-daily.ru +

Photos credits: Alina Tarabukina/Yakutia Daily
EUROPE

• NORWAY •
Anna Sofie Bendiksen has chosen to become a professional fisherwoman

Anna Sofie (18) is Norway’s youngest female fisherman: “Honestly I thought we were more girls. I think it is good regardless of profession that it is more or less evenly distributed between women and men.” Applications for upper secondary education for fishing recorded 30 female and 238 male in 2020.

+ source: nrk.no +

• SPAIN •
“I will never forget the death of a colleague, the helplessness I felt.”

Celia Pacio, former Chief of the Ribadeo Fisher’s Guild, shares highlights of her life as a fisher. Celia began her fishing career as a shellfish collector, where she was a leader and represented her coworkers to fight for their rights.

+ source: La Voz de Galicia +

• SPAIN •
The Woman Challenging Stereotypes in Europe’s Fishing Industry

Lidia Gonzales is training to become a captain. She is challenging socio-cultural stereotypes by becoming an officer in a large fishing vessel. She was aided in her project by FUNDAMAR Foundation.

+ source: EuroNews +

Photo credits: EuroNews

• UK •
“This is where I need to be”: the UK women defying fishing stereotypes.

Not-for-profit Women in Fisheries aims to get more women involved in male-dominated industry.

+ source: The Guardian +
NORTH AMERICA

• CANADA •
All-female lobster crew making waves as the season begins in Nova Scotia

Gail Atkinson, the captain of Nellie Row, leads an all-female lobster crew. Besides having to face a tough and difficult weather, both Gail and her crew face challenges or prejudices.

+ source: CBC +

Photo credit: Eric Woolliscroft/CBC

OCEANIA

• FIJI •
Women in Fisheries Profile: Arieta Rasiga

Arieta Rasiga, 62, has been fishing since she was eight years old when her mother started taking her out to the river and the sea. Her mother taught her how to fish and to be generous by sharing their catch with the community. And now she is also teaching her children and grandchildren how to fish.

+ source: Women in fisheries profiles +
**TONGA**

*The Pearl Lady: Naua Lakai*

Naua Lakai, a Tonganese pearl farmer is a single mother with five children. She attended her first mabe pearl handicraft workshop at the Vava’u Pearl Center in early 2019, and is now one of the up-and-coming pearl farmers of Tonga. In late 2019, Naua was appointed as Supervisor at the Vava’u Pearl Center.

*Source: Tropical Aquaculture Research*

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**SOUTH AMERICA**

**ARGENTINA**

*First Female Fishing Boat Captain*

Nancy Jaramillo, the first female fishing boat captain in Argentina, was featured during World Oceans Day. She talked about the challenges she faced as a woman in the context of deep-sea fishing, which has traditionally been a space linked to men.

*Source: El Marplatense*

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**CHILE**

*First woman undersecretary of Fisheries & Aquaculture*

Alicia Gallardo: “I am the first woman undersecretary of Fisheries & Aquaculture, in ... 45 years of the institution. This makes me proud, but ... poses a tremendous challenge... one of the axes of my administration will be to move towards greater gender equality in the ... sectors”

*Source: aqua.cl*
Aquaculture

AFRICA

• TANZANIA •
Women of Zanzibar explores underwater sea sponge farming

Zedi Abdallah Abdallah, one of the women who has farmed sponges for two years, says: “It has helped me a lot by allowing me to buy clothes for my children, buy furniture, etc. I would like more women to be engaged in sponge farming so that we can benefit together.”

+ source: HuffPost +

ASIA

• INDIA •
Agra woman overcomes hurdles to successfully grow pearls in a bathtub and backyard

Ranjana Yadav started pearl farming in a bathtub in 2018, with 20 pearl mussels for nearly a year, making a profit of INR 80,000 (926 euro). She has expanded her operations into a pond in her parents’ backyard, helping 10 other farmers to set-up their own pearl farms and training students at her farm.

+ source: thebetterindia.com +
**EUROPE**

**UK - SCOTLAND**

New faces share the chair of the organization Women in The Scottish Aquaculture

Teresa Garzon, left, and Rowena Hoare are the new co-chairs of Women in Scottish Aquaculture (WiSA). Photo credit: SAIC

Teresa Garzon, a key account manager for Patogen, and Rowena Hoare, a senior research fellow at the University of Stirling’s Institute of Aquaculture (IoA) will share leadership of the group as it enters a second year of activity.

+ source: fishfarmingexpert.com +

**BELGIUM**

A second woman fishing on horseback in Oostduinkerke

Horseback shrimp fishing has been listed since 2013 in the intangible cultural heritage of UNESCO. In Oostduinkerke, only a few people still practice this traditional fishing, which is only done on horseback at low tide, from April to October. In 2020, Katrien Terryn, 27, became the second woman in the world to practice this profession, in a particularly male environment where it was not until 2015 that the profession was opened up to women.

+ source: RTBF +
+ source: travelaroundwithme.com +
NORWAY

Grieg Seafood Maintains its Position in the Ernst & Young Gender Equality She-Index

The company was highly ranked in gender equality when the She-Index was published on March 5, 2020.

+ source: kampanje.com +

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NORTH AMERICA

CANADA

A new survey from Atlantic Canada states “There are never enough women in aquaculture”

A survey from Atlantic Canada states the cultural expectation of women to be primary caregivers has a profound effect on women’s ability to participate in the agriculture, aquaculture and fisheries industries.

+ source: seawestnews.com +

USA

The Sea Farming Sisters in Recovery

Colleen Francke, an enterprising Mainer is harvesting a new cash crop - and building a powerful support network for women who need it most. From her own history, Francke got the idea for Salt Sisters - a project that supports local women in recovery who want to work alongside with her on her kelp farm in Maine, U.S.A.

+ source: narratively.com +

Photo credit: Jennifer Adler/National Geographic Image Collection
Positive Initiatives

A number of positive initiatives by various entities and groups were conducted during the period. The majority aimed at empowering women in the fisheries and aquaculture sector, which involves increasing women’s access to control over all aspects affecting them, as well as access to opportunities to enable them to fully realise their own potential. Processes involved in women’s empowerment cover economic, political and socio-cultural aspects which could challenge the status quo and the accepted cultural norms which perpetuate the marginalisation and discrimination of women, preventing them from achieving a better quality of life.

This section features the various initiatives by different groups aiming to achieve women’s empowerment and changing of mindset, to develop and strengthen women’s agency so they can make informed decisions and realise their aspirations for improved wellbeing.
National Public Institutions

AFRICA

• KENYA •
Kenyan fisherwomen discover Octopus closures

The fisherwomen in Lamu, under the Pate Marine Community Conservancy (PMCC), have discovered temporary octopus closures on Pate Island, which is giving the sector much improvement. As a result, the Lamu government, in partnership with other stakeholders such as the Northern Rangeland Trust (NRT) and The Nature Conservancy, has launched a special programme aimed at enhancing women’s access to fishing areas.

+ source: the-star.co.ke +

• LIBERIA •
Women are the strongest pillar

The artisanal fisheries sector in Liberia has approximately 33,000 fisherfolks, 20,000 of whom are women. Very informative interviews with Theresa Bayon, General Secretary of Liberia Fisheries Association and Emma Metieh-Glassco, Director-General of Liberia’s National Fisheries and Aquaculture Authority.

+ source: ejfoundation.org +

Photo credit: Environmental Justice Foundation
• INDIA •
Seaweed farming provides income for minorities

The Mandapam Regional Centre of ICAR-Central Marine Fisheries Research Institute has been aiding the Scheduled Caste families in Puthukudi village, Tamil Nadu through seaweed farming, increasing women’s incomes to INR 96,000 (approx. USD1,309) annually. In addition to this, the Institute’s implementation of the Government of India’s Scheduled Caste Sub-Plan (#SCSP) project has helped the minorities empower themselves through diversification of marine fisheries practices which includes ornamental fish seed rearing.

+ source: Central Marine Fisheries Research Institute +

• INDIA •
Indian aquaculture initiatives win National Fisheries Award

The Nambikkai Fish Farmers Group in Tamil Nadu has received the prestigious National Fisheries Award for the “Best Fisheries Self-Help Group”. The group of seven individuals, all from the Scheduled Caste community included four women who played a major role in the group’s adaptation of new technology that helped convert fish processing offcuts into value-added products.

+ source: thefishsite.com +

• INDIA •
Odisha plans to subsidise net pen aquaculture with a bonus to women

In the eastern-Indian state of Odisha, prospective fish farmers are now being offered grants to help establish more net pen aquaculture facilities. This scheme targets women farmers, members of scheduled castes, and tribes who have historically been deprived. While the grant covers 40% of the capital cost in the form of subsidy for general entrepreneurs, women and the disadvantaged group will be granted 50% of the capital cost.

+ source: thefishsite.com +
The value of women in fishing agreements

The contribution of women in the fishing sector is not valued, although without them the industrial fishing fleets could not operate. The European Union has taken note and is committed to include them in fishing agreements after a meeting with the Long Distance Fleet Fisheries Advisory Council (LDAC), committing to improve the working conditions and safety of women in fisheries within the framework of agreements with third world countries, especially with African countries.

Ministry pro-active for gender equality

As the United Nations commemorates World Oceans Day, it has highlighted the need to promote gender equality in the various activities that take place around the oceans. This news highlights the actions that the Government of Spain has undertaken to advance these objectives, such as the Plan for Gender Equality in the Fishing and Aquaculture Sector (2015-2020) developed by the General Secretary for Fisheries and the Ministerio of Agricultura, Alimentación Y Medio-Ambiente.

Training on fishing net making for female workers

Through a training course organized by Consello De Sada and financed by Grupo De Acción Local Del Sector Pesquero Ártabro Sur, women are being trained on fishing nets and tackles making and repair, after which they will receive a Certificate to Practice. The training certificate will allow women who work in this trade to gain access to social security benefits.

A support to female shellfish collectors

A good practices code for the conservation of marine ecosystems under female shellfish collectors' leadership is one of the Th “Depomar” projects of the Pontevedra Provincial Council, through the Fondo Europeo Marítimo e de Pesca (FEMP). The activities of women fish collectors will be advertised in a publicity campaign highlighting the role of female shellfish collectors in marine biodiversity conservation.
SPAIN
Public authorities' commitment for Sea Women
The Andalusian government will initiate the processing of the draft bill of the Statute of Rural Women and the Sea, the first that will incorporate women whose trades are linked to the sea. The creation of a Second Equal Opportunities Plan for the first time will include a gender approach in environmental policies.

+ source: agrodiario.com +

SOUTH AMERICA

EL SALVADOR
Initiatives for rural women
An online meeting was held to coordinate the Agenda for the Economic Empowerment of Rural Women which seeks to strengthen gender equity in agricultural management and production, through intersectoral and inter-institutional coordination. The meeting sought to share experiences of implementing the actions along this line, which has resulted in congresses and meetings of organizations and institutions linked to women in fishing in the region, and the creation of the Gender Equality and Equity Group in fishing and aquaculture.

+ source: sica.int +

MEXICO
Paying tribute to women who work for the conservation of the seas in Mexico
The Comisión Nacional Para El Uso De La Biodiversidad (CONABIO) organized the webinar, “El Canto De Las Sirenas: Mujeres Que Inspiran”, to celebrate World Oceans Day. The event brought together women linked to different activities related to the sea, from different institutions and organizations, which contributed to making gender dimensions visible in the context of marine ecosystems.

+ source: nvinoticias.com +

CHILE
Workshop on fish canning for women in artisanal fishing
The Program for Innovation and Female Entrepreneurship in Fishing supported by the Government of the Los Ríos region, trained women in artisanal fishing on marine food canning to diversify their productive activities in artisanal fishing through food innovation.

+ source: aqua.cl +
• CHILE •
National meetings held for fisherwomen in artisanal fishing

A national meeting of fisherwomen held at Talcahuano, BioBío Region, brought together women involved in artisanal fishing in the Valparaiso and Los Lagos regions. The meeting was attended by the Undersecretary of Fisheries and Aquaculture, the National Fisheries and Aquaculture Service (Sernapesca) and the Ministry of Women and Gender Equity. Another meeting in Puerto Montt was held among women leaders in artisanal fishing throughout Chile, representing 25,000 women working on various occupations in artisanal fishing. The meeting resulted in an agreement to demand a more active commitment in recognizing the role of women in artisanal fishing from the Undersecretary of Fisheries and Aquaculture.

+ source: aqua.cl/2020/01/14 +
+ source: aqua.cl/2020/01/30 +

• CHILE •
Women fishers and seaweed gatherers trained in gastronomy and tourism

Women fishers and gatherers of seaweed from Chiloé Province participated in the “Weaving Nets” Entrepreneurial Program for Artisanal Fisheries, led by the National Institute for Sustainable Development of Artisanal Fisheries and Small-Scale Aquaculture (Indespa) to strengthen their commercial and productive skills through gastronomy and tourism ventures. This is to enable them to have additional income to supplement their incomes from fishing activities.

+ source: aqua.cl +

• CHILE •
Government will provide professional clothing kit to women seaweed and shellfish collectors

The National Institute for the Sustainable Development of Artisanal Fisheries and Small-Scale Aquaculture (INDESPA) announced in December 2019 that they will distribute professional clothing kits to 1,000 women seaweed and shellfish collectors, for greater safety and comfort while at work in the coastal territories. The kit includes boots and waterproof suits, and thermal clothing.

+ source: aqua.cl +

• CHILE •
Incorporate women from artisanal fishing in the development of small inlets

Different workshops and meetings have been held at the Dirección Regional Los Lagos del Servicio Nacional de Pesca y Acuicultura (Sernapesca) to leaders of the Mesa Regional de Mujeres de la Pesca Artesanal, in order to publicize the scope of the Ley de Caletas that seeks to diversify and promote activities related to artisanal fishing, so that women can participate in the administration processes of the 185 small inlets decreed in Los Lagos.

+ source: aqua.cl +
Project to establish gender quotas in the Fisheries and Aquaculture Law is approved

The Commission for Women and Gender Equity of the Chamber of Deputies approve the amendment to the Fisheries and Aquaculture Law to establish gender quotas and adapt the definitions to inclusive language in management bodies and the Artisanal Fishing Registry (RPA). This will enable the women in this category to be recognized in legislation, providing them access to benefits, resources and opportunities to improve their wellbeing. The bill was approved in the Senate chamber (11/30/2020), which is considered a historic event for women in artisanal fishing. Women represent 25% of the national fishing registry.

Empowerment class for fisherwomen

A leadership training for female leaders in artisanal fishing organised by the Servicio Nacional de Pesca y Acuicultura (Sernapesca), was completed with the certification of 79 women from all over Chile. They participated in different seminars and talks during two months, in order to contribute to the performance, leadership and empowerment of women in the fishing industry.

