

**ICSF-AKTEA WIF 2010
Strengthening the voice of women of fishing communities in Europe**

"Recasting the net: defining a gender agenda for sustaining life and livelihoods in fisheries and aquaculture".

Report

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ICSF-AKTEA WIF 2010**Strengthening the voice of women of fishing communities in Europe**

"Recasting the net: defining a gender agenda for sustaining life and livelihoods in fisheries and aquaculture".

Introduction

The issue of the invisibility and lack of recognition of women's role in fisheries and aquaculture is a world wide phenomenon. ICSF has been working on valorising and seeking recognition of women's roles in fisheries and aquaculture since its inception (1984). Over the past two decades this work has focussed on: (1) supporting national-level workshops, studies and organizing work with women in fisheries; (2) building and supporting (global and regional) networks, including through workshops and conferences; (3) documentation and dissemination of information on women in fisheries related issues, through specific publications like *Yemaya*, and through the website <http://wif.icsf.net/icsf2006/jspFiles/wif/index.jsp>; and (4) policy advocacy and lobbying at various international forums.

ICSF is working with women's organisations in Europe through its members since the early 1990's and has built a close relationship with the AKTEA network.

AKTEA, the European Network of Women in Fisheries and Aquaculture, was founded in 2006 by fisherwomen's organisations from France, The Netherlands, UK, Ireland, Spain, Portugal, Italy, Greece and Scandinavia. Through AKTEA, European women in fisheries' organisations lobby collectively for the formal recognition of women's role in fisheries and access for women of fishing communities to decision making on fishery management and coastal development matters. One of AKTEA's major achievement is that women's organisations of the AKTEA network now participate in the EU Fishery Regional Advisory Committees (RACs). In 2009 the AKTEA network prepared a response to two important consultations of the European Commission: the consultation on the Roadmap for Equality between Women and Men 2008-2012 and Green Paper for the reform of the Common Fishery Policy (2012-2020). The AKTEA network meets yearly in one of the members' countries and also has a newsletter, which can be downloaded from <http://fishwomen.org/>.

Today women of fishing communities in several parts of the world are getting more organized—as part of fishworker organizations, fisherwomen's organizations or coastal community organizations—to voice their concerns. The ICSF's wishes to strengthen this process with the international project *Recasting the net: defining a gender agenda for sustaining life and livelihoods in fisheries and aquaculture*.

The objectives of this project are:

- Analyse the impact of current development on life and livelihood in fishing communities, locating women's experiences in fisheries in the context of global changes;
- Share local agendas and strategies of women's organizations in fisheries, taking stock of achievements and obstacles;
- Define a shared agenda and strategy for sustaining life and livelihood in fisheries into the future.

The shared agenda will be used to influence the international agenda of ICSF as well as that of other international processes related to fisheries. In particular, it will influence the Global Programme on Fisheries being finalized by the FAO (Food and Agriculture Organisation of the United Nations). The shared agenda also aims at strengthening solidarity networks at the national, regional and international level.

In preparation for this international gender agenda, the ICSF, through its network supported regional workshops for Women in Fisheries and Aquaculture in Africa, Asia, Latin America and Europe. The regional workshop reports will provide the input for a shared analysis and agenda, to be further developed in an international workshop scheduled for July 2010.

For Europe, the ICSF Belgium Office and Aktea, the European Network of Women's Organizations in Fisheries and Aquaculture, hosted a one-day workshop to prepare for ICSF's international Women in Fisheries workshop, which took place on February 13, 2010.

Methodology

To prepare the participants for the workshop and to inform the international workshop, a questionnaire was developed (and translated in different languages) under 7 thematic issues:

- Work and changes in the roles and division of labour between men and women;
- Women and decision making in fisheries and aquaculture;
- Rights to coastal and fisheries resources / fishery management;
- Gender, culture and identity;
- Women organizing in fisheries;
- Impact of trade;
- Aquaculture – opportunities and threats; and
- Climate change and fisheries.

Participants were asked to fill in this questionnaire, preferable together with other women of their respective WIF organisations and send it in advance to the coordinators of the workshop.

Because of budget constraints, only a limited group of representatives of European WIF organisations could be invited. The questionnaire, however, was sent to larger groups of European WIF organisations, with the request to respond.

In advance of the workshop, we received responses from the following European WIF organisations and members of AKTEA:

1. UMAR, Union de Mulheres Alternativa e Resposta of Azores (Portugal),
2. 2 FM, Federation of Women and Families of the Maritime World, France,
3. PEGA, the Pan-Hellenic Union of women in fisheries, Greece,
4. Penelope-AKTEA, Association of women in fisheries in Ancona, Italy,
5. VinVis (Vrouwen in de Visserij), the women in fisheries network of the Netherlands,
6. NIWIF, network of Northern Ireland Women in Fisheries, UK,
7. Rede Portuguesa das Mulheres da Pesca-AKTEA, the women in fisheries network of Portugal,
8. Federation of Artisanal Redeiras of Galicea, Spain, and
9. Association Thyrius of El Palmar, Spain.

Participants in the workshop of February 13, included:

1. Clarisse Canha, (UMAR-Azores) from the Azores,
2. Annie Castaldo (Shellfish Farmers CIVAM and 2 FM-AKTEA) from France,
3. Danièle le Sauce (Chair of Pêche et Développement) from France,
4. Marja Bekendam (VinVis-AKTEA and chair of AKTEA) from the Netherlands,
5. Catherine Coffey (Chair of Northern Ireland Women in Fisheries-AKTEA) from Northern Ireland,
6. Cristina Moço (Mutua dos Pescadores and Rede Portuguesa das Mulheres da Pesca-AKTEA) from Portugal,
7. Katia Frangoudes (ICSF and facilitator of AKTEA), from France
8. Cornelia Quist (ICSF and participating adviser of VinVis-AKTEA and AKTEA) from the Netherlands, and
9. Brian O’Riordan (ICSF Belgium Office).

Given the time constraints, it was decided to focus in the workshop and the report on the themes WORK , DECISIONMAKING, FISHERY MANAGEMENT AND WOMEN ORGANIZING IN FISHERIES (see program in the appendix).

In the following, the reports of information provided by the participants of the ICSF-AKTEA project 2010 through the questionnaires and workshop are presented by country to respect the diversity of contexts within Europe. This is preceded by an attempt to present a synthesis of shared priority issues and strategies of women’s organizations in fisheries in Europe, taking stock of achievements and obstacles.

I. Theme WORK: Women’s role in fisheries

In Europe, women’s roles – economic, social and cultural - are crucial in small-scale and artisanal fisheries and aquaculture (shell fish). Many small and medium sized family fishing enterprises could not survive without women’s contribution. Women are broadly engaged in fish marketing. Women are also the majority among the labour force in industrial fish processing, but employment in this sector is on the decline.

The role of women in sustaining the family and the community is still significant. Women are responsible for the care of children and elderly and for most of the domestic tasks. Some women are also involved in all kind of voluntary community service work. Women generally play an important role in maintaining social links in the community.

Women indicate that their work in fisheries, their family and the fishing community, give an important meaning to their lives and they want to protect it for the future. On the other hand, women increasingly choose for a life and a career outside fisheries because of the negative public image of the sector and also because it is increasingly becoming difficult to make a living from fisheries. Women indicate that fishing communities are less cohesive than before as a result of the decline of family-based fishing enterprises and the decline of fishery dependent communities.

Women’s unpaid shore-based work for the family enterprise

The majority of women working in European (shell) fisheries are those who are involved in a range of activities for the family based enterprise. They are mostly wives or partners of fishermen and their work is unpaid and considered as a contribution to the family income. Women combine this work with care for the family and home.

Trends:

- Traditionally women’s role in the family-based fishing enterprise is limited to book keeping, cleaning, and supplying groceries and other supporting tasks. Some women also sell fish from home or a small shop or market stall or as street vender. Men are generally involved in the fish capture and tasks related to fishing technology and tasks requiring more physical strength. This activity takes the men from home for one day to several weeks and women combine their shore based work in fisheries with the care of the children, the elderly and the home.

Today the management of the fishing enterprise has become more complex, mostly as a result of increasingly complex regulations, administration systems and demands of the society, and women take up a larger role in the management of the family-based fishing enterprise. Women train and educate themselves to improve their tasks and to look for more innovative strategies. They take up an active role in collecting information (through the internet) about regulations, legal and financial matters, fishery management policy, certification and eco labelling, etc. They have become management advisers to their husbands/partners and represent the family enterprise when their husbands/partners are at sea (Netherlands, France).

- In particular in times of crisis, when it is difficult to make a living from fishing, women’s unpaid work for the enterprise has become more important. Women often initiate diversification activities, such as in tourism or restaurants and catering. Women report a growing involvement of wives or partners of fishermen in direct sale of fish (products) in innovative ways (France, Italy, The Netherlands, Spain, and Greece).
- The unpaid work of women in fisheries is largely invisible and not formally recognized. In this way they are not covered by social security and insurance schemes. Generally, women themselves also do not see their unpaid contribution to the fishing enterprise as “work”, but they see it as a family duty or necessity for the survival of the family business. They do not ask for remuneration, neither for rights of their own, such as ownership rights or profit sharing or pension rights.

As a result of the awareness building work of Women in Fisheries’ organisations, more wives or partners of fishermen become interested to claim the formal recognition of their work through the legal status of “collaborative spouse” (EU directive 86/613), which also gives them access to the fishery social security scheme, training opportunities and decision making in fishermen’s organizations. However only in France this legal status of collaborative spouse has been transposed and defined in the national fishery legislation, but only for women married to boat owners or owners of shell fish farms. In other countries (Italy, Greece and the Netherlands) wives or partners of fishermen are still claiming this legal status of the collaborative spouse.