Design of micro-processing plants for fisherwomen

Around 200 artisanal fisherwomen stand to gain from the technical assistance and training to be provided by various entities in Los Lagos especially on the design of small scale processing plants. The project is aimed to improve the tools available to the fisherwomen, recognizing their economic contribution to their families.

The women who revolutionize the Peruvian fishing sector

This report recounts the experience of initiatives led by women who are part of the Programa Nacional de Innovación en Pesca y Acuicultura (PNIPA) of the Government of Peru, financed by the World Bank, with technical support from FAO. Initiatives include adding value to fish through innovative filleting techniques and incorporation of natural dye in trout diet. The video on the latter by Truchas Arapa won the third prize of the 2019 WSI Video competition.
Towards building sustainable livelihoods for women in fisheries through the EU sustainable fisheries partnership agreement

Women's organisations from Ivory Coast, Guinea Bissau, Senegal, Gambia, Liberia have called the attention of their governments and the European Union on the issues of mismanagement, overexploitation and poor working conditions affecting women’s livelihood in fisheries. Women’s associations in these countries have particularly highlighted how significant the EU Sustainable Fisheries Partnership Agreement will be in supporting women’s livelihoods in small-scale fisheries.

+ source: CFFA +

Empowering women for sustainable food systems

The Norad-FAO Project “Enhancing the contribution of small-scale fisheries to food security and sustainable livelihoods through better policies, strategies and initiatives” organized an inception workshop on empowering women for sustainable food systems in Accra- Ghana from 3 – 5 March 2020. The Project supports women actors in the small-scale fisheries post-harvest sector in five countries in Africa, namely: Ghana, Malawi, Tanzania, Sierra Leone, and Uganda.

+ source: CFFA +

Somalia women utilizing fish to help address malnutrition

Fartun, a mother of four, used to stay at home to look after their children, while her husband worked as a market porter in Bossaso, Somalia. A few months ago, an opportunity came in her community and Fartun joined an innovative project to learn how to make fish pasta. Through this FAO project with funding support from the Kuwaiti government, women like Fartun who previously had no livelihood activities, are being helped to produce fish pasta and earn an income to support their livelihoods, at the same time helping to address malnutrition in their respective areas.

+ source: FAO +
**SENEGAL**

No women no octopus fishery

This EU-funded project under the Sustainable Fisheries Partnership Agreement (SFPA) fund supports women’s employment and building on traditional knowledge. The 15,000 clay pots deployed in Senegalese local waters to form artificial reefs were produced by local women using traditional knowledge and skills. The work provides the women with a means to support their families, while playing a central part in revitalizing the beneficial octopus fisheries.

*source: EU website*

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**ZAMBIA**

Woman leads aquaculture development in Southern and East Africa

Dr. Rose Komugisha Basiita, a WorldFish Scientist and Researcher in aquaculture and fish genetics, is leading a research project on genetic improvement of three key fish species for aquaculture and fisheries within the region, to provide quality fish seed and technologies to farmers for the sustainable intensification of fish production systems.

*source: WorldFish*
**ASIA**

- **LAO PDR**
  **Training on gender concepts and analysis for livestock and fisheries officers**

The Southeast Asian Fisheries and Development Center Training Department (SEAFDEC/TD) and the Lao PDR Department of Livestock and Fisheries organised the ‘Site Training for Enumerator on Gender Concept and Analysis and Development of a Data Collection Protocol’ which is part of an FAO project on ‘Gender Dimension in the Value Chain of Small-scale Fisheries and Aquaculture in Southeast Asia’. SEAFDEC delivered the training online from Thailand to Lao PDR with 8 women and 8 men officers participating.

+ source: seafdec.or.th +

- **THAILAND**
  **Gender integration in fisheries survey**

The Southeast Asian Fisheries and Development Center Training Department (SEAFDEC/TD) and the Thai Department of Fisheries conducted a preliminary survey on gender integration in fisheries in Buri Ram province, northeast Thailand. From the survey it was found that integrating gender in society including fisheries activities result in creating a strong group of women in the community.

+ source: seafdec.or.th +

**EUROPE**

**Call for improvements for women in fisheries agreements**

The European Union (EU) Long Distance Fleet Advisory Committee has called for a strengthening of measures to improve working conditions and food security for women, within fisheries agreements with third countries, in particular in Africa.

+ source: efeagro.com +
OCEANIA

• PACIFIC ISLANDS •
Focus on gender equality and social inclusion

The Pacific Islands Fisheries Forum Agency (FFA) is taking initiative to focus more on gender equality and social inclusion within the region’s tuna fisheries sector. FFA Director General, Dr Manu Tupou-Roosen, announced that this is part of FFA’s new five-year Strategic Plan, ensuring that women and minority groups can fully participate in the tuna fisheries sector in the region.

+ source: worldfishing.net +

• SOLOMON ISLANDS •
The cool women of Malaita

A coalition of partners supported by SwedBio, a programme at the Stockholm Resilience Centre, and the Australian Aid program through the Australian Centre for International Agricultural Research (ACIAR), are working to realize the potential of fisheries for rural livelihoods in the Pacific. The focus is on fisheries-related initiatives for women, who play a crucial role in fisheries and fish-value chains.

+ video on YouTube +

+ source: WorldFish +

• SOLOMON ISLANDS •
Women in fisheries: The Solomon Islands experience

Ms. Chelsea Gomese, a WorldFish Scientist and the National Focal Point for the Women Leaders’ Forum (WLF) of the Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security (CTI-CFF) presented in the CTI-CFF webinar on ‘Women at the Heart of Marine Conservation.’ She reported that women play many roles in fisheries and are more likely to be affected by COVID-19 pandemic. Her talk starts at 1:13:00 of the video link.

+ source: CTI-CFF +
Private Sector

ASIA

- BANGLADESH -
Women in online fish market: Changing social norms and the economy

Several women in Bangladesh are breaking the stereotypes by setting up businesses online as well as doing something different from what is considered a woman’s online business territory in Bangladesh, i.e. boutiques and ornaments. Farzana Akhtar, founder of River Fish, a page in Facebook through which she conducts her business now has 19 permanent employees and some part time employees. Other women such as Aysha Siddika who founded “fishdhaka.com”, and Pritilota, the founder of “Chai Chandpur er Ilish”, have been breaking barriers with their online commerce. Despite these successes, they still face the social stigma and society’s attitude towards fish sellers and the business, treating them as a lowly profession.

+ source: dhakatribune.com +

- THAILAND -
Thai Union Reaffirms Commitment to Gender Parity

Thai Union Group PCL, which is one of the largest companies in the seafood industry and is regarded as the world’s largest producer of shelf-stable tuna products with annual sales exceeding US$ 4.1 billion, commits to gender parity. The company aims towards having a 50-50 gender parity across all levels of management. However, the top management is still devoid of women.

+ source: thaiunion.com +
+ source: Thai Union Board of Directors +

- VIETNAM -
Vietnamese leader in seafood industry makes it to Forbes Asia’s Power Businesswomen list

Founder and chairwoman of Vinh Hoan, Truong Thi Le Khanh, has made it to the list of ‘Forbes Asia’s Businesswomen 2020’. Khanh has spent the last 23 years building her company into the Vietnam’s largest seafood firm. The business tycoon has more than 6000 employees and 6 processing plants. She plans to expand her firm locally and through partnerships with companies in Europe.

+ source: Forbes +
EUROPE

• NORWAY •
Supplier offers “women in aquaculture” scholarship

Kvarøy Arctic and the James Beard Foundation are teaming up to offer the first scholarship for women in aquaculture. The first-of-its-kind scholarship for women in aquaculture.

+ source: seafoodsource.com +

• SPAIN •
Woman-led business practicing sustainable algae production in Galician waters

Cristina García is a biologist and CEO of Algas La Patrona, a business venture that produces algal products for human consumption. Her company works together with artisanal fishers (men and women) to harvest the algae, and employs a number of women in the processing stages. Her business venture applies the equality principles for sustainability, highlighting and recognizing labour participation or rural coastal women workers.

+ source: redemprendeverde.es +

• SPAIN •
The generational renewal of female net makers

Net making and repair is a job in high demand which faces recruitment problems. The Lugo Provincial Council and the Unión de Traballadores Autónomos do Transporte, o Mar e as Comunicacions de Galicia have developed a training plan for women who want to learn the net-making trade on the coast of Lugo.

+ source: cope.es +

+ video on YouTube +
CENTRAL/NORTH AMERICA

• MEXICO •
Women divers in Baja California Peninsula

Neha Acharya-Patel relates her experience with women who serve as divers in the fishing communities of Baja California, and how the participation of women in these areas is indispensable, as these activities form the basis of their livelihoods. The number of women is deviating from the norm – from what it perceives as feminine – and venturing into traditional roles, which require physical strength.

+ source: igualdadamenelmar.org +

• USA •
Inspiring women tackle challenges of feeding the future

Milford Aquaculture Seminar: an aquaculture conference at the Courtyard Marriott in suburban Connecticut. Nothing special except that 42 percent of the registrants were women...

+ source: aquaculturenorthamerica.com +

SOUTH AMERICA

• CHILE •
AKVA promotes more women participation and gender equality

The Norwegian multinational industry AKVA Group Chile has since declared their commitment to empowering women and incorporating them into different areas of professional development within the organization. The articles feature women in AKVA that are performing roles and tasks traditionally reserved for men, and are succeeding in their assigned responsibilities.

+ source: aqua.cl/2020/03/05 +
+ source: aqua.cl/reportajes +
**CHILE**

*Training courses on food handling for women in artisanal fishing*

Women members of the Trade Union of Seaweeds Gatherers of Queullín Island completed the courses, “Hygiene and Food Handling” and “Techniques for Making Jams and Preserves”. The events were financed by the Department of Social and Corporate Responsibility of the Salmon Austral Industry, an aquaculture industry that seeks to create a stable link with the surrounding communities.

*+ source: aqua.cl +*

**CHILE**

*Salmon stands out among exports women-led companies*

A study carried out by ProChile and the Undersecretariat for International Economic Relations (SUBREI), reveals that the fishing and aquaculture sector in Chile, concentrates the largest number of exports from companies that led by women in that industry, as owner, partner, founder, manager or director of the company. However, despite reaching around 40% women in the workforce today, the sector is still facing the challenge in increasing women’s presence in executive positions.

*+ source: salmonexpert.cl +*

**CHILE**

*Incentivizing female fishing workers to prevent breast cancer*

Campagners for the early detection of breast cancer visited a shrimp plant from the Camanchaca company in Tomé, where more than 200 women work. The management of Camanchaca Pesca Sur, affirmed their commitment to the prevention of breast cancer among its workforce, encouraging preventive examinations, and promote equality and inclusion in the professional development of women who make up the company.

*+ source: aqua.cl +*

**HONDURAS**

*Increasing number of women managing shrimps projects*

The shrimp industry’s foundation FUNDESUR has implemented a leadership diploma in collaboration with the Metropolitan University of Honduras to prepare community leaders, with a participation of 85% women. This has resulted in an increased number of women managing community projects and holding community leadership positions. FUNDESUR also supports health centers in 9 coastal communities, with a priority of providing information and services to women.

*+ source: fundesur.org +*
Grupo Granjas Marinas (GGM) (4000 employees, 41% female) says to pay specific attention to its recruitment policy, trying to avoid gender-related biases.

Over the last 10 years, a majority of the new junior managers hired have been young women. Also, the internal promotion of 38 women to higher positions previously held by men has resulted in a 9% increase in the proportion of women in supervisory and managerial roles over the last 3 years. GGM implements supporting programs focused on female employees, including dedicated medical services and special measures for pregnant women and young mothers, as well as direct support to their children’s health and education. Another pillar of GGM support for women is oriented around the empowerment of women in surrounding communities who have limited access to services and training opportunities. The company organizes groups for adults and children, whereby women and girls make up most attendees, with the objective of promoting education, health and environment awareness and developing project management capacity. GGM also counts with an employee association, which runs an imitation jewelry training program to help support employee’ spouses and relatives to generate their own source of income.

Source: Personal communication
Professional Organisations

AFRICA

• LIBERIA •
Establishment of Women in Maritime in Africa - Liberia Chapter

Liberia’s National Fisheries and Aquaculture Authority (NaFAA) together with other countries in Africa has established a chapter of Women in Maritime in Africa (WIMAFRICA) in partnership with the International Maritime Organization (IMO) of the United Nations.

The Association seeks to increase the visibility of women in the maritime sector, strengthen capacity building and support efforts towards Women’s Economic Empowerment, Representation and Leadership in Maritime and the Blue Economy.

+ source: frontpageafricaonline.com +
ASIA

• SRI LANKA •

Gender issues in fisheries in Sri Lanka

In order to understand the extent and impact of issues related to post-harvest processing, gender and fishery, and to identify solutions to these issues, the Sri Lanka Forum for Small Scale Fisheries (SLFSSF) and the National Fisheries Solidarity (NAFSO) jointly organised an Interactive Platform in Negombo in early 2020. Female fishers, who contribute monetarily to support their families often face issues such as lack of access to technology and training, capital, social barriers in networking and unsatisfactory monetary returns.

+ source: sundayobserver.lk +

EUROPE

• SPAIN •

Women’s empowerment campaign in the Sea of Arousa

The Local Fisheries Action Group (Grupo De Acción Local Del Sector Pesquero) of Ría de Arousa will implement a revitalization project aimed at women in the Ría de Arousa Sea coming from various fisheries sectors. The objective of this project is to provide digital tools and knowledge to promote empowerment in fishing. This space is also planned as a way to recognize the practical needs of women for compliance with the health regulations associated with Covid-19 in their work and participation spaces.

+ source: galp.xunta.gal +

Photo credit: GALP
• SPAIN •
Ctaqua, a woman-led research institute, receives the "Dorada de Oro" award

The Centro Tecnológico de Acuicultura de Andalucía (Ctaqua) received the “Dorada de Oro” award for its talents in the field of aquaculture, with extensive training in the areas of marine, biological and environmental sciences. What makes it remarkable is that Ctaqua employs 70% of women. The flexible hours and adaptation for the care of minors and family members are said to make the institute especially attractive to women.

+ source: ipacuicultura.com +

• UK •
‘More questions than answers’ in gender debate

A Women in Aquaculture seminar at the European Aquaculture Society Conference had a lively debate on the topic of women and gender equality in aquaculture. A session with male and female panelists and the audience sharing their experiences and stories, quite grim for some of them. The session ended with the agreement to continue the discussion and keep moving forward.