- Women, wives or partners of fishermen also increasingly take up jobs outside because they choose for a career of their own, but also to supplement the family income from fishing and particularly in periods of crisis.

Marketing

Women are broadly involved in fish marketing/selling in all countries.

Trends:

- Generally women's role in marketing/selling (shell) fish is well accepted in the society. Women dominate in the artisanal or small scale marketing sector. Most women work in family businesses, but women also have small scale businesses, market stalls or shops of their own, in particular in countries like France, Spain, Portugal and Italy.
- Women having small scale fish selling businesses are faced with stricter health and food safety regulations and requirements imposed by EU, which require high capital investments and this is experienced as a big constraint.

Processing

Women work in auctions and in fish processing, mostly in industrial fish processing plants and canneries. Employment in this sector is on the decline.

Trends:

- Women work as salaried workers and are covered by a social security system. However they generally do the lowest paid jobs and have few career perspectives compared to men (all countries).
- Manual work in fish processing factories generally has a low social status (Azores, Netherlands). In the Netherlands young women today are discouraged to work in the fish processing plants and encouraged to finish their education and find better jobs.
- Employment in fish processing plants also has decreased, partly because reduction in supply of local fresh fish, as a result of reductions of quota and other fishing effort. Fish processing industries also have shifted to countries, where wages are lower than in Europe. Fish processing plants in Europe today are primarily involved in the production high quality frozen fish in consumer packaging for supermarket chains. (The Netherlands, Northern Ireland, France).
- Home-based processing by women has been limited widely because of stricter health and food safety regulations imposed by EU, which also require high capital investments. Only a few women are capable to invest in these type of activity (France).

Ancillary jobs in fisheries and aquaculture.

In particular in Southern European countries (Portugal and Azores, Spain, Greece women work in ancillary jobs in the artisanal fisheries sector, such as making and repairing fishing gears. Women also make nets for aquaculture units (Greece).

Trends:

- Women working in these jobs are increasingly recognized as professional workers and receive a share or payment equal to men and are covered by a social security system. However still many women work illegally in these jobs and are paid low salaries and are not covered by a social security scheme and are not insured.
- In Spain (Galicia), *redeiras* (net rigger/mender) had worked for very low remunerations and had not been able to enhance their skills, with the result that many women had abandoned this activity. This changed after a regional federation of Galician *redeiras* was created in October 2004 and the *redeiras* gained professional recognition (registered net menders) and with government support succeeded to improve their working conditions and also explore business opportunities. On the other hand it is reported that increasingly unregistered *redeiras* are contracted or sub- contracted illegally (undeclared) on low wages.

Harvesting activities

Women work as self-employed in shell fish gathering on foot in Spain and Portugal. Women also work as crew on board of (shell and fin) fishing boats, generally together with male family members and primarily in inshore and inland fisheries (all countries). There are also women working as crew members and as fishing skippers on fin fish vessels, although this is largely in a minority.

Trends:

- Women working in harvesting today need to have official papers (permits, diploma's, certificates, etc) to become legally recognized– also it is required by law that fishing crews aboard vessels have basic qualifications in seamanship. When they are registered as legal fishers or shell fish harvesters, they are covered by a fishery social security system. In Spain, shellfish gathering on foot, mostly done by women

(*mariscadoras*), has gained recognition as a profession with all its rights. In France, women engaged in shell fish harvesting in family-based enterprises also can opt for the status of “associate”, “worker” or “collaborative spouse” and therewith are formally recognized.

Women working as crew on board of (shell and fin) fishing boats are paid a salary or share, or they may do this unpaid as a contribution to the family income. Observations suggest, that the latter are the largest group and on the increase.

- Fish harvesting on board of boats remains a male dominated activity and despite the fact that as a result of mechanization and educational opportunities fish harvesting has become more accessible for women, women feel reluctant to enter this sector because of prevailing rigid cultural barriers. Another reason mentioned is that sea fishing is difficult to combine with child care and domestic work, as it requires one to more days away from home.

Women in fisheries organizations’ agenda for Work related issues.

1. Formal recognition of women’s work in fisheries by providing a legal status:
 - Professional status for shell fish gatherers or women working in ancillary jobs, such as net menders,
 - Status of “collaborative spouse” for women’s unpaid contribution to the family-based enterprise.

This is on top of all agenda’s of WIF organizations in Europe, because it gives women:

 - Respect and validation of their contribution,
 - Access to social benefit schemes, professional training and business opportunities, and decision making in fishermen’s organizations, and fishery management councils.
2. The government and the sector should promote better working conditions, business opportunities and career perspectives for women in fisheries by providing access for women to professional training programs and maritime schools, diploma courses, access to investment capital, child care facilities, and social benefits for women.
3. Governments and sector should take measures to fight discrimination of women and promote equal opportunities for:
 - Ownership (of assets, including vessel, shell fish farm, rears , quota’s , etc)
 - Access to fishing rights,
 - Access to social benefit schemes, including maternity leave,
 - Access to professional training in fisheries and maritime education
 - Participation in fisheries organizations (associations, unions, etc),
 - Participation in decision making processes.
4. Governments and sector should take measures against the increasing black market for illegal (unreported) work, often sub-contracted, with low wages and low-quality work. In some European countries many illegal workers in ancillary jobs, such as net menders, are women.
5. Small scale (home-based) fish processing and selling businesses are faced with strict health and food safety regulations and requirements imposed by EU, which require high capital investments. This is experienced as a big constraint and governments should undertake appropriate action in support of this small scale sector, where women are largely involved.
6. Government and sector should actively promote safety at sea and better working conditions on board of ships.
7. Better/more research on the role and position of women in fisheries, their aspirations and the opportunities and constraints women meet. Now there is a huge lack of data and women are practically absent in the statistics and policy making.

Strategies

Women in fisheries and aquaculture’ organizations multiplied from the mid-1990’s all over Europe to campaign and lobby for their agenda with local, regional and national governments and also with the European Commission. Women also lobby with fishermen’s organizations to give support to their claims.

The formation of alliances with other women in fisheries’ organizations has strengthened their lobby.

Women also try to reach other women in the sector and in fishing communities and make them aware about the importance of recognizing their unpaid contribution as “work” and claim their status and rights.

Women also initiate various community-based activities, such as promotion of consumption of local fish and promotion of safety at sea and better working conditions on board.

Women collectively have applied for government funding for collective projects to promote direct (shell and fin) fish sale and improve business opportunities (Spain, France, Northern Ireland).

Achievements and obstacles

Recognition of women’s work

In Galicia, Spain, shell fish gatherers and women working in ancillary jobs, such as net menders, have gained professional recognition and are better represented. They are more accepted in the work place, and are able to claim their rights as workers. They now have better salaries, better working conditions, insurance coverage and greater respect.

Still there are many women working illegally and are not covered by the benefits of the professional status.

Women of El Palmar (Spain), after a long struggle, have been entitled traditional community fishing rights in the lagoon. Yet, there is no full acceptance for this in the community, in particular with the men.

Only in France the legal status of “collaborative spouse” has been transposed and defined in the national fishery legislation, but only for women married to boat owners or owners of shell fish farms. An obstacle is that women need the permission of their husbands to apply for this status and French WIF organizations continue to fight this.

Unmarried women and wives/ partners of crew members, who contributed “unpaid” work to the enterprise, are not eligible for this status. French WIF organizations continue to lobby to include these women as well.

In other countries (Italy, Greece and the Netherlands) wives or partners of fishermen are still claiming this legal status of the collaborative spouse, although some social recognition has been achieved.

Support for improvement of women’s work

In France access to training programs has been realized with the support of the government, for wives/partners of boat owners, but not yet for wives/partners of crew members.

In Galicia, Spain, the regional administration has supported the creation of regional federation of Galician *redeiras* (net menders) and shell fish gatherers on foot with the aim of gaining professional recognition. Through training programs organized by the Galicia administration, the women improve their skills, also explore business opportunities, improve marketing strategies and improve their capability to manage the shell fish stocks. Women net makers in Spain now lobby for a certification scheme to be applied to their work, which certifies that their products comply with legal standards.

In Italy access to training programs has been realized with the support of the local and regional authorities, to improve women’s entrepreneurial capacities.

In Northern Ireland and Netherlands women have accessed local government funding for their activities to promote consumption of local fish.

Women in fisheries organizations in France also have mobilized (women of) fishing communities to promote safety at sea and better working conditions on board.

Women in fisheries’ organizations have undertaken various initiatives (festivals, publications, etc) to promote the life and livelihood of fishing communities.

A big obstacle is that women still are not aware of funding opportunities or do not have the right entrances to mobilize support. Governments do not know how to target women. Programs targeting women in fisheries are generally marginal with low financial input (small funds). Fishermen’s organizations also do not support women in this.

II. Theme **DECISION MAKING: Women's access to decision making in fisheries.**

In Europe, the role of women of fishing communities in decision making in fisheries is still limited. Today women of fishing communities, in particular the younger generation, have better access to education opportunities and have become more emancipated. This results in more women (organizations) demanding a role in decision making.

The family enterprise

In general, women's participation in decision making in fisheries is larger in the small scale and artisanal sector, where in the family-based enterprises men and women work together and make decisions in consultation. With the increasing importance of women's role in the management of the family fishing enterprise, women (organizations) also demand a larger role in decision making. Men begin to accept this role of women (France, Netherlands).

Despite this women quite often have insufficient knowledge or self-confidence to discuss their own rights (such as ownership rights, profit sharing, pension rights, etc) with her husband/partner (workshop discussion).

In Northern Ireland, women practically have no say in the decision making in the fishing enterprise, because men consider this their domain and do not like women to interfere. This is also reported by women of El Palmar (Spain).

The community fisheries organizations

At the community level, women participate in fishery meetings and coastal development committees, but still in the minority and men dominate in decision making. Women's participation in fishermen's organization is low, because they do not feel welcome. Women also indicate to have time constraints to participate.

In traditional fishermen's organizations, it is generally felt that the man/husband is the most important in the fishing enterprise and therefore should be represented and not the woman/spouse. Where this is very strong, women do not participate in meetings or campaigns of fishermen's organizations (Northern Ireland, Portugal, Spain, Italy, shell fish farmer's organizations in France).

Generally, only women who have a professional status or status of "collaborative spouse" (France) are eligible for membership of professional fishermen's organizations or fisheries management bodies. Men begin to accept women's participation. However men still dominate in the decision making.

Where women participate in fishermen's organizations, women are expected to focus on social issues, such as safety at sea and working condition on board (France). Resource management issues are claimed by men and this is quite often accepted by women (France, also Greece and Italy).

Only a few women are represented in boards of fishermen's organizations.

National fisheries organisations

At the national level women fishers and wives/partners of fishermen of some countries, are invited for meetings of the national fishermen's organizations and also for fishery policy consultations by the national or regional government. This mostly is the result of the lobby of the women in fisheries' organizations (The Netherlands, Northern Ireland, France, and Azores).

Nevertheless women's participation at the decision making level in fishermen's organizations is still limited as women's participation in board of directors and leadership positions is very low. Women's specific issues, such as the status of collaborative spouse, are not on the agenda of the national fishermen's organizations.

Fishery management bodies at the European level.

In some countries women in fisheries' organizations, encouraged by the AKTEA network, participate in the Fishery Regional Advisory Councils (RACs). Women in fisheries' organizations report to feel taken seriously at the European level, but their participation is still very recent and it is too early to analyse the impact.

Women in fisheries organizations’ agenda for women’s access to decision making in fisheries

1. Formal recognition of women’s work in fisheries by providing a legal status:
 - Professional status for shell fish gatherers or women working in ancillary jobs, such as net menders,
 - Status of “collaborative spouse” for women’s unpaid contribution to the family-based enterprise.
 This is at the top of all agenda’s of all WIF organizations in Europe, because it gives women:
 - Respect and validation of their contribution,
 - Access to social benefit schemes, professional training and business opportunities, and **decision making** in fishermen’s organizations, and fishery management councils.
2. Recognition of women in fisheries’ organizations by the (national) fishermen’s organizations, include them and their specific agenda’s, in their organizations. Women’s organizations from France also demand that fisher’s organization apply the parity system (one man-one woman).
3. Representation of women’s organizations in the European Regional Advisory Councils for fishery management.
4. Ensure that women and men are equally involved with decision making in fishery policies and coastal (area) development.

Strategies

Women in fisheries and aquaculture’ organizations multiplied from the mid-1990’s all over Europe to campaign and lobby their agenda with local, regional and national governments and also with the European Commission. The formation of alliances with other women in fisheries’ organizations has strengthened their lobby.

Achievements and obstacles

Since women’s organizations have lobbied for the recognition of women’s work in fisheries, women’s participation in professional fishermen’s organizations, fisheries management bodies or coastal development consultations, has increased. In particular in Galicia (Spain) and France, where women gained the professional status or status of “collaborative spouse” (France), women begin to feel better accepted in the fishermen’s organization. However men still dominate in the decision making and women do not have space to include their specific issues in the agenda of the fishermen’s organizations.

In the Azores, the women’s organization Umar organized a special project aimed at promoting gender equality in the fishery sector by organizing debates, helping women of fishing communities to get organized and provide them with training to enable them to participate in the decision making process.

The network of women’s organizations that emerged from this project is recognized by the national fishermen’s federation of the Azores.

In some countries, women in fisheries’ organizations through AKTEA were encouraged to apply for membership of the Fishery Regional Advisory Councils (RAC) and also gained national or regional support for their representation (Italy, Portugal, and Azores). In Portugal the women in fisheries’ organization succeeded to be represented in the executive committee and also in the working group on traditional fisheries of the South West RAC. The North Sea women’s network (UK, Netherlands) also is represented in the executive committee of the North Sea RAC and leads the socio economic working group. Women in fisheries’ organizations report to still lack sufficient experience and capacity for full participation.

Women note that sometimes government and fishermen’s organizations create the impression that just by inviting women to meetings, gender equality between men and women in fisheries is achieved. In reality, women of fishing communities still play a marginal role in decision making in fisheries (Netherlands).

On the other hand it is noteworthy that where women of fishing communities have been given spaces within fishery organizations and in decision-making processes, they have contributed innovative initiatives in fisheries, encouraged better cooperation among fishermen and encouraged their husbands towards more sustainable fishing practices.

Major obstacles for women in decision making reported by women in fisheries’ organizations are:

- Prevailing traditional perceptions about the roles of men and women,
- Lack of education and knowledge about issues concerning women’s rights,
- Lack of self confidence with women (to stand up against patronizing attitudes of men),
- Lack sufficient experience and capacity for full participation in decision making on fisheries and resource management issues,
- Women often have no time to participate in meetings, etc, because they are fulltime engaged with work for the fishing enterprise, besides child care and household chores,
- Status of collaborative spouse is not formalized and spouses/partners of fishermen are not recognized to represent the family-based enterprise, neither their own interest as spouses/partners.
- The role of women in fisheries is still (practically) invisible/ absent in fishery policy. Governments have generally no gender mainstreaming policy for fisheries.
- Fishermen’s organizations generally do not include or integrate women’s organizations and their specific agenda’s in their organizations and only accept women as individual members or participants.

III Theme RIGHTS TO COASTAL AND FISHERY RESOURCES - FISHERY MANAGEMENT: Women’s views and role.

Even though fishery management issues are still claimed by men, women’s of fishing communities do take interest in fishery management, as it concerns the future of their communities.

In their responses, women indicated the following **threats for their communities related to securing access to coastal and (shell and fin) fisheries resources and fishery management issues.**

- Women of all countries observe a reduction of fishing and living space for their communities. Fishing space is reducing year by year and the development of MPA’s and wind mill parks at sea are increasing this problem. The increase of others users (tourism, leisure boats, harbours for recreational boats, etc) on the coast, result in a reduction of working space for fishers and shell fishers. Urbanisation of coastal areas excludes fishers and shell fishers from the coast as housing becomes very expensive.
- Chemical pollution of inland and coastal waters, in particular the chemicals which pollute the bottom of those waters such as dioxins from pesticides or insecticides used earlier in agriculture and PCBs, but also hormones. These are a threat to the (shell) fish resources and people’s health (Netherlands, France, Spain).
- Top-down complex fishery management regulations often not suitable for local type of fishing and difficult to meet in particular for the small scale and less wealthy fishing enterprises, are also seen as a threat. Fishery management systems often promote industrial fisheries using systems of individual transferable rights, which are not seen as the best practice as regards economic and environmental sustainability. Local knowledge and experience are lost.
- Introduction of multi-stakeholder management: fishing communities are often at the disadvantage because of lack of capacity and power (Netherlands).
- Many family-based enterprises saw an increase of debts in the recent years. Mortgages had to be taken to keep the enterprise going, for example to finance the buying or hiring of (additional) quota (Netherlands). Investments in other, more sustainable fishing techniques require high capital investments which are unaffordable for many fishers.
- Many fishing families are in a vicious circle of debts, causing distress and interrelated problems. Families are not able to stay together and work together in a traditional way. They lose their way of life.
- Shellfish gatherers and other shore based fishers are often not recognized and neither is the work of collaborative spouses and are therefore not taken into account in fishery management.
- Fishing communities have no control of the market and often receive depressed prices for their products.
- Increasing and complex demands of the society (environmental NGO’s, consumers). Fishers often have a negative reputation with the consumers (supermarkets). Men and women of fishing communities often have lost their self esteem.
- People are encouraged to leave fisheries to work in other sectors. Local fishermen leave fisheries and are replaced by workers from cheap labour countries (reported by Northern Ireland, Italy).

Women’s role in fishery management.

Women indicate to be very concerned to pursue a sustainable fishery, because they consider the future of their children, and they see that they have an important role to play. Women share the view that men look more short term and women look more long term. Women generally also have better communication skills than men and women indicate that it is regretful that the communication skills of women are practically not used in fishery management. Women are capable to advise and encourage their husbands or partners towards more sustainable fishing practices and also to encourage better cooperation among fishermen in this (Netherlands).

However not all women feel that they should directly interfere in fishery resource management issues, as this is considered a man’s domain (France, also Greece and Italy).

In Spain, women shellfish gathering on foot (mariscadoras) gained professional recognition with full professional rights and they now demonstrate the capacity to manage the shell fish stocks in a sustainable way. Each zone and species has a specific exploitation plan and catching is regulated by laws. They guard the beaches against poaching.

In some countries women in fisheries’ organizations actively participate in fishery management debates, defending the interest of their communities against those of other stakeholders, and participate in the

Fishery Regional Advisory Councils (Portugal and Azores, Italy, Netherlands). These women in fisheries' organizations report to feel taken seriously, but their role in decision making is still marginal. Women in fisheries' organizations report to lack sufficient experience, capacity and financial resources for full participation.

Women's organisations see an important role in trying to reach more women and encourage them to influence the views of men and promote community cooperation, but also to communicate to those outside fisheries about the problems faced by fishing communities and the fisheries sector and about positive initiatives undertaken by fishing communities.

Women in fisheries organisations' agenda for a sustainable fisheries.

At the ICSF-AKTEA workshop, which took place on February 13, 2010, women listed the following issues of importance for an agenda for a sustainable fisheries.