+ source: fishfarmermagazine.com +

OCEANIA

• AUSTRALIA •
Championing Diversity and More

Portraits, stories of women engaged in maritime affairs, including the fishing and fish trading industry.

+ source: Working Boats Magazine on issuu.com +

WORLD

Keeping up with GAF News Digest

The Gender in Aquaculture and Fisheries Section of the Asian Fisheries Society (GAFS/AFS) regularly issues a news digest service called "Keeping Up with GAF" to its 200 members via email. This initiative started in August 2017 in its present name and form, a special service and benefit for GAFS members. Membership to GAFS has modest annual fees ($25 for OECD countries, $15 for others), and members can start automatically receiving it as soon as they join. Since many of GAFS members are from the research and management field, the information focusses on the more scholarly type of items. In addition, GAFS also releases an annual e-Newsletter for public access.

Source: Personal Communication with Dr. Meryl Williams, GAFS President
NGOs and Development Agencies

WORLD

WSI Campaign/ Fight IIU (Ignored, Invisible, Unrecognised women)

WSI launch a campaign to fight women invisibility. An invitation to the seafood community to take on board that IIU is as serious as IUU.

Basic Guidelines for a Gender-Responsive Fishery

A new document presents an overview of Fishery Improvements Projects (FIP) and gender and a theory of change for mainstreaming gender in FIPs to ensure they are gender sensitive and responsive. It also includes practical actions to incorporate gender considerations in a FIP.
CAOPA Achieves Milestones in Promoting Women Rights in African Small Scale Fisheries

The African Confederation of Artisanal Fishing Organisations (CAOPA) is engineering a dialogue between national governments and women organisations within its 24 member countries in the East, West and North Africa and the Indian Ocean. It is also championing the SSF Guidelines implementation in Africa, and calling on the African governments to be proactive in their preparation for the International Year of Artisanal Fisheries and Aquaculture in 2022.

**KENYA**
Kenyan Women Fighting Transactional Sex in Small-scale Fisheries

Many Kenyan women along the shores of Lake Victoria become victims of the “sex for fish” arrangement, commonly known as ‘yaboya’, in order to gain access to fish from the fishermen. Through the collective efforts of the women and the support from Dominik Mucklow, a US Peace Corps Volunteer at the Victoria Institute for Research on Environment and Development, (VIRED), a local non-profit organization, women have gained the power to stop such practice.

**SENEGAL**
WISE Project Improving Fisherfolks Livelihood in Senegal

The Wireless Solutions for Fisheries in Senegal (WISE) Project is an industry changing innovation in Senegal. The WISE Project is helping to improve fisherfolks income by providing fishermen and fish processors (who are mainly women) in Senegal with real-time market data, emergency and early warning weather alerts and information on best practices in fish processing.

*Photo credit: Qualcomm® Wireless Reach™*
**Tanzania**

*Women seaweed farmers in Zanzibar to be empowered for real growth*

Women constitute nearly 80% of seaweed farmers in Zanzibar. The Nature Conservancy has announced a new aquaculture project that aims to not only protect coastal waters but also to improve the women’s lives. The project is a collaboration with Cargill, sponsor for the project, and the C-Weed company, which is the local implementing partner in addition to the government of Zanzibar.

*Source: aquaculturealliance.org*

**Somalia**

*Somali women gain livelihood in net making and net repairs*

In 2019, women of Bandar Beyla district, Puntland, through the community’s fisheries co-management initiative to promote sustainable fisheries, benefited from net making and net repairs training as the lack of the skill was a challenge for fishers in the area. With the eight-day intensive training led by an experienced Somali woman in net-making, the women now have a skill to boost their income.

*Source: securefisheries.org*

**Tanzania**

*Ocean equity a necessity for sustainable fisheries*

Ms. Editrudith Lukanga, a global leader on small-scale fisheries issues, and Founder and Executive Director of the Environmental Management and Economic Development Organization (EMEDO) in Tanzania, shares insights on the importance of tackling inequities in small-scale fisheries. She highlights that equitable fisheries management brings about inclusiveness in decision-making which incorporates underrepresented groups such as women and indigenous groups.

*Source: edf.org*
• TANZANIA •
Unemployed single women are saving fish and making money by farming sea sponges

In an area characterized by poverty, overexploitation of sea resources, and high rates of unemployment, these women from Zanzibar are beginning to farm sea sponges as a more reliable source of income. Organized by Marine Cultures, a small Zanzibar-focused non-profit headquartered in Zurich, 3 to 4 sea sponge farms are being launched every year to help unemployed and single mothers support their families.

+ source: goodnewsnetwork.org +

• WEST AFRICA •
West African women say no to fishmeal

The struggle of women in West Africa against the mighty fishmeal industry with the complicity of governments is endless. The jobs, livelihood and food security of millions of people in West Africa are now at risk due to the expansion of fishmeal factories. The women working in processing factories are determined to make their voices heard and fight to survive and keep their jobs, as well as their dignity as women. They are working together with Greenpeace to put pressure on the fishery authorities to listen and act on their concerns.

+ source: Greenpeace +

ASIA

Gender standards for fisheries and aquaculture

The Asian Seafood Improvement Collaborative (ASIC) has released the updated Social and Gender Standards for Fisheries and Aquaculture for a 90-day public comment period, starting December 2020.

+ source: asicollaborative.org +
• INDIA •
25,000 trained to fish ‘inland’: how one Jharkhand man created a food revolution

The Center for Aquatic Livelihood Jaljeevik, a fishery-based non-profit organization, provides training to women in fishing villages so they can take up crucial roles in inland fisheries, and become micro-entrepreneurs.

+ source: thebetterindia.com +

• INDIA •
‘I teach prostitutes about safe sex’: This Mumbai fisherwoman is unlike any other

In the heart of Mumbai, Reshma Tilo is a fisherwoman with big dreams. With her mother, Leela Ramesh Chinbaikar, she sells her fresh catch on the weekends. Reshma works with Aditi, an NGO that works with female sex workers. She distributes contraceptives to prostitutes and teaches them about safe sex. She started as an outreach worker, and after eight years, she is now managing the project with a team of 21 women reporting to her.

+ source: thebetterindia.com +

Photo credit: The Better India

• SOUTHEAST ASIA •
Recognition of women leaders and gender champions in fisheries

The USAID Oceans and Fisheries Partnership and its partners in Southeast Asia identified women leaders and gender champions in fisheries to recognize their exemplary work in the sector, along the fisheries value chain.

+ source: SEAFDEC +
PHILIPPINES

On a Philippine island, indigenous women get their say on marine conservation

Things are changing in an Indigenous community in the western province of Palawan as women are now allowed to manage critical marine habitats. A group of 15 indigenous women from Calawit Island are now working with the traditionally male-led Tagbanwa group. This is a major milestone for the women of the tribe who are very excited as they can now proactively participate in natural resource management.

+ source: mongabay.com +

Photo credit: Jen Chan/Mongabay

CENTRAL/NORTH AMERICA

USA

Seafood and Gender Equality (SAGE)

The Seafood and Gender Equality (SAGE) is a new project of Coastal Quest, an NGO. SAGE is a new project founded by Julie Kuchepatov (She/Her) to build a more inclusive seafood industry, address a critical lack of gender equality, and build women’s empowerment in the seafood sector. SAGE uses social media and has a newsletter to provide information on how stakeholders can bring the seafood industry into a new era of equality, diversity and inclusion.

+ source: SAGE website +
**BELIZE**

How seaweed farming is uplifting women and communities in Belize

The Nature Conservancy has been partnering with the Government of Belize, non-profits, the private sector and local fishers – including women – to develop an innovative sustainable seaweed mariculture industry that provides ecosystem benefits in addition to alternative income. Part of this project, the Belize Women’s Seaweed Farmers Association (BWSFA) has been created.

[+ video on YouTube +]  
[+ source: thefishsite.com +]  
[+ source: News 5 Belize +]

**CANADA**

How one woman in petty harbour is bringing Newfoundlanders back to their fishing roots

With Fishing For Success in Petty Harbour, Newfoundlander Kimberley Orren hopes to bring women, children and a sense of community back to the wharf. Fishing for Success in Petty Harbour created in 2014, is a non-profit that celebrates and teaches the traditional fishing knowledge and skills. Since 2016, this has included a safe space for girls and women to talk about an industry that is male-dominated.

[+ video on YouTube +]  
[+ source: Reader’s Digest Canada +]

**MEXICO**

Mapping gender equality initiatives in fisheries, aquaculture and marine conservation in Latin America

To achieve inclusive fishing communities, it is necessary to implement initiatives that promote equal conditions between women and men in the fishing sector. In recent years, Latin American countries have been concerned with developing projects on the subject with high possibilities of replication and scaling; however, these projects are usually isolated and disconnected from each other.

COBI, through its Gender Equality at Sea program, began to map the initiatives that promote and involve gender equality in fishing, aquaculture and marine conservation activities. For this reason, the mapping aims to identify and make these activities visible, hoping that, based on the knowledge of the organizations and projects, alliances can be generated between the different stakeholders, and thereby strengthen efforts to promote gender equality in Latin America. With the mapping, 40 initiatives have been identified in 10 countries, these can be found on the initiative map of its official website, where it is possible to easily connect with initiatives of interest.
• MEXICO •
Generation equality: for women’s rights and an egalitarian future

The organization, Equality in the Sea, developed a community leadership program to strengthen the capacities of women and men in fisheries organizations and institutions in Mexico. The program’s approach and practice enable participants to identify the potential of inclusivity, recognizing women’s contribution and participation in decision-making for fisheries and aquaculture.

+ source: igualdadenelmar.org +

• MEXICO, GUATEMALA, HONDURAS, BELIZE •
The women from the Mesoamerican reef

This book compiles initiatives led by women from the Mesoamerican Reef, some of them funded by the Mesoamerican Reef Fund (MAR Fund). Its objective is to make visible the work carried out by women in their communities that benefit their communities and ecosystems, and to inspire other communities and institutions to build non-traditional cooperation models that allow positive impacts on coastal women, their communities and ecosystems.

+ source: marfund.org +

Photo credit: Adriana Navarro Ramirez

• MEXICO •
Boat for gender equality

The initiative, "Barco por la igualdad de género" by the NGO Comunidad y Biodiversidad (COBI) makes visible the contribution of women in fisheries, in marine conservation activities, and encourage other women to participate to these activities. To date, five Mexican female divers have been awarded for participating for a week in a diving expedition that crosses the Gulf of California, and that allows them to meet other female divers from Mexico and the United States.

Read various stories on igualdadenelmar.org

Barco por la igualdad de género: añoranzas y vivencias
Mi experiencia en el Barco por la Igualdad de Género 2019
Barco por la igualdad de género: expedición de buceo en el Mar de Cortés
BARBADOS
Role of women in fishing communities

Women in Fisheries-Barbados (a research project managed by Dr Debra D. Joseph of The Social Work Unit, UWI, Cave Hill Campus, Barbados) examine how women contribute to the survival of their families and the fishing industry. It will give insight on the roles, livelihoods and resilience of these women and the identified gaps that need to be addressed.

+ video on YouTube +

OCEANIA

• SOLOMON ISLANDS •
Rural women’s role in Pacific fisheries

Representatives from rural women’s markets, local fisheries, government, and civil society gathered in Gizo, Solomon Islands to discuss the challenges involved in fisheries for women on the occasion of the International Day of Rural Women in October 2020. The discussion was mainly centered around the lack of support and recognition of women and how it is not helping rural communities realise the potential of fisheries.

+ source: policyforum.net +
TONGA
Pearl carvers of Tonga

With funding from the Australian Center for International Agriculture Research (ACIAR), and Tropical Aquaculture Research, Tonga recently held a Pearl carving and training workshop for women. It was designed to encourage women into this field and provide participants the know-how to design and carve half-pearl jewelry for commercial use, while incorporating the traditional methods of storytelling.

(source: Tropical Aquaculture Research)
**SOUTH AMERICA**

**• CHILE •**

**Occupation, food and women of the sea**

This photographic report relates the ethnographic work carried out by the anthropologist Susana Cárcamo, with artisanal fisherwomen in the south central of Chile, their empowerment processes and their participation in the national political agenda, which begins with the cultural appropriation of their territories and natural resources that diversified through self-consumption and food innovation.

[Photo credit: Susana Cárcamo Rojas / SCR]

**• CHILE •**

**Rural fisherwomen receive cell phones with internet connection**

The Fundación para la Promoción y Desarrollo de la Mujer (PRODEMU) has developed a program "Ruta de Empoderamiento Digital", created during the Covid-19 crisis, to respond to the needs of women’s digital divide. Artisanal fisherwomen in Arica, Tarapacá and Cardenal Caro were beneficiaries of a smartphone with free internet access for 18 months, as a tool to boost their ventures, carry out online procedures and keep in touch.

[+ source: soychile.cl/2020/10/ +]
[+ source: soychile.cl/2020/11/ +]
[+ source: latribunadecolchagua.cl +]
Women Networks

AFRICA

IVORY COAST
Ivorian women cooperatives succeed in getting direct access to “faux thon”

Ivorian women cooperatives under the EU-Ivory Coast Sustainable Fisheries Partnership Agreement (SFPA) have succeeded in negotiating for direct access to the “Faux thon” during the low season from November to July. “Faux thon” is the damaged or undersized tuna and by-catch which is not used by the canneries. The challenge of getting direct access to this bycatch without intermediaries remained a difficulty to women in artisanal fisheries since 2011. However, the situation is changing as EU shipowners under the SFPA arrangement are encouraged to sell proportions directly to women processors.

+ source: CFFA +

• LIBERIA •
The female fishmongers pillars of the business

Women play an essential role in the Liberian fisheries serving as processors, traders and financiers to fishermen and remain as a strong pillar in the fisheries sector. To this end, women in the sector are concerned about its sustainability and are determined to fight anything that threatens their means of livelihood.

+ source: ICSF +

• SENEGAL •
A passionate worker and advocate for small scale fisheries development

A tribute to Madame Oumoulkhairy Ndiaye, a passionate woman, astute researcher and advocate for small scale fisheries, especially for the poor and marginalized groups. Ms. Ndiaye will forever be remembered for her relentless efforts in promoting women livelihoods in the fisheries and her immense contribution towards two renowned innovation technologies that she strongly promoted.

+ source: FAO +
India is home to 1.6 million women engaged in fisheries and Kerala alone accounts for a million women in its 222 fishing villages. The rise in the number of women’s organizations in these villages led to the establishment of a women’s wing in the late ‘80s, the Theeradesa Mahila Vidi (TMV). The organization has been waging resistance against the marginalization and the exploitation of the local communities involved in this industry for their livelihood.