- Promote a development model based on small-scale family/community based, responsible fisheries,
- Fishery extraction and management systems should reduce, rather than increase wastage caused by discards (by catch, high grading etc),
- Promote local markets and consumption of local fish,
- Keep alive coastal culture and identity by safeguarding customary rights to the use of coastal (marine and inland water) areas for life and livelihoods,
- Ensure that fishers, men and women, are involved with decision-making in fishery policies and (coastal) area development,
- Recognizing shellfish gathers and other shore based fishers (fishing on foot) as fishers
- The work of collaborative spouses should be recognized through being afforded a specific status (in line with the importance of this role)
- Establish equal opportunities for:
 - Ownership (of assets, including vessel, gears, quotas etc)
 - Accessing fishery resources
 - Participating in decision taking processes
 - Participating in organizations (associations, unions, etc)
- Fisheries policies should prevent accrual and accumulation of benefits in the hands of a few.
- Implementation of fishery policy decisions to include:
 - Monitor impact on crew and communities.
 - Social justice.
 - Research on social impact prior to implementation of policies.
- Awareness raising/ sensibilisation of women and men on gender (in)equality/ (in)equity, as part of a concrete action plan.
- Gender should be included as an integral component of all policies, as part of concrete action plans, with proper monitoring of the implementation, and capacity building (personal life; organizations). (Encouraging) self esteem of men and women fishworkers
- Apply positive discrimination to encourage/ enable young people (men and women) to engage/ participate in fisheries (by providing training, reserving fishing access rights, providing specific credit lines etc).

IV Theme **WOMEN ORGANIZING IN FISHERIES: Agenda and strategies, achievements and obstacles, strengths and weaknesses.**

Women in fisheries and aquaculture' organisations multiplied from the mid-1990's all over Europe. The following gave reason to this:

- Problems afflicting the fishery sector were a major drive for women to organize and mobilise others in defence of the future of the sector and its dependent communities.
- Encouraged by women in fisheries' organisations, more women began to become aware of the value of their contribution in fisheries and they joined the campaign for recognition and validation of women's (invisible) work.

The formation of alliances of women in fisheries' groups or organisations in their respective countries, has strengthened women's campaign. In most countries women's groups started at the local level and later formed alliances, networks and federations at the regional level (Spain, Greece, Italy, Northern Ireland, France, Azores) or national level (Portugal, France). Only in the Netherlands (a relative small country with good infrastructure) a national network was directly formed.

In 2006, AKTEA, the European Network of Women in Fisheries and Aquaculture, was founded by fisherwomen's organisations from France, The Netherlands, UK, Ireland, Spain, Portugal, Italy, Greece and Scandinavia. Through the AKTEA network, they **share the following agenda**:

- A collective campaign to **make women's role in fisheries visible** and to **formally recognise this role by providing her a legal status**. More in particularly they campaign for the implementation of EU directive 86/613, which says to define the legal status of "collaborative spouse" in the member states' national legislation and to provide women with (equal) access to social benefits. In some countries more achievements have been made (France, Spain, Portugal) , than in others (*see Theme Work and Decision making*).
- **Access for women of fishing communities to decision making on fishery management matters** is another major issue and AKTEA' s major strategy is to encourage women's organisations of the AKTEA network to participate in the EU Fishery Regional Advisory Committees (RACs). Furthermore does AKTEA encourage women's organisations to respond to various important EU fishery consultations at the member states' level , such as the Green Paper process for the reform of the Common Fishery Policy and the European Fishery Fund. (*see appendix*)

AKTEA also encourages women's organisations, members of her network, to lobby with their national fishermen's organizations to include or integrate women's organizations and their specific agenda's (*see Theme Work, Decision making*).

In some countries more achievements have been made, than in others, but generally it could be said that access to decision making by women in fisheries' organisations is still very limited. Women in fisheries' organizations report various reasons to explain this (*see Theme decision making*).

On the other hand it is noteworthy that where women of fishing communities have been given spaces within fishery organizations and in decision-making processes, they have contributed to innovative initiatives in fisheries, encouraged their husbands towards more sustainable fishing practices, encouraged better cooperation among fishermen and defended their community's interests against those of other stakeholders. (*see Theme Access to coastal and fishery resources – fishery management*).

- Women's organisations, members of the AKTEA, network are furthermore encouraged to take part in **initiatives that promote the local economy and local society/community**, such as organising local fish markets and promotion of consumption of local fish, activities to promote a better image of fisheries and the promotion of local culture of fishing communities, campaigns to promote of safety at sea and better working conditions for crew, etc. (*see Theme Work*). In this way also other women of fishing communities are reached and encouraged to join.
- Women's organisations are also encouraged to **mobilise government support for their initiatives** and apply for government funding (such as European Fisheries Fund and other regional development funds) for collective women's projects, such as collective marketing of fish, educational and training programmes and promotion activities. Also here, in some countries more is achieved than in other

countries. (*see Theme Work*). Quite often, women’s organisations do not have the right entrances to access funding. Governments also often do not know how to target women or do not have any policy on this. Government programs targeting women in fisheries are generally marginal with low financial input (small funds). Fishermen’s organizations also do not support women in this.

The AKTEA network stimulates **exchange of experiences and sharing of knowledge** through yearly meetings and through a newsletter, which can be downloaded from AKTEA’s website <http://fishwomen.org/>

Women’s organisations and the AKTEA network actively make use of the internet and E-mail, which facilitates the communication because geographical distances are big. However regular face-to-face meetings remain of importance.

As their strengths, Women in Fisheries’ organisations, members of the AKTEA network, responded the following:

- Women gained awareness, knowledge and understanding about the importance of recognizing women’s role in fisheries and of providing a legal or professional status for their work. But also about fishery management issues and the importance of women’s equal access to decision making on fishery management and coastal development matters.
- Women’s organisations became a hatchery for fisherwomen’ leadership, where women could build capacities and develop their visions in a surrounding of encouragement and mutual support. The informal structure of most organisations facilitated flexibility and opportunity for the active participation of women in their own capacity.
- Local activities encouraged women’s participation, but (inter)national activities contributed to broadening women’s views and understanding (‘think globally, act locally’).
- Women’s organisations succeeded to achieve (a certain degree) of recognition in their respective regions or countries. And through the AKTEA-network also at the European level.
- Women’s organisations had the support of concerned outsiders, who supported their network as facilitator and adviser.

As their weaknesses, Women in Fisheries’ organisations, members of the AKTEA network, reported the following:

- Incapacity of most women’s organisations to expand membership, either at the local level, either at the national level. Several reasons are mentioned:
 - Women find jobs in other economic sectors or don’t have the time to participate in women organisations because of heavy work load,
 - Actions at the (inter)national level often do not reach women at the local level,
 - No recruitment of young women (leaders). Young women are not interested to join (generation gap). Sometimes they are not allowed by their husband (Northern Ireland).
 - In some organisations, women with dominant characters did not allow space to other women, therewith pushing others out (conflict).
 - Crisis in fisheries led to feelings of powerlessness in the community. In this situation, women also feel that it is not ‘appropriate’ to claim their rights.
 - Women have insufficient resources (money) to participate in activities at the national or European level,
- The women’s organisations did not succeed to mobilize sufficient support from the fishermen’s organisations, neither from the government, to build their organisations and to realize their agenda’s. Only very little funding has been made available and women had to tap primarily from their own resources.
- Lack of experienced leadership. Experienced leaders of women’s organisations were often drawn into boards of fishermen’s organisations (as individual women and not as representatives of women’s organisations) and therewith had no time left or they lost interest for the women’s organisations,
- The campaigns concerning the recognition of the collaborative spouse, have primarily focussed on the spouses of owners, while spouses of crew members felt that their interests were of second importance.

Europe



Women fishers



Netherlands



France

Mariscadoras – Women shell fish gatherers on foot

Spain



Redeiras - women net menders

Spain





Collaborative spouses

Netherlands



Netherlands



France

Women in fish processing and marketing



Netherlands



Northern Ireland



France

ICSF-AKTEA workshop to prepare for ICSF's international Women in Fisheries workshop, on February 13, 2010 at Brussels.



ICSF/ AKTEA Workshop of 13 February 2010
Strengthening the voice of women of fishing communities

"Recasting the net: defining a gender agenda for sustaining life and livelihoods in fisheries and aquaculture".

Programme of workshop

8.45 - 9.30	Welcome and introducing of participants, Introduction to the workshop
9.30 – 10.30	Theme <i>Work</i>
10.30 – 11.00	Coffee break
11.00 – 12.30	Theme <i>Work</i> (cont.)
12.30 – 13.30	Lunch at the venue
13.30 – 15.30	Theme <i>Decision making</i>
15.30 – 16.00	Tea break
16.00 – 18.00	Theme <i>Rights to coastal and fisheries resources</i>

Theme *Work* will discuss the following questions:

1. What is the importance of women's work (paid and unpaid) in fisheries and aquaculture (sector, community & family)?
2. What are the main differences in work (paid and unpaid) division (and working conditions) between men and women and what are the changes/trends?
3. What issues and/or demands concerning work (paid and unpaid) have been/are on the agenda of your organisation. What has been achieved and what not? Explain why.

Theme *Decision making* will discuss the following questions:

1. What is the importance of women's role in decision making in fisheries and aquaculture (sector, community & family)?
2. What are the main difference in the access to decision making between men and women and what are the changes/trends? What are the barriers women (still) meet ?
3. What issues & demands concerning access to decision making have been/are on the agenda of your organisation. What is achieved and what not? Explain why.

Theme *Rights to coastal and fisheries resources* will discuss the following questions:

1. What are the biggest threats for your community to secure access to coastal and (shell)fisheries resources?
2. What is in your experience women's (potential) role in fishery/aquaculture management and sustainable fisheries/aquaculture development?
3. What are your views and/or those of your organisation's about what needs to be changed in the fishery management regime of your country or region? Are there differences in views between men and women?
4. What issues & demands concerning fishery/aquaculture management and sustainable fisheries/aquaculture development have been/are on the agenda of your organisation. What is achieved and what not? Explain why.



**AKTEA : réseau Européen des organisations
de femmes dans la pêche et l'aquaculture**

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AKTEA Response to the Green Paper “Reform of the Common Fisheries Policy”

“Behind each boat there is a woman, a family and a community”

The European network, AKTEA, a grouping of women’s organisations in fisheries and aquaculture, notes that the Green Paper, 2010-2020, prepared by the European Commission for discussion among European stakeholders, does not refer to the principle of equal treatment between men and women. According to the EC Treaty, (articles 2 and 3), this has to be taken into account in all European policies. In the previous Green Paper, (2002), the word “women” was mentioned just once, but in this new version it does not appear at all. We are surprised by this absence and wish to set out here the current contribution of women and their claims for the future.

Women in fisheries management organisations

Women are very much a part of the fishing and ancillary industries and their organisations actively participate in fisheries management at all levels. At the mid-term evaluation of the RACs, the Commission responded positively to the request of the AKTEA network for women’s groups to sit on the RACs. Today, they participate in all RACs, with the exceptions of the pelagic and long distance fisheries RACs. In some instances, they are part of the RAC executive. Following an invitation by the Commissioner, AKTEA is now planning to participate in the Advisory Committee for Fisheries and Aquaculture (ACFA). The desire of women to actively participate on such committees highlights the importance they accord to fisheries resource management. Their perspectives are a valuable addition to the process.

AKTEA supports the right of a fisher’s spouse or partner to be eligible for membership and election in fishers’ organisations at all levels in all Member States.

Women’s participation in fisheries harvesting

The Commission appears to ignore that, in 2003, women involved in sea fisheries harvesting, represented 4,1 % of the total recorded employment in the sector, according to Pavel Salz’s study (2006) on employment in fisheries and the report for the European Parliament (2008) on women in Fisheries¹. Overall, women represented 26, 4 % of employment in the seafood industry (capture, aquaculture and processing)².

As a network, AKTEA, regrets that despite EU parliament recommendations and other EC texts, we still do not have gender based statistics on Fisheries at a European level other than old consultancy-based evaluations³. Many women working in fisheries, including shellfish gatherers, are not

¹ Frangoudes K., The role of women in the sustainable development of European fisheries areas, European Parliament, Policy department B, Structural and Cohesion Policies, PE 389.586, May 2008,.

² Salz P., and al., Employment in the fisheries sector: current situation, European Commission DG MARE, FISH/2004/4, 2006.

³ Mc Allister E., 2002, The role of women in the fisheries sector, EC, DG Fisheries, Fish/2000/01.

included in fisheries employment statistics and are not recognised as fishers, because their activity does not require the use of boat. However, these women, mainly in Galicia and Portugal, continue to demonstrate their ability to manage important shellfish stocks on the shore and their incomes contribute to fisher families’ livelihoods and to community development. In addition, there are many women involved in inland fisheries for eel and other freshwater fish species. These women are not included in current fisheries statistics.

They have particular interests in: the protection of the environment, the eco-system and in reducing pollution in rivers and coastal waters. They recognise the need to work with the wider fisher community for sound fishery management plans. The involvement of women in support of a workable Eel Recovery Plan is but one example of this. Women also participate in shellfish farming and support these activities throughout the Member States because they are source of employment for the coastal communities and they improve the quality of the coastal environment.

Women’s participation in fishing enterprises and communities

The Green Paper refers to fisheries dependent communities without making any reference to the role of women within these communities. Women have different roles within the communities: economic, social and cultural. Fishing and shell fishing family enterprises depend on women’s participation for their economic survival. Women are fish or shellfish traders, net menders, administrators and accountants for their fishing and shell fishing enterprises. In addition they represent the business in many legal and professional matters when their husbands or partners are at sea. They often initiate diversification activities such as processing, tourism and restaurants. But their contributions are rarely paid or declared. Women throughout Europe want recognition of their role in these fishing enterprises in order that they may have access to social benefits and representation. The ‘collaborative spouse’ status (EU directive 86/613)⁴ was a major step forward. This status, when available, gives women access to social benefits, which in turn provide replacement for maternity leave, retirement pension, training and many other social benefits. But this status is not yet available to all qualifying women in the European Union.

Over and above their contributions to fishing and shell fishing enterprises, women are crucial in maintaining important social links within their communities and they contribute to the sustainability of most fishing communities. Without women’s contributions, fisheries communities would collapse. It should not be forgotten that they have a major role in the social reproduction of fishers. In order for more young people to become fishers by 2020, as stated in the Green Paper, women will need to feel positive about the future of the industry, and this may prove to be more of an issue than the availability of the resource. If women are not proud of their fisheries, then they will not support their children in becoming fishers.

Small-scale fisheries, communities and individual rights

The Green Paper advocates further development of resource based individual rights (Individual Quotas). It has also a strong bias towards industrial fisheries which have not necessarily demonstrated the best practice in terms of economic and environmental sustainability. Stabilising the economy of small-scale fisheries should rather be a key priority. In this regard, the Green Paper should clarify both operationally and legally what is meant by industrial, artisanal, coastal and small scale fisheries in the EU.

It is well documented that the introduction of IQs rapidly leads to transferability and restructuring of the industry. In countries where these do not yet exist, the proposal to attribute IQs to the “industrial” fisheries is a threat to many fishing communities, and especially to those supporting

⁴ Council Directive 86/613/EEC of 11 December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood. OJ 359, 19.12.1986, p.56-58.

small-scale fisheries. Small-scale fisheries represent a large proportion of the European fleet, specifically in Southern Europe and great source of employment within the communities. Women’s participation is the greatest in small scale fisheries. Small businesses are vulnerable to speculation by larger businesses. The introduction of IQs should not be taken lightly: possible impacts anticipated and proper measures adopted to prevent or compensate for any anticipated and acknowledged negative consequences. The Green Paper is not clear about the type of objectives and measures the Commission envisages in these instances. A clearer position is also needed on the allocation of quotas, in a way that guarantees small-scale fisheries a percentage of the TAC. The lack of clarity about fisheries segmentation in Europe makes it still more difficult to have a targeted policy in this regard.

Women and quota allocation

If an IQ system is implemented, the Commission should ensure that women are not excluded from the benefits of the rights attached to the IQ. Directly or indirectly, in most countries, women’s contribution to the enterprise is not recognised. As a consequence, spouses and partners often lose the rights to company property when divorced or widowed. If a quota is allocated to the fisherman, either directly or through a boat that is not under co-ownership of husband and wife (most cases), then women will never enjoy the benefits of **transfer, despite her contribution**. The Commission should clearly write in the legislation, the principle of co-ownership for husband and wife of the quota allocated to each enterprise.

Social impact assessment of IQ implementation

The implementation of IQ will have a social impact within fisheries communities, where such a system is not yet available. As a network we recommend that a social study at community level is undertaken before their implementation, and that this constitute the social baseline. A social evaluation of the system should then be undertaken between 2 and 4 years after the establishment of the baseline. Social indicators such as: education level, contribution of wives or partners, health, age of children, do mothers wish to see their child become fishers, the well being of the families and the communities should all be clearly defined and taken into account alongside employment levels. Such indicators are invaluable in helping to monitor social changes within the communities caused by new fishery management regulations. Social assessment should also be realised in Member States which have already implemented IQ’s because it will help understand the changes that may happen within the fishing communities in case of generalisation of IQ.

Synthesis report Azores (Portugal)

Women in Fisheries Network UMAR, AMPA and Ilhas en Rede.

The Azores are an archipelago in the Atlantic Ocean and are an autonomous region under the Portuguese state. In Azores, there are three women's organisations working with women of fishing communities. Two of them are composed mainly of fisherwomen of Ilhas em Rede (Network of island's women) and AMPA (Association of fishers' spouses). The third organisation is UMAR Azores (Union de Mulheres Alternativa e Resposta of Azores) which is a branch of a national feminist organisation, which develops specific action towards fisherwomen through European financed programs (2003). These programs facilitated the establishment of the two fisherwomen's organisations Ilhas en Rede and AMPA (2008).

Theme Work

What type work do women in fisheries and aquaculture do in the Azores?

Fish capture

In Azores, women can be found working in fish harvesting either as boat owners either as crew members on the family boat. Women boat owners are working alone or with their husbands and fisheries income is dedicated to the family. When woman and man are working together, both of them are contributing to fisher's social security system and they are legally recognized as fishers.

Women are also involved in shore-based activities such as the preparation of long lines, mending nets.

Processing

Women are also employed in the fish auction to sort and package fish and as workers in the local processing industry for tuna.

Processing industry workers are employed on seasonal/temporary basis and have bad working conditions. Women who work in the fish processing factory (Fabrica do Peixe) are facing social discrimination because the smell is getting into their cloths and when they take the bus to go home after work other passengers move to other places because of the smell. This behaviour shows the lack of consideration for this women's work.

All women employed in the fish processing industry, auctions and in the preparation of long lines are eligible for benefits of all workers rights.

Marketing

Women work in fish marketing is now accepted by the local society, even when some people still consider these women as "bad", only because they are working with men. UMAR and the two others organisations campaign against this local mentality.

Women contribution in fishing enterprises

The majority of women contributing to the fishing enterprises are fisher's spouses or partners involving in different types of tasks, for example mending nets, preparing long lines, book keeping, administration, transporting fish from harbour to the auction, direct sale, etc. Spouse's work is unpaid and not formally recognized. Their work is a contribution to the family household. Spouse/partner's contribution is considered by the society as a "help" or a complementary task and women find it "natural" and as a part of their household tasks.