Ganjam fisherwomen unite to get back fish trade from monopolistic traders

Cracking the vicious power of traders and money lenders’ monopoly was the determination of Chitamma, a resolute woman and the collective group of women she gathered around her. The women of Sana Aryapalli established Samudram (meaning ‘sea’), a non-governmental organisation with Chitamma as the Head. The women were successful in releasing the boats from the traders’ debt by facilitating institutional bank loans and enlisting the support of non-profit OXFAM in 2008.
WINFISH: gender equity and women's empowerment in fisheries

The National Network on Women in Fisheries in the Philippines, Inc. (WINFISH) successfully completed the project, “Raising Awareness on Gender Equity and Women Empowerment in Fisheries Management in General Santos and Sarangani Bay Area” in March 2020. The gender intervention project was aimed to address the gender issues that emerged from a gender analysis of the fisheries sector in General Santos which they conducted in 2017, funded by the USAID Oceans and Fisheries Partnership.

+ source: womeninfisheriesph.org +

WINFISH receives second plaque of recognition from USAID oceans

The National Network on Women in Fisheries in the Philippines, Inc. (WINFISH) received ‘The Plaque of Recognition and Appreciation’ from the USAID Oceans and Fisheries Partnership, for its “invaluable contribution to USAID Oceans’ work in the Philippines.” WINFISH received a grant from the USAID Oceans in 2019 to implement a gender intervention project, “Raising Awareness of Gender Equity and Women Empowerment in Fisheries Management in General Santos and Sarangani Bay Area, Philippines”, where they worked to identify women leaders, developed gender sensitive products and facilitated awareness on endangered Ecosystems Approach in Fisheries Management (EAFM) and electronic Catch Documentation and Traceability (eCDT) while also working for Gender Mainstreaming in fisheries.

+ source: womeninfisheriesph.org +

Treasure of the Sea! A new project for Women in Fisheries

The “Genki Project for Women in the Fisheries Industry” is a project in which active women in the fishery industry use the wisdom they have gained in their daily lives and work to create new values and disseminate information to society. In addition, the project aims to reform the fishery industry to make it easier for women to work and to improve the attractiveness of this industry as a job choice. It is also an initiative to encourage the reform of the fishing industry to make it easier for women to work and to improve the attractiveness of the fishing and fisheries industry as a job choice.

+ source: jfa.maff.go.jp +

The past and future of women in fishing village

The magazine of the Tokyo Fisheries Promotion Association, in its December 2020 issue (no 626), offers a comprehensive historical overview of women in fishing villages in Japan and the recent creation of women's networks in the fishing industry.

+ source: lib.suisan-shinkou.or.jp +
**EUROPE**

**• THE NETHERLANDS •**

**Fresco of the feminist artists’ duo Pipsqueak**

In April 2020, a work of art was created in the port of Lauwersoog, on storage containers in ’t Ailand, by the “Pipsqueak was here!!!” team. The artwork depicts three women who are important to the fishing industry. Barbara Holiershoek from “Hulp in Nood” in Lauwersoog, Sarah Verroen, VisNed project manager and the coastal fisherman Barbara Rodenbirg-Geertsema.

+ [source: webcam-lauwersoog.nl +](#)

**• SPAIN •**

**Seafood collection on foot as a tourist attraction**

The women shellfishers are now recognized as official guides of sea tourism, where seafood on foot is claimed as a tourist attraction in Cesantes. The shellfish workers are also seafaring tourism guides and therefore show visitors the cultural value of their activity, the daily work they do for the cultivation and collection of shellfish and a maximum respect for the marine environment that allows them to earn their living.

+ [source: atlantico.net +](#)

**• SPAIN •**

**From supplementary to main income**

The National Association of Fishing Women (Anmupesca) has just launched a campaign on its social networks - Facebook and Linkedin - which aims to show the different professions that women perform in the fishing and aquaculture sector. The campaign is entitled “I am” and aims to show the peculiarities of each of the professions that these women carry out. In the past, these jobs were supplementary but now they are the main source of income of many families.

+ [source: ipacuicultura.com +](#)
• SPAIN •
The voice of women in the fishing sector

The Asociación Andaluza de Mujeres del Sector Pesquero (AndMuPes), formed in 2018, currently hosts over 200 women linked to the fishing and aquaculture sector. Its statutes seek to give visibility to women in all areas of fishing action, facilitate creation of new women’s associations and strengthen the participation of women in the sector. AndMuPes has managed to effectively participate in representative and decision-making bodies in the fishing industry.

+ source: diariodesevilla.es +

CENTRAL/NORTH AMERICA

• COSTA RICA •
Women in Costa Rica create a trademark for their products

Women’s artisanal fishing organizations in Costa Rica launched the initiative of having a trademark that distinguishes fishery products that are produced by women, both in pre-harvest and post-harvest stages. This seal recognizes, values and makes visible the work of women throughout the production chain of artisanal fishing and is supported by the Cooperativa Autogestionaria De Servicios Profesionales Para La Solidaridad Social R.L. (COOPESOLIDAR R.L).

+ source: Coopesolidar RL +

• MEXICO •
Women tilapia processors and the need for organisation

A group of women processing (filleting) tilapia captured from the Lake of Chapala, met with Daniel Valdez of the Community and Biodiversity AC (COBI) in Jamay town, Jalisco state, to discuss their need to organize and form a cooperative. The women believe that working as a group could help them in their work with the tools and infrastructure that contribute to improving the quality of their products. As a group with legal recognition, they will have the capacity to sell their products to new markets and explore other opportunities.

+ source: igualdademar.org +
• MEXICO •
The women of Manglito

The town of Manglito in La Paz, Baja California Sur, Mexico, used to be characterized as a fishing resources rich area, but currently is in degradation for over-exploitation. In this context, the women of Manglito organized themselves to care for the resources through biological prohibitions and to commercialize the product sustainably. The women received training from the Organización De Noreste Sustentable, and with the support of National Geographic Explorer, for the biological management of the species, diving and fishing activities.

+ source: valor-compartido.com +

• MEXICO •
Restoration and equality: key role of women

To contribute to fisheries restoration, many women from coastal communities have been involved in actions that promote the sustainability of marine ecosystems, which is key to advance towards gender equality. Women manage to mobilize their communities, through collaboration, solidarity and conflict management to strengthen social capital, and create the possibility that ecological restoration can be the axis for the generation of innovative ventures.

+ source: igualdadenelmar.org +

Photo credit: Igualdad de género en el mar
Awesome Instagram to Follow: Strenght of the Tides

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

@strengthofthetides
#hersalso
The National Network of Women in Artisanal Fisheries is made up of representatives from the Coquimbo, Valparaíso, Bio Bio, Maule, Los Ríos and Los Lagos regions. They have issued a public statement on the social and institutional crisis facing Chile. They had met government officials and presented a document which contained recommended actions for the implementation of a gender equality plan in artisanal fishing, aimed to implement a national fisheries policy with a gender perspective.

+ source: aqua.cl/2019/10 +
+ source: aqua.cl/2019/11 +

Sara Garrido, President of the National Network of Women in Artisanal Fisheries, is leading a project to incorporate gender quota parity in the General Law on Fisheries and Aquaculture. This will result in allowing greater participation of women in decision-making in national artisanal fisheries agenda.

+ source: mujer.eldinamo.cl +
+ source: issuu.com +

Photo credit: Paula Cifuentes/Revista #4 Empoderadas
Gender Discriminations / Vulnerabilities

Women remain vulnerable to work place abuses in the fisheries and seafood sector. The majority of the women in the sector work in the fish processing, marketing and trading nodes of the value chain, across all scales. Reports of sexual abuses and harassments, discrimination during recruitment and operations and promotions, indecent working conditions, unhealthy and unsafe practices, unfair pay, and not having a voice, are just a few of the difficulties faced by women in the sector.

This section contains selected articles that present the difficulties and challenges women in the fisheries sector face today in their attempt to do the work that either they chose to do or are forced to do, due to various reasons, the main one is the need to provide additional income for their families. But before hearing their stories lets us have a quick view of the what appears to be a men's world.
Boys’ club… for ever?

When in 2018, we discussed the presence or more precisely the absence of women in seafood related conference we gently wrote “It is time for organisers of seafood events to be intentional and more creative.”

Have we been heard? Not by all. Last year, out of the 15 largest seafood conference, the rate of female speakers reached 20%. And some sessions are still exclusively male.

Conference: Global Shrimp Market Outlook
This blue economy event is extraordinary and tells us that it is likely that the organizers have not understood the concept of sustainability.

Conference GOAL 2020: This changes everything
Isn’t it time for dismantling the Boys’ Club Culture?

What will it take to demolish the boys’ club culture that still exists in so many workplaces? An interview with Professor Herminia Ibarra, a specialist in leadership and career development, on what it will take to level the playing field.

WSI Campaign

By law, by habits, by tradition in all but a handful of progressive countries, in the seafood industry women are EXCLUDED from decision making arenas, from being elected in representative bodies, from public policy designing.

Towards GENDER EQUALITY for blue sustainability

Will you meet your Sustainable Development Goals by 2030? Start now with WSI!
Basic Gender Considerations for the Organization of Online Events

Why is it important to include these considerations?

We have to guarantee equal representation of women in dissemination activities to have broader views on the subject, make the presence of women visible and avoid stereotypes in the different topics that are to be disseminated.

Does your event include women’s participation?

**YES**

- Are an equal number of women and men participating? (or almost)
  - Yes
  - No

- As a panelist(s)
- Only as a moderator(s)

*Excellent! Your event is helping to close gender gaps*

**NO**

- Why?
  - "There are no women working on the topic"
  - "I hadn’t thought about it"

- ¿Are you sure? Use your contact networks to find them?
- After expanding the search, are an equal number of women and men participating? (or almost)

*Expand the event topic to have a broader spectrum of people participating in it*

**I’LL DO THAT!**

© Global Marine Commodities International Project
AFRICA

• BENIN •

Health threats alert with smoking fish

Fish processing (smoking) is predominantly a women’s affair in Benin. However, the smoke from the processing kilns poses a lot of health risk to these women. While the women are aware of these health threats, it is unfortunate they mostly seem “much more concerned about the financial aspect than about the precariousness”. Measures are underway to popularize improved processing techniques in the area.

+ source: sipanews.org +

• EGYPT •

Women discrimination in Egyptian fish supply chain

Women in the fisheries supply chain experience “more restrictions and less reliable supply and credit contracts than men retailers”, as a result of a cultural norm that impedes women’s visibility in the public domain. The advent of the COVID-19 pandemic has distorted the fish supply chain, and women’s plight are likely to be exacerbated as they suffer an uneven demand and supply compared to their male counterparts. A WorldFish research shows that women fish retailers in Egypt face greater livelihood challenges which affect their returns, compared to men retailers.

+ source: Plos One +

• GHANA •

Women health threats using traditional smoking kilns

Fish smoking is a dominant processing technique done by women using the traditional kilns known as the ‘chorkor smoker”. This traditional method of smoking exposes both the fish smokers and consumers to dangerous levels of polycyclic aromatic hydrocarbons (PAHs), found to be carcinogenic to humans and are present in smoked fish in Ghana. Promoting and supporting the use of effective and friendlier processing methods and kilns such as the Ahotor and the FAO FTT kilns remain essential.

+ source: muntaka.com +

• IVORY COAST •

Smoking Fish: the help call of women in Ivory Coast

Another story of women who work in appalling sanitary, health, and economic conditions and call for the attention of their public authorities.

+ source: fratmat.info +
**KENYA**

**Less vulnerable to harassment and exploitation in fisheries**

In the quest of empowering vulnerable women in the fishing sector in Kenya, the Echo Network Africa (formerly Kenya Women Holding) has supplied more than 100 fisherwomen with fish cages on a credit basis to be paid over time, including fingerlings and fish feed, and provided financial management training to begin the venture. The initiative aims to empower vulnerable women in the fishing industry to be self-reliant contrary to their previous situation where they had to rely on boat owners for their daily sustenance, which made them vulnerable to abuse (sexual harassment) and exploitation.

+ source: ICSF +

**KENYA**

**Kenyan advocates for “no sex for fish”**

Women fish traders from the Nduru Beach and its surrounding fishing villages in Kenya have been the pioneers of the revolutionary program called “No Sex For fish”, where they were able to change the power dynamics at play. Through this movement, women were able to own boats and assumed control over the fish. The program has helped to improve their livelihood until they unexpectedly suffered a major flood in March 2020, which carried away most of their belongings and leaving them displaced.

+ source: ICSF +

**LIBERIA**

**Traditional smoking techniques threatens women’s health**

Women in West Point in Liberia are mainly engaged in fish drying and smoking as their major source of livelihood. However, their health and livelihoods are being threatened by the smoke from their traditional smoking facilities used in fish processing. Women in the sector therefore call on government and other agencies to support them with a safer and more health friendly fish smoking facilities.

+ source: liberianobserver.com +

**SOMALIA**

**‘Men don’t trust we’re strong enough’: Somali women in fish industry**

“I want to buy a boat and compete with men” she says. “I believe if we get reliable access to investment we can build a sustainable economy for our community.”

+ source: The Guardian +

*Photo credit: Abdishukri Haybe*
PACIFIC

• FIJI •

**Female fisheries observer tells of gender discrimination onboard**

Akeneta Marama has spent almost half of her life on fishing vessels as a fisheries observer and revealed some of the shocking details that ship operators take too lightly.

+ source: fijisun.com +

ASIA

• BANGLADESH •

**Women in coastal fishing households are not empowered**

Women fishworkers involved in fishprocessing get 25% less wages than male counterparts. One of the many inequality reported in this study run by NGO Coast Trust.

+ source: United News of Bangladesh +

• CAMBODIA •

**Fewer fish, ageing fishers**

As income from fishing is on decline, women in Coastal Cambodia are increasingly working in garment factories and casinos, while older women are being involved in fish processing. Gender norms will dictate the daughters to come home to tend to their ageing parents and being considered less mobile compared to men, the women will potentially be the mainstay in the fishing communities. Hence, it only makes sense for women to be given power to manage fishing resources for a sustainable livelihood in these communities.

+ source: Yemaya online April 2020 pp12-13 +

• INDIA •

**Environment, conflict and sustainability: the fisherwomen of Kashmir**

Despite fisheries being a growing sector in Jammu and Kashmir in India and women having always contributed to the sector, even considered the oldest entrepreneurs in the region, their efforts are not much recognized. Despite years of involvement, they continue to face barriers from all sides, impacting their own livelihoods.

+ source: feminisminindia.com +
**INDIA**

**Unfair gender based welfare scheme**

In Visakhapatnam port city of Andra Pradesh, 60,000 fisherwomen are not covered by the welfare scheme for fishermen, whereas other states such as Tamil Nadu have similar schemes that do cover women.