UMAR acts to make understand women that their contribution is seen as a "work" and not just an extension of household tasks.

What are the major differences in work division in fisheries between men and women in France and what are the changes/trends?

The first discrimination is the fact that the society still considers fishing to be "male" activity. It can be said that in Azores boat owners or crew are mainly men. Baiting the long lines is a work realised by women and only a few men accept to do this job.

In terms of salary, working hours, healthcare system and pensions, etc., the discrimination suffered by women is evident, in particular for fishers spouses assisting their husbands either on boats either on the shore.

What is the importance of women's work (paid and unpaid) in fisheries (sector, community & family) in the Azores?

Small scale fisheries communities have a strong identity, but are marginalised. Women have an important role within the household by raising children and also are engaged in fisheries activities. Women play an important role in strikes and protest activities for the protection of fisheries and to defend fishing communities.

What are the constraints women (still) meet at work?

Discrimination in working conditions and valuation of work, between men and women.

Women's work in fish marking is now getting accepted by the local society, but some people still consider these women as "bad", only because they are working with men.

In some communities there is also a taboo for women to enter boats or harbours. People are superstitious that women who do so bring bad luck.

What issues and/or demands concerning work (paid and unpaid) have been/are on the agenda of your WIF organisation. What has been achieved and what not? Explain why

UMAR acts to make women understand that their contribution is a work and not an extension of their domestic tasks.

Ilhas em Rede works on the promotion of women's role in fisheries into the local society and contribute to the valorisation of her image in the whole region.

UMAR and the two others organisations campaign against the local taboos for women.

The major change with regard to women's work is its visibility, its recognition and its socio-cultural valorisation. The emergence of women association contributed to this change.

Theme Decision making and Women organizing in fisheries.

The main obstacle faced by women's organisations wishing to participate in the decision making process concerning fisheries management, is the lack of fishermen's organisations in Azores/Portugal. A second obstacle is their lack of scientific knowledge, which makes their participation in the RAC (Regional Advisory Councils for EU fishery management) difficult.

Few years ago, in Azores region a dynamic public debate took place about fisheries and fisheries management issues. The main objectives of this debate were the promotion of gender equality through the active participation of fisherwomen within the governmental or European agencies in charge of fisheries management. After this debate the three women organisations of Azores decided to become members of the RAC of South Atlantic.

Women have an important role in decision making at the household level (the private sphere) and only recently began to get involved in fishermen's organisations (the public sphere) and got the right to vote. People realize that for the survival of fisheries and fishing communities, women also should participate in fishermen's organisation.

Women have qualities that often lack with men: Women tend to reflect more on the problems and are more persistent in finding solutions. Men reflect less, because they are focussed on the activity of fishing only. Women have a broader view on issues.

What issues & demands concerning access to decision making have been/are on the agenda of your women’s organisation. What is achieved and what not? Explain why

The establishment of fisherwomen’s organisations in Azores was aimed at making visible women’s contribution in the fisheries sector. The first step was realised in 2003, with a project organized by UMAR Azores aimed at promoting gender equality in the fishery sector. The name of the project is Changing the Tide. This was funded by the EQUAL program for gender equality of the European Union.

During the last two years, two fisherwomen’s organisations were established, AMPA and Ilhas em Rede. The latter organisation is new and still in its formation stage and it needs some time to realise its goals. AMPA is involved in conducting a training course to help its members to participate in public debates and defend their interests and finally get empowered in the decision making process. Also training was organised on technical aspects in fisheries.

The fisherwomen’s organisations expect to achieve an equal treatment between men and women by obliging the regional and national authorities to formally recognize women’s (spouse/partner) unpaid work in fisheries and particularly in the small scale sector.

During the consultation process on the Green Paper on the Reform of the EU Common Fisheries Policy, UMAR prepared a document giving its ideas about the reform.

Recognition of women organisation by men organisations

The network of fisherwomen’s organisations is now recognized by the Federation of Fishermen’s organisations of Azores, although there was some resistance in the beginning. This has been the result of an enriching process comprising debates and exchange of views about gender equality and the promotion of women’s role. In some discussion some machismo behaviour was observed.

Relations with others women organisations

At regional level the three organisations have a strong collaboration. This collaboration is based on the fact that fisherwomen’s organisations are created from a project developed by UMAR.

At broader level the three organisations have built relations at the national level of Portugal with the national network of fisherwomen, called Estrela do Mar, and at European level with the AKTEA network. They still consider the opportunity and the advantages of establishing new partnerships’ and organize exchange programmes at the regional, national and European level, also with women organised in other economic sectors such as agriculture and business.

Weakness: A great difficulty faced by these organisations is the geographical distance between the islands of the Azores, which is a barrier for regular contact.

The three organisations are recognized by the regional authorities and receive financial aid specifically for travels and accommodation. Despite, the lack of funding and resources is a problem.

Synthesis report France

2FM - Federation of Women and Families of the Maritime World

2FM is the national federation of 8 local (district level) women in fisheries' organisations in France, created in 2003. Its members are spouses of fishers, shellfish farmers and crew members.

In France women in fisheries' organisations were multiplied in the middle of 1990's. Problems afflicting the French fishing industry and the call for the legal status of the collaborative spouse, aided this process. Women were first organised in local organisations and simultaneously created two national federations FIFEL and 3FM. In 2003, the two national federations were unified and formed the Federation of Women and Families of the Maritime World (Femmes et Familles du Milieu Maritime, 2 FM).

Theme Work

What type work do wives of fishermen do in fisheries in France?

Fishing:

In France some women work on fishing boats as crew or boat owners. The percentage of women working on board of fishing boats is low. These women work on fishing boats together with their husband but also on boats of others. These women are formal workers and have equal benefits, rights and salary with men. To become a professional fisher, women like men will need to enter to the maritime schools and get a diploma. In one of these maritime schools, women learn to operate boats, accounting, etc. In France, these maritime schools have recently started a specific course on gender equality. However only a few women students in maritime schools decide to become fishers.

Women's contribution to the fishing enterprise:

Today women are in charge to prepare all the invoices of fishing enterprise and bring them to accounting office. Women also maintain relations with banks, fisheries administration, fishers organisations, etc.

Shell fish farming:

In shell fish farming there is a difference between women's work in oysters farming and in mussels farming. Women can work at sea as now tasks are mechanised but they prefer to work on shore. In this activity women are contributing to the administrative work of the enterprise and their work is equivalent to that of women of fishing enterprises (see above).

In oyster farming women have the responsibility to search clients, establish contracts with them, invoice them, etc. This activity requires 60% of women working time and especially if the enterprise chooses for direct sale in markets. Oysters farmers' spouse benefits a formal recognition of their work by choosing one of the following legal status: Associate with her husband, employee of the enterprise or collaborative spouse. But women can be also co-owner of the shell fish farm. For the moment we know a little about the number of women who have chosen for a legal status.

Processing:

Women are the main labour force in processing plants. Women are legal workers and benefit the same rights as male workers, but women have very low salaries as they occupy the lowest positions in the factories.

What are the major differences in work division in fisheries between men and women in France and what are the changes/trends?

Women contribution to the fisheries enterprise:

While men go to sea, women always have been doing support work for the fishing enterprise such as mending nets, prepare the baits for long line fishing, put the hooks on long lines, sell fish, administrative tasks, etc.

Women's contribution modified when during the 1980s fishing enterprises changed to a formal and professional accounting system in order to become eligible for EU subsidies to build new ships. Women began to specialize in professional accounting as their contribution to the enterprise management and to reduce their contribution for the others tasks. To accomplish these new task, women of fishing families, had to follow training on fisheries entrepreneurial management.

In small scale fisheries, women’s contribution is higher than in bigger boats as they insure much more tasks as direct sale is realising by these boats .

In the last years, women’s contribution in processing and sale of fish is increased as a result of the crisis in fish prices. The fish prices in the auction are low and fishers try to valorise their catches either through direct sales either through processing. This is for a great deal the work of women. Today women ´s work and income are a necessity for the survival of the fisheries enterprises and of their household. For women this contribution is not a choice, but a necessity!

Women in shellfish farming

In shellfish farming women have a similar role as women of fishing enterprises. While men do most of the work at sea, women do all the support work on shore. In oysters farming women go to sea when there is rush work to do.

Women usually do not (co-)own a shell fish farm. When she is married to a shell fish farmer, there is little chance to become a co-owner. Some women access ownership only when their husband is retired.

Usually the shellfish farm is passed on from father to son. Women normally only inherit and-or take over the family shell fish farm because they are the only child, or because her brothers found jobs in other economic sectors or because there are only girls in the family.

Women who take over the farm learn the job with their father and will become responsible for the realisation of all the tasks of oysters’ farm. They hire workers to help them and they benefit of the help of their parents too. When they marry, the couple tries to buy more space to grow oysters or the woman gives her husband a part of her shell fish farm in the first three years of their marriage.

During the crisis in fish prices, women developed new activities linked to shellfish farming, which offer an extra income. New activities are for example educational shellfish farm demonstrations for tourists or school children or tasting demonstrations of oysters and mussels. For some of them these activities provide 30% of their income, but at the same time women’s work load increased as she is in charge for this activity too.

Crew members’ spouses

While spouses of fishing boat owners had access to training on entrepreneurial management, this was not the case for crew members’ spouses. Spouses of crew members did not have knowledge how the salary (share) of their husband was calculated and what the common expenditures of the boats included, but they often understood that the boat owners made miscalculations in the shares for the crew. Crew´ spouses defend the rights of their husbands and in some areas they were successful. But the worker’s social rights of crew members are still not respected by all boat owners in all parts of the countries.