*source: The Times of India*

**JAPAN**

**The way ahead: The exclusion of women from organizing bodies is a key challenge facing women in Japan’s coastal fisheries**

Fishery Cooperative Associations in Japan hold influential positions to manage fishing rights, licensing, environmental management. However, women are not often recognized as official members, despite being organized and connected to the organization. Women are involved on a voluntary basis where they make decisions regarding local fishing, local processing and distribution. In the future, the association should be more inclusive incorporating its female members as well as the younger generation.

*source: Yemaya online April 2020 p11*

**EUROPE**

**FRANCE**

**A resolute mussel farmer**

Amélie Dennebouy has challenged gender stereotypes to become a successful mussel entrepreneur in Pénestin, France. “We don’t employ women!” Just how many times Amélie Dennebouy, a mussel farm worker, heard that phrase since she began working in the sector at age 17, it would be impossible to say. “Ten years ago, I realised that it would be difficult to find employment in the production segment because I am a woman,” says Amélie. Stories flood her mind: managers laughing at her when she handed in an application for work as a production worker, pushing her to the sales department instead; and the crude questioning of some: “Have you passed under the desk?”

*source: ICSF*

**SPAIN**

**En igualdad: the inequality of women in the rural sector and the sea**

In the context of Rural Women’s Day, the radio program La Brújula from Onda Cero station, in its section En Igualdad, reflects on the gender gaps associated with wage and labor inequalities that exist in rural and fishing industries.

*source: ondacero.es*
• SPAIN •
Women are banding together to fight discrimination.

+ video on France 24 +

CENTRAL/NORTH AMERICA

• COSTA RICA •
Ghost woman: women who work in small-scale fisheries

The Cooperativa Autogestionaria de Servicios Profesionales para la Solidaridad Social R.L. (CoopeSoliDar R.L) published this article to alert on the needs to make visible the work and roles played by women in fishing, from a marine conservation point of view. Biodiversity conservation policies require to integrate justice and equity towards women, which are left aside in the sharing of benefits from conservation actions.

+ source: women4biodiversity.org +

+ video on YouTube +
**MEXICO**

The women who conquered the coast in Yucatan

Women in artisanal fishing in Mexico are not recognized as fishers, even by themselves and the national statistics, which do not measure the real participation of women in Mexican fishing. Women in artisanal fishing tell of the support of government institutions to develop a more profitable commercial activity for them and their families, and their daily fight to have a recognized and legalized space for working for all women.

+ source: lajornadamaya.mx +

**MEXICO**

Women in shrimp processing plants in Mexico

Aureliana Núñez de Piña, leader of the Tampico Despicadoras Union, has been fighting to improve the perception of women in the seafood industry, and to obtain official support for health services for the women, and nurseries for women workers’ children. More than 2,500 women work in shrimp processing plants in the port area, contributing to the economy as shrimp is the most sought-after and valuable seafood. However, women’s contribution is hardly recognized and unnoticed in Mexican society, and they rarely have access to medical services.

+ source: El Sol de Tampico +

**MEXICO**

They are women fishers and clam gatherers, but are not given fishing permits

This television report tells about the struggle of women clam gatherers from Sinaloa, “Banas warriors of the sea”, who have vessels for fishing and collecting clams, but they do not have legal recognition as female fishers, which results in not receiving a better income from their catches. Women affirm the importance of their work in the pre- and post-capture processes, and their contribution to the family economy.

+ video on YouTube +
**MEXICO**

**Patriarchy is the main cause for the lack of sustainability**

In this insightful interview to National Geographic Liliana Gutiérrez, Mexican marine biologist and conservationist talks about the consequences of the lack of balance created by patriarchy. The loss of diversity and female leadership is the root causes for the lack of sustainability, and ecosystems are nothing more than a reflection of the community that cares for them explains Liliana with the help of examples.

*source: valor-compartido.com*

**USA**

**Abuses in Maryland’s crab picking industry**

Breaking the Shell: How Maryland’s Migrant Crab Pickers Continue to Be “Picked Apart,” examines the current conditions faced by migrant worker women as crab pickers on Maryland’s Eastern Shore. The vast majority of these workers are Mexican women on temporary work visas tied to their employer who come to the United States seasonally from April to November every year.

*source: cdmigrante.org*
SOUTH AMERICA

• BRAZIL •
Women, fisheries and empowerment

In Brazil, women continue to be invisible, especially to issues related to the compatibility of their productive and reproductive roles. Only recently have the exercise of women in various trades in fishing been formally recognized, but their recognition as a traditional identity is still pending. Living and working conditions struggle of fisherwomen have intensified in a scenario of uncertainty and environmental degradation.

+ source: YEMAYA Supplement April 2020 pp 27-29 +

• BRAZIL •
Fisherwomen launched manifesto to denounce the impacts of oil

Fisherwomen from Pernambuco together with social and environmental organizations launched “Manifesto Coletivo Pela Vida e Pelos Direitos das Pescadoras Artesanais”, a complaint against the oil spill that occurred in 2019 in the South Atlantic Ocean. This manifesto reveals that there have not been adequate policies to respond to the needs of women in fishing communities in the face of the pandemic in terms of income, food and health.

+ source: cppnacional.org.br +

WORLD

Gender Blind = Social blind

In the 2020 Global Landscape Review of Fishery Improvement, 220 pages of report had no single mention of “woman” and only two mentions of “Gender” in very generic expressions, of which one is in the footnote. Although FIPs are said to be giving more attention to social issues, zero attention is given to women and gender equality issues in this review. This is perhaps reflecting the gender blindness of the whole certification system?

+ source: oursharedseas.com +
Knowledge and Understanding

Numerous articles and knowledge materials from gender and women’s studies are published and contribute into the scientific body of knowledge. Far from reporting all of them, this section indicate a few ones related to our topic that we consider of general interest to our readers. They provide a basis or reference for policy development, and scale-up or disseminate good practices.

From global, regional to country specific initiatives, the following selected articles reflect some of the issues and challenges that are being faced by women in the fisheries sector today due to gender inequality, ignorance, and inherent and discriminative cultural and socio-political beliefs and practices.
Gender, Technology & Development: new learnings on women and fisheries

“Strong evidence exists, however, that when women’s work is made visible and valued, when they are able to speak up, be heard, make and influence choices, changes start to take place.” says Professor Kyoko Kusakabe.

The papers investigate questions about technology, innovation, organization and empowerment. In each paper, women’s and men’s roles, experiences, pressures and opportunities are examined from the perspectives of where they are located in particular fish value chains.

Women’s opportunities in aquaculture have not kept pace with the rapid growth of the sector

Women are more common in small-scale production, post-harvest industrial and artisanal processing, value addition, marketing and sales. When aquaculture intensifies and scales up, women tend to be displaced or relegated to the lowest paid, low grade work. Few women are senior staff, owners, managers and executives in the larger enterprises.

Valuing invisible catches: estimating the global contribution by women to small-scale marine capture fisheries production

The visibility of women in fisheries has been hampered largely due to lack of available data and statistics. This study offers insights and provides estimates of small scale fisheries catches by women worldwide to support efforts to making visible the contributions by women to food and livelihood security, globally.
Securing sustainable small-scale fisheries: showcasing applied practices in value chains, post-harvest operations and trade.

This is an FAO Technical Paper which provides recommendations for the implementation of Chapter 7 of the SSF Guidelines and includes case studies showcasing application of practices and successful initiatives to enhance small-scale fisheries value chains, post-harvest operations and trade, illustrating the recommendations contained in the SSF Guidelines.

Expanding the horizons for women in fisheries and aquaculture

Special edition of the journal, ‘Gender, Technology and Development’, published by Taylor and Francis and hosted by the Asian Institute of Technology, Thailand. The journal contains seven papers on the gender dimensions of aquaculture and fisheries, with discussions revolving around technology, innovation, organisation and empowerment, which were presented during the 7th Global Conference on Gender in Aquaculture and Fisheries.

Guidelines for an inclusive gender approach in communication products

The document is a basic guide on how to incorporate aspects of gender equality in the communication products developed by the Sustainable World Supply Chains of Seafood under the Global Marine Commodities project. Communication is a key aspect for the promotion of gender equality, which could challenge stereotypes.

AFRICA

• WEST AFRICA •

Gendered Change to Transparency in Extractives Starts in West Africa

How do you change a system that is largely ‘gender blind’? That is, if women are systematically underrepresented or absent from discussions. Making women visible and locating gender expertise in their own movements have put West African Publish What You Pay (PWYP) coalitions at the forefront of working with gender in extractives. But there is a long journey ahead before minds and work processes have shifted to more gendered ways of working.
ASIA

• CAMBODIA, INDIA AND SRI LANKA •
Fisherfolk in Cambodia, India and Sri Lanka: migration, gender and well-being

This book presents a rigorously investigated account of the peoples and production systems of some of Asia's most populated and contested but dynamic and productive coasts and floodplains. The book will be of importance to students and researchers of Asian studies, development studies, geography, sociology, migration studies, gender studies, and minority studies.

+ source: Routledge +

• INDIA •
Gender issues in the fisheries sector of India

This article examines the contribution of women to the fisheries sector in India, identifies constraints and suggests ways to address these issues. Despite their high economic contribution to the business, women's labor is not fully recognised and appreciated.

+ source: enaca.org +

• SOUTHEAST ASIA •
Regional document on gender integration in the fisheries workplace

This regional document is a compilation of gender-related policies and legal frameworks across Southeast Asia and Coral Triangle regions, reflecting the experiences and lessons in gender integration in the fisheries workplace. This regional technical guidance document was collaboratively developed by the USAID Oceans and Fisheries Partnership, the Southeast Asian Fisheries Development Center (SEAFDEC), and the Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security (CTI-CFF) Women Leaders' Forum (WLF).

+ source: SEAFDEC +
● BANGLADESH ●
A study of farming households to understand gender norms and dynamics

WorldFish conducted a qualitative study with farming households of North West part of Bangladesh to understand the gender norms and dynamics of that region that shape men’s and women’s lives as they engage and benefit from agriculture-aquaculture livelihoods.

Photo credit: WorldFish

(source: worldfishcenter.org)
Voyage in the world of Pacific fishwomen

What an extraordinary issue, this 31st one of the Pacific Community’s Women in Fisheries Information. This bulletin includes eighteen original stories of women from Fiji, Indonesia, Palau, Papua New Guinea, Republic of Marshall Islands and Solomon Islands. Topics covered include roles of women as fishers and sellers in small-scale fisheries, and gender considerations for coastal livelihoods. Very high quality articles. Extremely informative.

+ source: Pacific Community’s Women in Fisheries Information Bulletin +
Long Distance Fleet Advisory Council (LDAC) and gender issues

The LDAC has not developed a specific initiative on this issue but has identified this “as a subject to think about”. So many are thinking about it. Time for actions has arrived!

+ source: LDAC Strategic Report p43 & more +

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<th>STRENGTHS</th>
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<td><strong>INTERNAL ORIGIN</strong></td>
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<td>• The issue is being acknowledged</td>
<td>• There is a deep unbalance in the fishing sector in terms of gender balance</td>
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<td>• There is a freedom of speech and a capacity for dialogue within LDAC’s meetings</td>
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<td>• NGO organisations within the LDAC have a wide representation of women in higher proportion in average than men, compensating the fishing sector imbalance</td>
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<th>OPPORTUNITIES</th>
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<td><strong>EXTERNAL ORIGIN</strong></td>
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<td>• Further communication on the role of women in the entire value chain could gain interest</td>
<td>• The brand image of the seafood industry</td>
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<td>• The regulation is more and more scrutinizing the respect of gender equality</td>
<td>• The loss of appeal or attractiveness of the industry and difficulties to secure its workforce</td>
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<td>• The gender equality may be part of the Corporate Social Responsibility of the seafood industry</td>
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*Long Distance Fleet Advisory Council and Gender Issue: SWOT analysis*
We would like to highlight in particular the remarkable monthly newsletter of the Spanish Network of Women in the Fishing Sector, which is more than an unavoidable communication and updated information tool, it is a powerful showcase for the visibility of women in the sector. Through the news, you can appreciate on the one hand their important capacity for self-organization, and on the other hand, the consideration and institutional sensitivity of the Spanish Government to their issues. It should be remembered that this network is managed by the Spanish Ministry of Agriculture, Fisheries and Food and has the support of the European Union.

To advance in this matter, the Network, institutions and women’s associations work collaboratively to coordinate actions for the improvement of their working conditions and to achieve gender equality. More specifically, this team-work will lead, for example, to define a Plan for Gender Equality in the Fisheries and Aquaculture Sector in the medium term (2015-2020). In Spain, the success of the work among these actors seems to be explained -among other elements- by the shared understanding of the disadvantaged and unequal situation that mainly affects women today, which is based on gender norms, cultural barriers and patriarchal structures.

Sometimes the REMSP newsletter also disseminates good practice experiences in other corners of the world. In this sense, this instrument is a kind of WATCH, capable of collecting and highlighting the main events where women in fisheries stand out, their trades, problems, recognitions, opportunities. What is important to retain is that its monthly character tells us about the great amount of activities and permanent contingency of the themes related to women in the fishing sector. There is always something happening! While in other countries the efforts are sporadic, in Spain they have managed to understand the importance of the enhancement of women and gender issues as a main theme of action in the fishing world, and not a secondary one. As WSI has done in previous years, we invite all the ministries in charge of fisheries to imitate the dynamic, concrete and serious attitude that the Network has had in its 10 years of existence by positioning and making visible women in the fisheries sector.

Free Subscription:  redmujerespesca@mapa.es

+ source: mapa.gob.es +
Women shellfish gatherers

This is an academic article in a blog dedicated to scientific culture, and specially aimed towards the relationship between women and science. The paper features the living and working conditions of female shellfish gatherers on the coasts of Galicia, and their social, cultural and economic importance.

+ source: mujeresconciencia.com +

First study on risk prevention in fishing vessels with a gender perspective

The Fundamar organization and the Xunta de Galicia conducted the first study on occupational hazards with a gender focus

+ source: industriaspesqueras.com +
+ complete study: fundamar.org +

Good entrepreneurial practices promoted by women in the fisheries and aquaculture sectors

This instructional manual is a compilation and synthesis of experiences, projects and entrepreneurship initiatives that value and recognize women in the fisheries and aquaculture sectors in Spain, based on the innovation and work commitment for the advancement towards gender equality integration in the sector.

+ source: mapa.gob.es +
• SPAIN •  
A new book to help the 20,000 women linked to the maritime-fishing sector in Galicia

The book 'Análisis jurídico del trabajo de la mujer en la pesca', by Nora Martinez and Emma Rodríguez from Universidad de Vigo, contributes to guiding actions that improve the working conditions of women in fishing from a fair, egalitarian and equitable regulatory framework. It also looks into the socioeconomic reality of women in this sector and the training needs for the younger generation, who will have to face the challenges of generational change.

+ source: xunta.gal +

• UK •  
More than a research, a network

This study’s main goal is to investigate the role of women in responding to financial pressures in the fishing sector. In the UK, small-scale vessels (those under ten metres) make up 80% of the fishing fleet yet receive only 4% of the national fishing quota. By failing to prioritise this industry, it is widely established that the UK has left the communities that depend upon it vulnerable. In Newfoundland, the inshore industry has also been neglected. Combined with the closure of vital fisheries, families have been left in both social and economic peril. Women play a central role in the daily life of these families and are vital to the success of the fishing economy. Yet we currently know very little about how they help their businesses adapt and survive.

+ source: women-fisheries.com +

CENTRAL/NORTH AMERICA

• EL SALVADOR, HONDURAS, NICARAGUA, GUATEMALA •  
Climatic migrations in the Central American dry corridor: integrating the gender vision

El Salvador, Honduras, Nicaragua, Guatemala? This report is an investigation carried out by the Women’s Environment & Development Organization (WEDO) and the Cooperativa Autogestionaria De Servicios Profesionales Para La Solidaridad Social R.L. (COOPESOLIDAR R.L). The findings of this study show that in this region climate change has affected the lives of women and their communities, in terms of access to natural resources that are becoming increasingly scarce, and therefore require more time and dedication to harvest.

+ source: inspiraction.org +
• MEXICO •
Women’s empowerment, collective actions, and sustainable fisheries: lessons from Mexico

This paper examines the current status of women in Mexican fisheries based on governmental reports and programs, including case studies from small-scale fishing communities. It documents how women’s roles are changing when collective actions are implemented to increase fisheries sustainability.

+ source: springer.com +

• MEXICO •
Women’s entrepreneurship in the fishing industry

This article is based on a study which identifies the main drivers that have led women in the Mercado del Mar to work in fish trade, to occupy managerial positions in fishing businesses, and to hold influential positions in this market. It further explored women’s experiences and hindrances in the second largest wholesale fish market in Mexico.

+ source: springer.com +

• MEXICO •
COVID-19 and Mexican fisheries

Fishing communities around the world have been directly and indirectly impacted by the pandemic caused by the COVID-19 virus. To contribute to national and global efforts, COBI developed a consultation process for fisherwomen and fishermen from April to November 2020, documenting the social, environmental, economic and particularly gender-differentiated impacts on Mexican fishing communities. The results of the consultation indicate that 89% of the interviewees expressed the closure of their markets and the decrease in the price of their products, 10% reported being affected, but continued with the sale of their product and 1% did not respond.

Three months later, 63% of those interviewed reported having stopped and resumed their activities, of which only 12% were women. To address this situation, the Mexican government advanced the delivery of annual support to the fishing sector; Of the total number of people interviewed, 166 received support, of which only 22% were women. On the other hand, 78% of the people who take care of a sick person, mentioned that it is mainly women who carried out this activity. This is reflected in the double or triple workload of women who, in addition to working, are in charge of looking after the family, as well as other responsibilities—“I do more activities now, because after my mom passed away, I am in charge of our home” (Fisherwoman, 2020).

The findings reflected throughout eight reports allowed the Mexican fishing communities to give a voice, especially those ignored, invisible and unrecognized (IIU) groups such as women who participate in the activities of the fisheries value chains.

+ source: cobi.org.mx +
Exploring women's engagement in 30 Years of Alaska fisheries

Women play an integral, multifaceted—and until now, largely invisible—role in Alaska fisheries. The first comprehensive study of women’s participation, incorporating gender into 30 years of existing data, shows women participate in Alaska fisheries differently than men.

+ source: fisheries.noaa.gov +

SOUTH AMERICA

Book presentation about women seaweed gatherers of Queilen

The book called “Women seaweeds gatherers from Queilen” was presented at the Queilen Public Library, Chiloé, which seeks to make visible and recognize the work of women in artisanal fishing in this territory. The authors of the book are Rodrigo Díaz Plá, Manuela Rodríguez, Catherina Gorgerino, Gittel Villablanca and Javier Valdés. The book contains a number of photographs showing the work of these fisherwomen and the environment where they work.

+ source: queilen.cl +

“Fuertes como el Mar”: stories of female entrepreneurship in artisanal fishing

This book assembles 8 testimonies and stories of women from the coast of the Los Ríos region, and seeks to contribute to the visibility of women in artisanal fishing, to strengthen their networks and collaboration among entrepreneurs. The book was launched on the day of the commemoration of female entrepreneurship in Chile (November 19) to honor women in artisanal fishing based on their work experiences, perseverance, and innovation in the field of artisanal fishing.

+ source: Fundación CocinaMar +
The National Fisheries and Aquaculture Service (SERNAPESCA), the Undersecretariat of Fisheries and Aquaculture (SUBPESCA) and the Department of Port Works (DOP) launched a new edition of the report “Women and Men in the Fishing and Aquaculture Sector of Chile”, with updated data to 2019, to present the current situation of the information management mechanisms that account for the equity issues of gender in the fishing and aquaculture sector, to propose policies that contribute to and promote equal rights and opportunities in equal access and development between women and men.

**CHILE**
New report on gender equality in fisheries and aquaculture

**MEXICO**
Rebels of the sea

This book recognizes and values women and men who have contributed to the sustainability of the oceans in different areas, with testimonies from 14 people from different parts of the world. Five of these testimonies are from women. The book has a common account of the need and importance of giving value to women in the context of fishing in all the territories, and that gender equality must be a transversal strategy to the objectives of sustainability of the oceans.
Media

The Media is a powerful tool in disseminating information, advocacy and transforming mindsets. In recent years, the popularity of multi-media and the rise in the use of online and digital platforms have changed the way information is shared and received. In this section, initiatives to strengthen the advocacy for women’s empowerment in the fisheries sector are presented, from various sources.
Fourth edition WSI Video Competition

The “WSI Video competition 2020” has for the fourth consecutive year discovered and awarded prizes to extraordinary stories from Indonesia, UK, Japan, Tanzania and India.

**Best Short Film - First Prize**
*Move Forward*

**Best Short Film - Second Prize**
*Women in Fisheries – Our Stories*

**Best Short Film – Joint Third Prize**
*Changing Tradition: Nadeshico Sushi*

**Best Short Film – Joint Third Prize**
*Women Fishworkers - Our Story Matters*

**Category “Life under COVID” - First Prize**
*Overcoming tribulations: The story of Ramani Mani*

**Category “Life under COVID” - Special WSI Mention**
*No work, no money, no food*
AFRICA

• SENEGAL •
Interview of Ms. Diaba Diop, General Secretary of Pencum Sénégal (GÉF/ Women’s Economic Group)

Ms. Diaba Diop, General Secretary of Pencum Sénégal in an interview with Network of Journalists for Responsible and Sustainable Fisheries in Africa (REJOPRA), has given account of the ordeal of small-scale fisher folks, especially women and the challenges they face in production and trade. The impact of COVID-19 pandemic and its restrictions was also discussed.

+ source: Yemaya Magazine August 2020 pp 14-15 +

ASIA

• INDIA •
Two local women running a floating fish stall in Kerala’s Kottayam

On November 13th, 2020, a video of two young women, Vineetha and Shyama selling fish in a floating stall in Kottayam, Kerala went viral. The project has been facilitating fisherwomen to engage in gainful self-employment, all whilst supporting the fisher folks in production, processing, and marketing of various products.

+ source: news18.com +

+ video on YouTube +

• PHILIPPINES •
In this Philippine community, women guard a marine protected area

A group of women led by Evelyn Malicay, are taking action and risking their lives for a cause: to manage and protect their marine sanctuaries, particularly as illegal fishing activities have increased. These women from the island of Siquijor, Central Philippines, are armed with a paddle and the knowledge to preserve the reefs, which is the only way they can help sustain and preserve their communities.

+ source: mongabay.com +

+ video on YouTube +

• SOUTHEAST ASIA •
Women are the hidden half of Southeast Asia’s fisheries

Due to traditional gender roles, women face greater inequities. This video recommends gender integrated strategies which acknowledge the needs and challenges, and various gender dimensions in promoting a gender equitable approach to sustainable fisheries management.

+ video on YouTube - part 1 +
+ video on YouTube - part 2 +

EUROPE

• SPAIN •
"Bravas del Mar" a tribute to the women of the sea

In April 2020, the Organización de Productores de Pesca del Puerto Y Ría De Marín presented a documentary that includes the testimonies and experiences of women linked to fishing in the territories of O Rosal, Viveiro, Ribeira, Ourense, Bueu and Pontevedra, as a way of recognizing the different trades developed by women and their fundamental contribution to this economic sector, in which it has traditionally considered a men activity.

+ source: opromar.com +

The book is available on Opromar website
The documentary is available on YouTube

• SPAIN •
Good practices in equality: two projects in the Pontevedra estuary

This local media feature highlights two projects being implemented in the Pontevedra estuary which follow the Good Entrepreneurial Practices Guide and promoting gender equality in the fisheries sector. This was developed by the Red Española De Mujeres En El Sector Pesquero and the Ministerio De Agricultura, Pesca Y Alimentación, and financed by the Grupo De Acción Local De Pesca De La Ría De Pontevedra (GALP).

+ source: pontevedraviva.com +
The “Conectando Mares A Tráves Del Conocimiento” project that was aired on TVE’s Agrosfera program, was awarded the ERN-Med Prize 2020 from the audiovisual association COPEAM, which promotes dialogue and cultural integration in the Mediterranean Basin, under the category of “Changing societies: communicating the diversities of the Mediterranean”. The report featured the training experience of women in Nador (Morocco), through the exchange of knowledge on identification, diversification and management of fisheries resources, to promote gender equality and opportunities within the fisheries field.

+ source: mujeresporafrica.es +

**SPAIN**

"Aquí la Tierra": how to work in a men's world

This news report, through the review of different episodes of the “Aqui al Tierra” show on RTVE network, emphasizes how women have managed to make a space for themselves within fishing activities. Although this article contributes to giving voice to women in the fishing sector, it does not consider the difficulties women face imposed by gender and does not consider the gender gaps as an issue when women wanted to participate more in fisheries.

+ source: RTVE +

**SPAIN**

9,000 women workers featured during world oceans day

In celebration of “Día de la Gente de Mar”, the Memoria De Delfín of Radio Nacional of RTVE radio program, dedicated an episode to recognize the importance of more than 9,000 women who are linked to fisheries and aquaculture in Spain, but receive little recognition.

You can listen this radio show on [RTVE website].

+ source: RTVE +

+ source: revistaalimentaria.es +

Photo credit: ANMUPESCA
• UK •
When women gave life to British herring

Following the historic route of the old herring fleet from Shetland to Great Yarmouth, Fisherwomen weaves a compelling tale of a unique phenomenon in the history of British women at work in the fisheries sector. The series is presented in three parts: Portraits, Heritage and Journey.

+ source & photo credits: craigeaston.com +

• UK •
Meet the northern ireland women in seafood

Many women are involved in the seafood industry in Northern Ireland. They all have interesting backgrounds and motivations. This article, featuring 30 portraits, looks at the important role women play within the industry and their individual stories.

+ source: seafish.org +

• UK •
The Story of Ivana Russo

Ivana Russo is featured in the “Be The New Wave Video Series” of the Scottish Aquaculture Innovation Center. Ivana is an Assistant Formulator at BioMar. She believes that aquaculture jobs are not just for men. The jobs require hardwork and readiness to be outdoors, therefore anyone can do it.

+ video on YouTube +
CENTRAL/NORTH AMERICA

• EL SALVADOR •
Women in fishing

This documentary tells the story of women linked to artisanal fishing in El Salvador, portraying the difficulties and discriminations they face as they carry out their jobs related to fishing activities, and the relevance of the community support networks that these women have to be able to work.

+ video on YouTube +

• MEXICO •
Women working in artisanal fisheries

A video showing women doing work in artisanal fisheries traditionally carried out by men, including those involving physical strength.

+ video on YouTube +

SOUTH AMERICA

• BRAZIL •
Artisanal fisherwomen’s struggles in "Eu som uma pescadora" documentary

The documentary portrays fisherwomen from Ilha dos Marinheiros and the Litoral Fluminense, who struggles to get recognized as artisanal fisherwomen by their spouses, families and communities.

+ source: Universidade Federal do Rio Grande +

+ video on YouTube +
Recognition of women leaders in the aquaculture industry

A special edition of the new magazine developed by Veterquimica, called “Leading Women”, was published to commemorate Women’s Month, highlighting the work and career of women who are active in the agricultural, aquaculture and livestock sectors, and are leading projects and technical working groups.

[Source: salmonexpert.cl] [Source: veterquimica.cl]

Video documentary: Women of the sea

This documentary tells the stories, experiences and occupations of women in artisanal fishing in the coastal territories of the metropolitan area of Concepción, who, despite their invisibility and being considered of low value, have actively taken part in productive and social processes in artisanal fishing.

[Video on YouTube]
Counting and Measuring

There is still a continuing lack of sex-disaggregated data to account for how many women and men are really working on each of the nodes of the fisheries and aquaculture value chains, including ancillary services that support the industry.

As most women’s work are informal, they are hardly counted by official statistics. This has implications at various levels, from fisheries management that need data on stocks, to economic data related to production values and household economies, to policy development.

There is also an issue regarding how to measure women’s contributions to sustainable fisheries management. It is necessary then to factor in both the quantitative and qualitative inputs women place into sustainable fisheries management, which could be substantial in some areas.

The following articles have information on some of the ways to obtain quantitative data, and the challenges practitioners and researchers face due to lack of sex-disaggregated data.

Yet, WSI confirms that the lack of data should not be pretext for lack of actions.
Women on corporates’ Board

**Seafood Companies Boards: Composition by Gender**

- **No women on boards**: 35%
- **Less than 40% of women on boards**: 60%
- **More than 40% of women on boards**: 5%

Women on Corporate boards in large-scale seafood corporates:

- Female CEO = 4%
- Executive boards = 9%
- Companies where men occupy >50% sits = 99%
- Companies where women occupy >50% = 1% (vietnamese @vinhhoancorp)
- Boards with 0 women = 35%
- Boards with 0 men = 0%

**Source: WSI website**

**Asia**

**East Timor**

**Strong women, strong nation**

The stereotypical idea that the fishery sector is a prerogative of men is slowly changing and research is backing up the change in Timor Leste. New research shows that women in subsistence fisheries could be more involved, with up to 80% of households, contrary to the national data of only 5% of households. The traditional narrative that only men sail out to sea is not true as there are ‘mermaids’ of Timor Leste, the female divers or Wawata Topu who have done this work for around four generations. This evidence highlights the greater gender equality in data, to better integrate gender in policy and programmes.