The positive change is, that the new generation crew is more educated and better understands what is written in their pay slip. This is illustrated by the protest of tuna purse seine crew members against owners who didn’t pay all the contribution to the social security (unemployment allowance, health and pension).

Women in processing:

In the past, many artisanal fish processing plants could be found in France (e.g. in Brittany, Saint Jean Luz), where sardines and anchovy were canned. These employed mainly women.

Today these fish canneries moved to southern countries. Only one artisanal cannery workshop is still working in France and is based in Brittany. Today these artisanal fish processing plants are replaced by industries for frozen fish and shellfish products or producing “ready dishes” which are giving more added values to fish products. Women are still the main labour force.

What are the constraints women (still) meet at work?

- Increasing work load,
- Lack of investment capital for direct fish selling,
- Access to (co-) ownership of shell fish farm or fishing enterprise,
- Low salaries and lack of career perspective in fish processing industry,
- Weak social position of crew members and their spouses.

What issues and/or demands concerning work (paid and unpaid) have been/are on the agenda of your WIF organisation. What has been achieved and what not? Explain why

- Recognition of women's invisible contribution to the fishing enterprise by allocation of a legal status. This is achieved for spouses of boat owners of shell fish farms, but not yet for unmarried partners.
- Access to training courses on fisheries entrepreneurial management and others, also giving a diploma. This is achieved for spouses of boat owners or shell fish farms, but not yet for spouses of crew members,
- Promotion of safety at sea and better working conditions on board. More attention is achieved.

Some women's organisations (Saint Jean Luz and Arcachon) submitted funding proposals for collective projects in direct sales to the European Fisheries Fund (axis 4). Fishers' women, who sell fish are constrained by the European sanitary norms which require high investments. Collectives projects save money or reduce the cost.

Crew' spouses defend the rights of their husbands and in some areas they were successful. The social commission of the national fishers organisation (CNPM) tries to impose the use, at national level, of common model of pay slip which will permit to all crew members to understand how their salary is calculated, what is including under the category of common expenditures and if the payment of all social insurances is done.

Theme Decision making

What is the importance of women's role in decision making in fisheries (sector, community & family)?

At the district level, women participate in fishery meetings and committees, but still in the minority. Until now only two women became chairpersons of fishers organisations.

Shellfish farmers unions have only a few women members.

What are the main difference in the access to decision making between men and women in fisheries and what are the changes/trends?

Women noticed a positive evolution concerning their participation in the decision making process of the fisheries sector. But there is still a lot to do and they advocate that fishers' organisation apply the parity system (one man, one woman).

For the fisheries sector women consider that some men open easily the doors of fishers' organisation to them. But on the other hand elected women are expected to focus primarily on the social aspects of fisheries: working conditions and security on boats, use of alcohol on board. Women are not welcome to participate in the debate concerning resources management and women agree that resource management is a man's affair. "I will never tell to a man how to use his net even when at home we discuss all aspects of fisheries. Sometimes when I spoke with men about their activities at sea, they are surprised about our knowledge".

In shellfish farming, men are seen as very macho, probably more than in fisheries. A shellfish woman says:

"I am the boss of my enterprise but they don't want me to be a chairperson of the professional organisation, because I don't contribute to the work realised at sea. They don't want to understand that I chose to give my time to improve our income by developing new activities".

Another reason explaining why women are not members of the professional shellfishers organisations is that they don't have enough time to do it. Women share their time between the shellfish farm and the family and they don't want to give their little available time to professional organisations. It must be also add that all the meetings of the professional organisation are held in evenings or on Saturdays when women take care of their children.

What are the constraints women (still) meet in decision making?

Women elected in the board of fishermen's organisations are expected to focus on the social aspects of fisheries: working conditions and security on boats, use of alcohol on board, etc. Women are not welcome to participate in the debate concerning resources management

Women meet with many constraints to participate in professional shell fisher unions as these organisations are not very open to women’s participation.

What issues & demands concerning access to decision making have been/are on the agenda of your women’s organisation. What is achieved and what not? Explain why

Women consider that the only way to obtain a larger participation of women within men’s organisations is to incorporate autonomous women’s organisations. Only this will strengthen women’s participation. Until now women wishing to join (shell)fishermen’s organisations, could only do so if they have the legal status of collaborative spouses or are a professional (shell) fisher and this a serious barrier for a broader women’s participation. Women criticize that women who do participate in professional (shell)fisherorganisations “forget” to defend women’s interests.

Theme Rights to coastal and fisheries resources and sustainable fisheries management and development.

What are the biggest threats for your community to secure access to coastal and fisheries resources?

Women observe that the fishing space for their communities is reducing year by year and that the development of MPA’s and wind mill parks at sea are increasing this problem.

The increase of others users (tourism, leisure boats, harbours for recreational boats, etc) on the coast, result in a reduction of working space for fishers and shell fishers. Urbanisation of coastal areas excludes fishers and shell fishers from the coast as housing becomes very expensive.

Today, spouses of fishers are found in jobs outside of the fisheries sector and they loose their bonds with the communities. Often they prefer the social benefits provided by outside jobs and not those of the fisheries sector.

Low fish prices as a result of import of cheap fish products, are also seen as a threat.

What is in your experience women’s (potential) role in fishery management and sustainable fisheries development?

Women declare that they are more sensitive than men to environmental issues.

What issues & demands concerning sustainable fishery management and development have been/are on the agenda of your organisation. What is achieved and what not? Explain why.

In France women in fisheries’ organisations were multiplied in the middle of 1990’s. Problems afflicting the French fishing industry and the call for the legal status of the collaborative spouse, aided this process. Women were first organised in local organisations and simultaneously created two national federations FIFEL and 3FM. In 2003, the two national federations were unified and formed the federation of Women and Families of the Maritime World (Femmes et Familles du Milieu Maritime, 2 FM).

Networking between national organisations and between European organisations is considered to be of crucial importance for the future of women in fisheries organisations. AKTEA network is offering to them the opportunity to know about other women’s struggles but also to bring new ideas home (inspiration).

2 FM’s agenda:

- Since 2008, spouses of fishers and shellfish farmers can opt for one of the following legal statuses: Associate, Worker of Collaborative Spouse status. 2 FM still has the following issues on its agenda:
 - Access to CSS (Collaborative Spouse Status) without the agreement of husband.
 - Access to CSS also for unmarried women.
 - Access to accident insurance specifically for collaborative spouses practising direct fish sale.
- Access to training courses giving a national diploma, for spouses of owners and crew.
- Promotion of safety at sea and better working conditions on board.
- Support for women to find new ways to add value to their fish products,

- Women should become aware that their support activities for the fisheries enterprise should be recognized as `work` .
- Defence of (shell) fisheries sector and (shell) fisheries communities,
- Professional (shell)fishermen´s organisations should include autonomous women´s organisations into their organisations and apply the parity system (one woman-one men),

Achievements:

- The status of collaborative spouse (EU directive 86/613, 1997) was defined in the French fisheries legislation.
- Access to retirement pension for the collaborative spouse.
- Obligation for women contributing to the fisheries enterprise to opt for a legal status (associate, employee or CSS 2008)
- Financial help from the national administration (fisheries administration or women´s rights administration).
- Organisation of training financed either by national or regional government.
- Training giving access to diploma for spouses of fishers (national recognition)
- Access to fishermen´s organisation for Collaborative Spouse Status (CSS).
- Some women´s organisations (Saint Jean Luz and Arcachon) submitted funding proposals for collective projects in direct sales to the European Fisheries Fund (axis 4).

Weakness:

- All demands concerning the recognition of the collaborative spouse, have primarily focussed on the spouses of owners, while spouses of crew members felt their interests as of second importance.
- Incapacity to recruit new members (because women find jobs in other economic sectors or don't have the time to participate in women organisations)
- Competition between women with dominant characters, therewith pushing others out of the organisations.

Synthesis report Greece.

PEGA - the Pan-Hellenic Union of Women in Fisheries, Greece.

PEGA is the Pan-Hellenic Union of Women in Fisheries. Inspired by other WIF organisations in Europe, this organisation was established in 2005 by spouses, sisters, mothers and daughters of fishers from Nea Michaniona. N. Michaniona is located in the Northern Aegean Sea, 30 km of Thessaloniki, the 2nd city of Greece, and it is one of the most important fishing communities of the country. Michaniona's fishing fleet is composed of middle scale boats (trawl and purse seines) operating in the Northern Aegean Sea and small scale boats operating in the Thessaloniki Bay and Gulf of Thermaikos. The middle scale boats return rarely home, except during national and religious holidays and during the 4 months closed fishing season for trawlers (from June to September) and 3 months for purse seiners (from December to February). The small scale boats return usually at home every day.

Within this frame women of the Michaniona fishing community are building a local organisation, with the idea of extending it to the national level.

Theme Work

What type work do women in fisheries do in Greece?

Fishing

Women working on fishing boats are few and usually they are working on the family boat together with their husband. Women and men both need to have a diploma to become formally registered fishers. Every boat pays social insurances for all crew members.

Fishing nets are made mainly by fishermen and some women do this also illegally at home. Women home-based net menders are paid but they are not recognized as workers and they do not enjoy any worker's rights.

Aquaculture

Women are also employed in aquaculture units as administrative staff and also as workers processing and conditioning fish.

Michaniona women are found working as net menders making nets for fish farms in local workshops.

Processing

The few fish processing factories of the country are located in rural areas and employ mainly women workers. Women are also found in administrative staff.

Women working in processing industry, in net making workshops and fish farms are legal workers and they enjoy all worker's rights.