**Source: SAMUDRA Report on ICSF**
AFRICA

Fish not counted: women don’t count

Small indigenous fish species have been phenomenal in the food and nutritional security systems in Africa, but it is often absent from official statistics and global debates. Consequently, little or no attention is paid to women engaged in small fish trade, not to talk of their challenges faced in processing this important fish.

+ source: weltohnehunger.org +
+ source: Wageningen University +

CENTRAL/NORTH AMERICA

• USA •
Exploring women's engagement in 30 years of Alaska fisheries

Wonderful to see this first ever serious study of women’s engagement in Alaskan fisheries. One insight is that although women think their opportunities are improving, data show little change in women’s engagement.

+ source: fisheries.noaa.gov +
• COSTA RICA •
The recognition of women fishers and shrimp peelers

Even though Costa Rica is a country with abundant biodiversity and a marked presence of artisanal fishermen communities, no census records exist on labour participation, including the importance of women in fishing and associated value chains. CoopeSoliDar R.L. carried out a study to analyze the contribution of women in artisanal fishing and its value chains in Costa Rica, under the framework of the Small Scale Fisheries Voluntary Guidelines.

+ source: ICSF +

• MEXICO •
Participation of women in the value chain of three fisheries in Mexico

To contribute to generating information and quantitative data on the role of women in the fishing sector, the organization COBI (Community and Biodiversity, AC) developed a method to test the participation of women and men in the coastal fisheries of Mexico, focusing on high economic value species. The value chain analysis provides a more realistic picture of the contribution of women to fisheries than the extraction-focused analysis itself.

+ source: datamares.org +

SOUTH AMERICA

• PERU •
Visibility of the Role of Women in Artisanal Fishing

The Conciencia Mariana NGO organized a webinar with female artisanal fishing, environment and gender researchers in Peru. Experiences were shared concerning the need to recognise the role of women in artisanal fishing and their involvement in different trades. Currently, the level of representation of women in fishing is underrepresented because the census instruments do not consider the diversity of activities carried out by women in fishing and in fisheries value chain.

+ source: researchgate.net +

• CHILE •
In Chile: only 8% of senior positions in aquaculture companies are held by women

«Companies in the salmon industry are aware of this deficit and are working to increase gender equity, not only at the top but throughout the production chain.»

+ source: salmonexpert.cl +
Valuing invisible catches

The paper provides quantified estimates on the number of women working in small-scale fishing activities and the landed value of their catch. The catches of women are consumed at home as well as sold to generate income, which shows that women have a significant role as direct producers, contributing to food and livelihood security.

+ source: PLOS ONE +

Vietnam, not Norway, sets the bar for women in executive aquaculture roles

Contrary to usual expectations, Vihn Hoan, a Vietnamese company which is also the world’s largest pangasius producer has been on the top ranking of having the largest number of women in executive positions in the seafood sector. The company, whose Founder and Chairperson Truong Thi Le Khanh also made it to the list of 'Forbes Asia’s Businesswomen 2020', has 83% women in the Board of Directors. Zhanjiang Guolian Aquatic Products of China follows with 47% women in the Board.

+ source: thefishsite.com +

Fisherwomen contribute 3 million tonnes worth $5.6 billion per year

Women’s fishing activities around the world amounted to an estimated 3 million tonnes of marine fish and other seafood per year, contributing significantly to food and livelihood security in all regions of the world. However, these contributions often go unnoticed. A new study by researchers at the University of British Columbia aims to address this oversight by assembling and presenting the first quantitative estimates of catch by women and the associated value of what is brought to shore, on a global scale.

+ source: eurekalert.org +

The state of world fisheries and aquaculture 2020: sustainability in action

The 2020 edition of The State of World Fisheries and Aquaculture (SOFIA) contains more data than ever of the contribution of women. The report estimates that 14% of the nearly 60 million people in the primary sector of fisheries and aquaculture are women, and when post-harvest operations data are included, the number increases to 50%. The report mentions about the relevance of sex-disaggregated data and brings focus to women in post-harvest activities, and acknowledges that women play a crucial role along the fisheries value chain.

+ source: FAO +
Impacts of COVID-19

The year 2020 will forever be remembered as the year everything stopped, due to the COVID-19 pandemic. Lockdowns and quarantines have affected every activity, and the negative impacts on all aspects of human life could be felt by all ages and genders. UN Women has reported that women and girls are the most affected by the pandemic at various levels, in particular in terms of food availability, mobility, exposure to gender-based violence, health and sanitation.

The fisheries sector, where women are also involved in various nodes of the value chains, has also been dramatically affected. Fish transportation, marketing and trading have been affected, resulting in loss of income and jobs for millions of workers and operators.

Below is a limited number of articles reporting on the impacts of COVID-19 on women working in fisheries and aquaculture sectors, their challenges and recovery.
Female workers hardest hit by COVID-19 fisheries impact

The economic impact of restricted sales and the difficulty of finding routes to market has been compounded by the closure of processing operations and markets, where many women are employed, and by the risk of infection they face when working in fish processing warehouses or markets. Many have had to work longer hours under unsafe conditions.

+ source: The Guardian +

Women as Agents of Change in the Response to COVID-19

Women make up an essential, but often overlooked, portion of the workforce engaged in fisheries and aquaculture, predominantly involved in post-harvest activities and are thus particularly vulnerable to disruptions by COVID

+ source: FAO Aquaculture Newsletter pp 50-53+

AFRICA

Voices from the Continent: Impact of COVID-19 on Small Scale Fisheries in Africa

To bring to light the possible impact of COVID-19 crisis on the African small-scale fisheries, the Too Big To Ignore (TBTI) International Network, on World Oceans Day 2020, organized a virtual panel discussion with fisheries experts on the continent on how COVID-19 has affected actors in African small-scale fisheries, highlighting the gendered perspective. The outlook of COVID-19 on small-scale fisheries in Tanzania, South Africa and Nigeria are specifically discussed.

+ video on YouTube +
**IVORY COAST**

Ivorian women in artisanal fisheries utilizing COVID-19 preventive measures to address sanitary issues in the sector.

The Union of Cooperative Societies of Fishing and Assimilate Women of Côte d’Ivoire (USCOFEP-CI), considers adherence to the prevention measures put in place by the government as paramount in combating the spread of the virus and improving the working conditions for women in the small-scale fisheries sector. They have taken the responsibility to raise awareness at several landing sites for people to keep social distancing and to adhere to hygiene measures.

*source: CFFA*

**IVORY COAST**

Women Forecast Food Crisis

Ivorian women in artisanal fisheries have cautioned government and the EU partners on the possible repercussions of the COVID-19 pandemic on women’s livelihoods in small-scale fisheries and its effect on food security as a whole. The rotation and regulative measures surrounding women’s access to fish from the port for their processing activities in the midst of the COVID-19 crisis is challenging to most women. The whole sector could decline if artisanal fishers and women processors are not helped soonest.

*source: CFFA*

**NIGERIA**

Nigeria’s small-scale fisheries in the midst of COVID-19 Pandemic

In Nigeria, the COVID-19 pandemic has greatly affected economies and various sectors globally, and the small-scale fisheries sector has not been spared. Dr. Kayafat Fokoya of Lagos State University explains the ordeal of small-scale fisherfolks in Nigeria during a webinar that was convened by the international small-fisheries research network Too Big to Ignore (TBTI) under the theme “Small is Bountiful”. She highlights major disruption of fish supply chains and its effect on women fish processors and traders due to restrictions in transportation, trade and labour.

Travel restrictions, lockdowns and other social distancing protocols has invariably disrupted the activities of micro, small and medium scale fish processors and traders leading to many revenue losses. While they are struggling to remain in business amidst the disruptions, they have called on the government for stimulus packages and credit facilities to keep their businesses afloat.

*source: fish.cgiar.org*

**SENEGAL**

COVID-19 Measures Restraining Women Activities in the Fish Value Chain

COVID-19 restrictions have severely limited the women’s capacities for processing and marketing fish, with some landing sites open only for three to four days a week. Aside from lower outputs, post-harvest losses (fish spoilage) have increased due to limited sales emanating from the boarder closures within the sun region.

*source: agrilinks.org*
Senegalese Women in Small Scale Fisheries cry for help amidst the COVID-19 crisis

The livelihoods of women fish processors in Mballing Fish Processing site in Senegal have been severely impacted by the COVID-19 pandemic. Women have incurred huge losses due to their inability to market their processed fish ‘which are now rotten in their hands’. They have appealed to the government to come to their aid and support them with funds to boost their livelihood activities and to cope with the effects of the crisis.

+ source: CFFA +

Women’s Livelihoods in Fisheries Hardly Hit by COVID-19 Preventive Measures

The preventive measures put in place by the government to stop the spread of COVID-19 pandemic has hit hard women in the fisheries. For instance, the borders’ closure have prevented female retailers’ customers from Burkina Faso and Guinea from accessing their fish.

+ source: iwlearn.net +
**SENEGAL**

**Female Fish Processors Petition Government to Fight COVID-19**

Women in small scale fisheries sector in Senegal have asked the government to stop licensing new industrial trawlers which are causing numerous harm to the small scale fisheries sector and food security as a whole. They have also petitioned the government to focus on preventive measures at the processing sites to fight the COVID-19 health crisis.

+ source: ICSF +  
+ source: Greenpeace +

**ASIA**

**BANGLADESH**

**Blow for Bangladesh's female crab farmers as COVID-19 stops exports**

Due to COVID-19, Bangladeshi female crab farmers are struggling to make ends meet. As live exports to China, some countries in South East Asia and frozen crab exports to Europe has completely plummeted, the female farmers are having difficulty for daily sustenance. As the prices in the local market have also dropped 80%, it is estimated that this will be detrimental to the families. After the exports came to a halt, the women have now switched to farming white fish and shrimp which demands more labor, but yields less amount.

+ source: The Guardian +

**INDIA**

**Mumbai’s fishing community hit hard by lockdown**

Due to the COVID-19 lockdown, busy and bustling fish markets in Mumbai are not operating at the moment, affecting more than 100,000 families relying on the markets for their sustenance. More than 20,000 women in the area sell fish and they are now mostly relying on their savings and help from some non-governmental organizations while waiting for aid from state and central governments.

+ source: Business Insider India +

**INDIA**

**Fisherwomen demand fair treatment from police**

During COVID-19, in Thiruvananthapuram, the capital of Kerala, small-scale fish vendors, mostly women, are being denied entry and driven away from the markets by the police. Unlike in Thiruvananthapuram, fisherwomen from Adimalathura and Pulluvila are permitted to sell fish outside the market whilst following social distancing. However, when the crowd gets bigger, the police are forced to drive the customers and sellers away.

+ source: newindianexpress.com +
**India**

**A fishing community under lockdown**

Vizhinjam, a village in Kerala, India has been facing the aftermath of complete lockdown due to COVID-19, and one of the most marginalised groups consisting of the fishing community is not immune to the situation. People in the village are now reluctant to buy fish from the vendors in the street who are mostly women. This has been affecting households and has caused a substantial fall in the income of these women.

+ source: helpage.org +

**India**

**Lockdown: small fishers urge government to let them fish**

A staggering number, 50,000 men and women in 130 fishing hamlets directly depend on the fishing industry in the village of Thangachimadam, Padam. However, with the curfew in place due to the COVID-19 pandemic, the villagers have been remaining indoors since the 24th of March, which is severely disrupting their livelihood. The government did come up with a scheme to give a paltry sum of INR 5000 (USD 68) to the fishermen and fisherwomen during the annual ban but people have been demanding for an increase in the monetary aid.

+ source: The Hindu +

**India**

**Caught in pandemic’s net, fish sellers struggle to stay afloat in India**

Women fish vendors struggle to sustain in one of the countries worst hit by the COVID-19 pandemic. The government requires informal vendors to undergo tests to prove they are free from the virus in order to get permissions from the police to continue their trade. Despite the high cost of the tests, the vendors are getting tested to make their living, however, buyers are scared and have resorted to purchase fish online.

+ source: bdnews24.com +

**India**

**Lockdown and Chennai’s fisherfolk: women take the worst hit**

According to a press release from the Fisheries Department, auctioning of fish in fish landing centres and landing points shall not be allowed during the COVID-19 lockdown. Traditionally, women from the community take over the responsibility of cleaning and selling the fish, after the fishermen come ashore with the catch. As the business has temporarily shifted from retail to wholesale, there is no space for these women.

+ source: citizenmatters.in +
'Fishwomen' caught in the pandemic's net

In 35 years of selling the village catch, Jennet Cleetus said business has never been so bad for her and other women who make ends meet by hawking seafood along the palm-fringed coast of Kerala in southern India.

As COVID-19 hit seafood sales, Indonesian fishers worry about sinking livelihood

As the COVID-19 has impacted the culture of dining out, seafood sales have gone down, which has impacted Indonesian fishers. Fish exports from the port have gone down by almost 70 percent. Some women work at the fish ports to sort the fish the fishermen bring in, and with less fish, their daily income has been reduced to half, whereas expenses remain the same. With the significant reduction to an already low income job, women are being hit by the crisis.

Call to support COVID-19 affected fisherwomen in Indonesia

Masnuah, Coordinator of the Indonesian Fisherwomen Sisterhood (Persaudaraan Perempuan Nelayan Indonesia - PPNI) and Dedi Adhuri made a plea for donations for the fisherwomen’s organization. The organization is working daily, providing food aid and other necessities to families whose incomes and survival have been greatly impacted by the COVID-19 disruption of fish supply chains and markets that they depend on. An alternative activity of manufacturing masks was organized and the sales proceeds were used to buy food to distribute to the families in fishing communities.
• PHILIPPINES •
Support to fisherfolk during COVID-19 through partnership between United States and the Philippines

Through the USAID Fish Right project, an online marketplace called Fish Tiangge was developed to connect 6,000 fisherfolks with buyers from more than 300,000 households in the most important marine biodiversity areas in the Philippines: South Negros and the Visayan Sea in the Visayas region, and the Calamianes Group of Islands in Palawan. The online platform has enabled Filipino fisherfolk to sell their fish to consumers even during COVID-19 community quarantine. However, the news item was gender blind and no explicit reference was made on the gender-specific impacts of this initiative on women and men.

+ source: U.S. Embassy in Philippines +

• THAILAND •
Severity of the Impacts of COVID-19 Pandemic on Small-scale Fisheries of Thailand: A Preliminary Assessment

SEAFDEC conducted a preliminary assessment on the impact of COVID-19 pandemic to small-scale fisheries in Thailand. The assessment found that women working in fish processing factories lost their jobs due to the suspension in fish processing activities, as there was a lack of raw materials. In general, it was reported that COVID-19 pandemic did not have significant impact on the roles of women in generating household incomes for they could still continue to provide assistance in backyard fish processing and marketing.

+ source: SEAFDEC +

EUROPE

• SPAIN •
Women, fishing nets and a €450 compensation

In the proposals presented by the Junta de Galicia for the reactivation of the fishing sector in the face of the COVID-19 pandemic, the measure arises to support, with economic compensation, the women who perform net repair trades. They could enjoy benefits due to suspension of work activities during the state of emergency.

+ source: galiciapress.es +
The COVID-19 pandemic has a profound impact on the Costa Rican economy, especially on productive activities and the flow of seafood sales, which has made difficult for small-scale fishers to carry out their activities and market their products, with an estimated economic loss of around 70% of sales. The CoopeSoliDar RL organization has several measures to help women and men in fishing such as giving priority in food distribution to those who have greater vulnerability (women, older adults and informal fishermen).

+ source: iucn.org +

COBI carried out a study “The role of the State in the face of COVID-19 pandemic. The perspective of small-scale fishers.” Men and women linked to small-scale fishing were interviewed to understand their perception of the role of the State in the face of this emergency, and recommendations to improve management and face a new scenario to renew fishing activities and their sustainability.

You can find this study on COBI website in English or in Spanish.

This document corresponds to the seventh report prepared by the NGO Comunidad y Biodiversidad, A.C. (COBI), and focuses on understanding the perceptions of small-scale fishermen and women in Mexico about the environmental impacts on their communities in the face of the Covid-19 crisis.

+ source: cobi.org.mx +
**MEXICO**

Fishers of Sonora suffer the closing of markets from COVID-19

International markets were recently closed because of three factors: the COVID-19 pandemic, the fishing embargo imposed by the United States on some fisheries in the Upper Gulf of California, and poaching that the Mexican authorities cannot stop. The economic situation is doubly complex for women who earn a living from fishing, since this year, the Administrative Monitoring Program of CurvinaGolfina in the Upper Gulf of California was suspended. Due to its suspension by the Federal Government, 80 monitors, most of whom are women, are left without income.

+ source: aristeguinoticias.com +

**MEXICO**

Access to healthcare as a human right: perspectives from fishing communities in times of COVID-19

The Comunidad y Biodiversidad, A.C. (COBI) conducted an analysis of the impact of COVID-19 on the access to comprehensive healthcare by coastal communities, which COBI acknowledges are the most vulnerable during this pandemic. The analysis provides a human rights perspective and is based on a consultation with small-scale fishers (women and men) from Mexico.

+ source: cobi.org.mx +

**SOUTH AMERICA**

**BRAZIL**

The strength of the female fishers of Juruá

This feature recognizes the importance of fisherwomen in the Colônia De Pescadores De Cruzeiro Do Sul union that carries out its activities in the Juruá river, where they represent 40% of labour participation in fishing-related tasks. The report also highlights how the COVID-19 pandemic has impacted the development of artisanal fishing activities and their movements due to health barriers.

+ source: Governo do Estado do Acre - Brazil +
• CHILE •
Puerto Montt: women will generate new jobs with seafood entrepreneurship

The Programa de Desarrollo Productivo program of the Instituto Nacional de Desarrollo Sustentable de la Pesca Artesanal y de la Acuicultura de Pequeña Escala (Indespa) plans to be operational by the end of 2020, as a way of dealing with the COVID-19 crisis that has economically impacted the artisanal fishing sector in Chile.

+ source: aqua.cl +

• CHILE •
Deputy Jenny Álvarez requests help for women from artisanal fishing

In the COVID-19 scenario, a complex panorama of experiences in the Los Lagos region, has affected artisanal fisherwomen whose income support their families. More than 10,000 artisanal fisherwomen in the Los Lagos region need the support of the government in overcoming these hardships.

+ source: aqua.cl +

• CHILE •
Small women-owned businesses in artisanal fishing seek options to reinvent themselves

This story is about the economic impact that women have faced in artisanal fishing related jobs in the Los Río Region (Southern Chile) due to the COVID-19 health crisis. Their businesses are linked to fishing and marine harvesting and the difficulties of marketing their products due to the restrictions in opening restaurants, low demand for the purchase and consumption of sea resources, and the closure of coastal tourist areas that allowed them to survive.

+ source: aqua.cl +

• CHILE •
Kits to support female algae harvesters in business reconversion

The Instituto Nacional de Desarrollo Sustentable de la Pesca Artesanal y de la Acuicultura de Pequeña Escala (Indespa) distributed work tool kits to women engaged in gastronomic enterprises. The kits are intended for baked and fried products, participation in gastronomic fairs and food preservation tools, to promote tourism and gastronomic ventures linked to artisanal fishing. These elements will be key for the ventures that many women in fisheries started in the context of the Covid-19 crisis, with an investment estimated at USD$360,000.

+ source: aqua.cl +
Fish story: Patricia Purizaca

This feature tells the story of Patricia Purizca, a woman dedicated to artisanal fishing in the town of Máncora, in northern Peru, and the effect of the state of emergency declared by the Government because of the COVID-19 crisis on the marine resources production chain, and on local artisanal fishermen and women. Patricia has diversified her fishing related activities as an alternative to the crisis to and ensure her family’s livelihood. This report makes visible the role of diversification and innovation that women in artisanal fishing have to do in the face of the crisis, with their economic autonomy and that of their families in mind.

+ source: futureoffish.org +
**Small boats and female workers hardest hit by COVID-19 fisheries impact**

Small fishing boats, fish markets and female workers are among the categories worst affected by the economic impact of the coronavirus crisis on the world’s fisheries, research has found.  

* + source: The Guardian *

**COVID-19 crisis will deepen gender inequalities in seafood sector**

The COVID-19 outbreak will affect women to a worse degree than men and deepen existing gender inequalities. Research from other health crises such as Ebola suggests that if we want to find the most effective ways to deal with COVID-19, all workers need to be involved in building a new future. Too bad: most countries ignored this lesson from the past.  

* + source: seafoodsource.com +
* + source: theskipper.ie +

**Small Scale Fisheries and COVID-19**

The Too Big To Ignore (TBTI) interdisciplinary team collect and analyse the impact of COVID-19 on small scale fisheries. Follow the site below and get the latest stories.  

* + source: TBTI *

**Serious implications on women by a pandemic induced economic crisis**

The August 2020 (No. 61) Issue of Yemaya, the women-in-fisheries newsletter of the International Collective in Support of Fishworkers (ICSF) features articles and perspectives from several countries, particularly on small-scale fisheries and food security in the midst of COVID-19 pandemic and calls to focus on women and other vulnerable groups to alleviate serious impacts.  

* + source: Yemaya Magazine August 2020 *

**Female leaders make a real difference. COVID-19 may be the proof**

It may be no coincidence that countries with women at the helm have had fewer infections and deaths. On this subject, you can read [this article here](#) and [this article there](#) on the Guardian’s website.
Gold Mines

To avoid redundancy we have chosen to not report the numerous, academic articles and development projects related to women and gender in the seafood industry.

We invite you to visit the websites of these agencies and NGO who host high quality information, including statistics, analysis, and recommendations.
GAF Gender in aquaculture and fisheries

The Genderaquafish.org website is devoted to the exchange of information on gender in aquaculture and fisheries from all parts of the world. Supported by the Gender in Aquaculture and Fisheries Section (GAFS) of the Asian Fisheries Society, it welcomes contributions, links and comments, from researchers and other experts with professional interests in furthering gender research in aquaculture and fisheries development, e.g.

8th Global Conference on Gender in Aquaculture and Fisheries (GAF8).
Shaping the Future: Gender Justice for Sustainable Aquaculture and Fisheries.
Date and venue TBC

ICSF - International Collective in Support of Fishworkers

The International Collective in Support of Fishworkers (ICSF) 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 produces three times a year Yemaya a gender in fisheries newsletter full of very high quality articles.
Spanish Ministry of Agriculture, Fisheries and Environment

The website of the Spanish Ministry of Agriculture, Fisheries and Environment is one of the most documented when it comes to information regarding the status, position, involvement of women in the seafood industry. It is also a mine of information regarding the gender mainstreaming policy that the EU challenges to implement.

Igualdad del mar

“Gender Equality in the Sea” collaborates with various institutions to jointly contribute to equal decision-making in the fisheries and aquaculture sector.

Worldfish center

The WorldFish mission is to strengthen livelihoods and enhance food and nutrition security by improving fisheries and aquaculture. It pursues this through research partnerships focused on helping those who stand to benefit the most - poor producers and consumers, women and children.

The role of women, and gender equality are totally integrated in Worldfish center researches, projects and publications.
Since 1996, Regional Technical Meeting on Fisheries (RTMF), held at South Pacific Commission, produces a very rich Women-in-Fisheries Bulletin. The 32 bulletin are available here: https://coastfish.spc.int/en/publications/bulletins/women-in-fisheries

WSI

The International Organisation for Women in the Seafood Industry is a non-for-profit organization dedicated to raise awareness about the gender unbalances impacting all segments of the seafood industry. WSI compile data, process them when possible, and broadcast them through her own tools (articles, social media, and conferences). Recently WSI has been appointed as a COFI observer.
Coming Up in 2021-2022

**March 8th, 2021**

**Webminar: Women’s Leadership in Fisheries and Aquaculture**

Webminar organised by WSI and the FAO. Guest star; Yuki Chidui creator of Nadeshico Sushi

Moderator: Jennifer Gee, Fishery Officer – Fleet, Gender Focal Point and Gender Team Leader, Fisheries Division (NFI), FAO HQ

**June 2021**

**Webminar WSI & NASF - Gender Equality in Seafood Entreprises: What has been done and what could be done?**

WSI and NASF invite high profile speakers to express for an audience of corporates’ top executives what position actions and plans they have initiated to improve gender equality and women empowerment in their company.

**January 2022**

**2021 “women in seafood”WSI video competition**

WSI launches the fifth edition of the “women in seafood video competition » 2021. 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 2021 prize, and ensure that the video is seen worldwide. In the first 4 editions a total of over 90 videos have been produced and presented worldwide through WSI network.

See all videos and details for participating on [WSI website](#).
# Index of countries and regions

<table>
<thead>
<tr>
<th>Country</th>
<th>Page Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>11, 18, 95, 99</td>
</tr>
<tr>
<td>Argentina</td>
<td>17</td>
</tr>
<tr>
<td>Asia</td>
<td>12</td>
</tr>
<tr>
<td>Australia</td>
<td>39</td>
</tr>
<tr>
<td>Bangladesh</td>
<td>32, 66, 76, 102</td>
</tr>
<tr>
<td>Barbados</td>
<td>48</td>
</tr>
<tr>
<td>Belgium</td>
<td>19</td>
</tr>
<tr>
<td>Belize</td>
<td>46, 47</td>
</tr>
<tr>
<td>Benin</td>
<td>64</td>
</tr>
<tr>
<td>Brazil</td>
<td>71, 91, 107</td>
</tr>
<tr>
<td>Cambodia</td>
<td>66, 75</td>
</tr>
<tr>
<td>Canada</td>
<td>16, 20, 46</td>
</tr>
<tr>
<td>Chile</td>
<td>17, 25, 26, 27, 34, 35, 50, 58, 83, 84, 92, 96, 108</td>
</tr>
<tr>
<td>China</td>
<td>13</td>
</tr>
<tr>
<td>Costa Rica</td>
<td>55, 68, 96, 106</td>
</tr>
<tr>
<td>East Timor</td>
<td>14, 94</td>
</tr>
<tr>
<td>Ecosse</td>
<td>12</td>
</tr>
<tr>
<td>Egypt</td>
<td>64</td>
</tr>
<tr>
<td>El Salvador</td>
<td>25, 81, 91</td>
</tr>
<tr>
<td>Europe</td>
<td>15, 30, 78</td>
</tr>
<tr>
<td>Fiji</td>
<td>16, 66</td>
</tr>
<tr>
<td>France</td>
<td>67</td>
</tr>
<tr>
<td>Ghana</td>
<td>28, 64</td>
</tr>
<tr>
<td>Guatemala</td>
<td>47, 81</td>
</tr>
<tr>
<td>Honduras</td>
<td>35, 36, 47, 81</td>
</tr>
<tr>
<td>India</td>
<td>18, 23, 44, 52, 66, 67, 75, 87, 102, 103, 104</td>
</tr>
<tr>
<td>Indonesia</td>
<td>13, 104</td>
</tr>
<tr>
<td>Ivory Coast</td>
<td>51, 64, 100</td>
</tr>
<tr>
<td>Japan</td>
<td>12, 53, 67</td>
</tr>
<tr>
<td>Kenya</td>
<td>11, 22, 41, 65</td>
</tr>
</tbody>
</table>
Lao PDR ................................................................................................................. 30
Liberia .................................................................................................................. 22, 37, 51, 65
Madagascar ......................................................................................................... 11
Mexico ............................................................................................................... 25, 34, 46, 47, 55, 56, 69, 70, 82, 84, 91, 96, 106, 107
Morocco ............................................................................................................. 12
Nicaragua ........................................................................................................... 81
Nigeria ................................................................................................................ 100
Norway ................................................................................................ .............. 15, 20, 33
Pacific Islands .................................................................................................. 31
Peru ....................................................................................................................... 27, 109
Philippines ......................................................................................................... 14, 45, 53, 87, 105
Russia ................................................................................................................. 14
Scotland .............................................................................................................. 19
Senegal ............................................................................................................... 29, 41, 51, 87, 100, 101, 102
Solomon Islands ............................................................................................... 31, 48
Somalia .............................................................................................................. 11, 28, 42, 65
Southeast Asia .................................................................................................. 44, 75, 88
Spain ................................................................................................................... 15, 24, 25, 33, 38, 39, 54, 55, 67, 68, 79, 80, 81, 88, 89, 105, 113
Sri Lanka ........................................................................................................... 38, 75
Tanzania ............................................................................................................. 18, 42, 43
Thailand ............................................................................................................. 30, 32, 105
The Netherlands ............................................................................................... 54
Tonga .................................................................................................................... 17, 49
UK ....................................................................................................................... 6, 15, 19, 39, 81, 86, 90
USA .................................................................................................................. 20, 34, 45, 70, 83, 95
Vietnam .............................................................................................................. 32
West Africa ....................................................................................................... 43, 74
World ............................................................................................................... 11, 39, 40, 62, 71, 73, 74, 86, 94, 97, 99, 110
Zambia ............................................................................................................... 29
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