Unpaid work, women's contribution to the fishing enterprise

Work done in the family-based fishing enterprise by spouses, mothers and sisters, is not paid. These women are mostly responsible for the financial management of the fishing enterprise and they aim to diminish the expenses and increase the revenues for the good of the family enterprise and their family and more specifically during crisis period.

These women also take care of communication with fishery administration, banks and book keepers to bring the invoices of the boats. They buy groceries for the crew and sometimes they must go to harbours out of the neighbourhood to deliver these as the boats don't come often to the village.

They phone every day to the auction to be informed about the prices and see that the fish sold in the auction.

In Greece direct sale is not allowed by the law and fishers are not authorised to sell fish. The only direct sale is realised by small scale fishers from the boats. Women are not involved in this.

In the past, fishers' wives or mothers and sisters informed crew members' wives or families about their husbands and vice versa. Now with the cellular phone this role disappears.

Another role played by women is to take care of the family, the children and all the community duties, as their husbands working on middle scale boats are absent from home and the village for several weeks.

Theme Decision making and Women organizing in fisheries

Women participation in the decision making on fisheries management is very low. "*The important decisions for a good fisheries management regime are those made by people who have the right experiences*". Women believe that men better defend the fisheries interests as they are experienced in fish harvesting and their decisions are considered to be the best for the future of fisheries. But if it is needed women can defend also men's decisions in front of local, national and European decision makers.

Women's Organisation

PEGA is established in 2005 with the aid of a biologist working for the national federation of middle scale fishers, who knew about the presence of women in fisheries organisations in others European countries. He also translated the AKTEA newsletter in Greek.

At the beginning, he was planning to organise fisherwomen working on board of small scale fishing boats and women (spouses, sisters, mothers) doing shore-based work in fishing enterprises, in the same organisation. But the interests and claims were different for the two groups and soon the women working on board of small scale fishing boats left the group. Finally PEGA was formed by women (spouses, sisters and mothers) of fishing families from the middle and small scale fisheries. PEGA also has spouses of crew members among its membership.

Organisations main objectives

- Facilitating a formal platform for women to express their ideas and views concerning fisheries issues,
- Demanding the formal recognition of women's invisible work and the implementation of the EU directive 86/613 (legal status of the collaborative spouse) by the Greek State.
- Promoting the local fisheries

Strategies and Achievements

PEGA has achieved to make women's presence visible and mobilize women's support for the fishing sector and their husbands.

The strength of PEGA is that all women members of the organisation today understand the problems of the fisheries sector. To achieve their demands, the women met with the two main social security organisations and local and national politicians, but for the moment not any positive response. PEGA also met with the local, regional and national authorities to discuss the implementation of the legal status of the collaborative spouse and her access to a retirement pension (the European directive 86/813).

The weakness is that many times women do not cooperate in efficient way. Secondly, PEGA couldn't expand the network to all harbours of Greece. Only few women originating from other harbours became a member of PEGA.

The local fishermen's organisation recognises PEGA and has offered their office to host the organisation. But we have the recognition in words but not in deeds.

PEGA doesn't benefit any financial help from national authorities. But it is recognized by local, regional and national authorities.

Synthesis report Italy

Penelope - Women in Fisheries Network of Ancona

Penelope is an organisation of women in fisheries (spouses, mothers and sisters) of the city Ancona, created in 2004. Ancona is an important fishing harbour in Italy located on the coast of the Adriatic Sea. Presently Penelope has around 100 women members.

Women members of Penelope are linked to three main local fleet segments: trawlers, purse seines and small scale fishing boats. The boats (SSF and trawls) return daily home to land their catches and sell these to the local auction. Ancona's main fleet segment is trawlers operating for four days per week. Most of the trawlers and purse seines have a crew of migrant workers, mainly from Tunisia (North Africa).

Theme Work

What type work do wives of fishermen do in fisheries in Italy?

Women of Ancona working in fisheries are primarily involved in selling fish. Every morning, around 2 AM fishing boats return from sea to land their fish. When the boats are reaching the landing points, the women are waiting with a van to take the fish to the auction. In the auction, the women follow up on the sales. If they notice that the prices are low, they will take back the fish and to sell it directly either in Ancona city, either in neighbouring towns and villages. This freedom to act is provided to women because the auction is managed by municipal authorities which is not the case in others parts of the country.

To be able to sell the fish directly, women need to organize child care during the time that they are away from home. The women mostly return home around 6 AM and then prepare the children for school. Women raise children and take care of their education. They are also in charge of all family obligations and household duties.

During the day, women are in charge of all the shore-based work related to the fishing enterprise, such as dealing with the bank, the cooperative, and book keeping and administration.

What is the importance of women's work (paid and unpaid) in fisheries (sector, community & family) in Italy?

Selling fish by women of fishing families is an important contribution to the family income and the survival of the family.

What are the major differences in work division in fisheries between men and women in Italy and what are the changes/trends?

Work in fisheries in Ancona is highly sexually divided: men work on boats and women on shore. Men work at sea for 4 or 5 days per week and do not return home. Women raise their children. They are also in charge of all family obligations and household duties.

Women also sell fish daily. In the past, only a few women practiced direct selling of fish, but nowadays with the low prices offered by the auction, more and more women change to this practice. Some members of Penelope have fish shops, where they sell the fish of the family enterprise. Direct sales contributed to the increase of the family income.

The above activities are considered a contribution to the family, but not recognized as `work` also not by the women themselves.

What are the constraints women (still) meet at work?

The implementation of sanitary norms imposed by the EU aimed at consumer' protection, cause more and more constraints to the practice of direct sales. Fisherfamilies, and women in particular, can not afford the high investments needed to meet the sanitary requirements (refrigerated isotherms vans and for those who have shops, they must pave the shop with stainless steel, etc...).

What issues and/or demands concerning work (paid and unpaid) have been/are on the agenda of your WIF organisation. What has been achieved and what not? Explain why

For years, the women did not consider their activities in fish trade and administrative work for the fishing enterprise as `work`. Only after the creation of Penelope, women begin to understand the value of their work and start to claim a legal recognition of their contribution. Penelope organises, with financial aid of the regional government, different courses in entrepreneurial management for women.

Penelope is presently lobbying the national and regional authorities to harmonise the EU directive 86/613 in the Italian legislation. This will give the possibility to women to opt for *the status of collaborative spouse*. The status of collaborative spouse is a formal recognition of the unpaid work of women.

Theme Decision making

What is the importance of women’s role in decision making in fisheries (sector, community & family)?

1. The community organisations (fishermen’s organisation, PO, aquaculture organisations, local fishery/aquaculture management bodies, etc).

Fishers are members of a local cooperative and local Producers Organisation (EU regulation), but the women are not members of these organisations. The local fishermen’s organisations never offered Penelope a seat in their organisation and have never taken women’s claims to the national authorities.

2. Fisheries and aquaculture management bodies at regional or national level.

“Fisheries world is dominated by men at all levels” and they don’t leave space to women to participate in the decision making process concerning resources management. Resources management is seen as an affair of men.

Penelope is a member of the Mediterranean Regional Advisory Council and it has a seat in the executive board.

3. Fisheries and aquaculture management bodies at the European level.

Penelope is represented in the Mediterranean RAC (EU Regional Fisheries Advisory Council).

What issues & demands concerning access to decision making have been/are on the agenda of your women’s organisation. What is achieved and what not? Explain why

Penelope is presently lobbying the national and regional authorities to harmonize the EU directive 86/613 in the Italian legislation. This will give the possibility to women to opt for *the status of collaborative spouse*. With the formal status of collaborative spouse, the women expect to be able to access the fishermen’s organisations.

Penelope is a member of the Mediterranean Regional Advisory Council and it has a seat in the executive board. Penelope got the support of the Italian fishermen’s organisations to get this seat in the board.

AKTEA network encouraged Penelope to apply for a representation in the Mediterranean RAC (Regional Advisory Council) and they have been accepted to be member of in this important EU fisheries management advisory council.

Theme Rights to coastal and fisheries resources and sustainable fisheries management and development.

What issues & demands concerning sustainable fishery management and development have been/are on the agenda of your organisation. What is achieved and what not? Explain why.

Penelope, was created in 2004. Women of fisherfamilies of Ancona had heard about the existence of fisher’ women organisations in others European Countries and they established contacts with them. In 2003, fisherwomen of FETEM, an organisation of women in fisheries from Brittany (France), were invited to participate at a meeting organised by local fisher women for which they got financial help of the municipality. Two members of FETEM gave lectures and explained to the Italian women why they got organised and why women must take charge of their own future and not wait others to realize their women’s rights. Penelope participated actively to the establishment of an European network of women in fisheries and aquaculture and they organised the constitutive meeting of AKTEA in 2006. Their participation in the European network helped them to reinforce their own organisation.

Penelope supports the actions of the local fishermen’s organisation of Ancona aimed at saving the fish stocks, such as reducing the number of days at sea and a one month biological rest period. Women also participate in the campaign of the local community to expand the seasonal fishing ban to the whole country, as now boats from the southern parts of Italy come to fish in the Adriatic Sea when the local community is having its period of biological rest period.

Penelope also considers the valorisation of fish products to be an important element of fisheries resource management.

Penelope’s agenda

1. To obtain social recognition of women’s work in fisheries and legal recognition through the allocation of the legal status of collaborative spouse (EU directive 86/613).
2. To make women understand that their contribution to the fisheries enterprises is `work`.
3. To improve women’s entrepreneurial capacities through training in entrepreneurial management.
4. To promote fisheries traditions within the local society and keep alive the oral history of fishing communities.

Penelope’s strategy and achievements.

Penelope is presently lobbying the national and regional authorities to include the EU directive 86/613 in the Italian legislation. This will give the possibility to women to opt for *the status of collaborative spouse*. The legal status of collaborative spouse is a recognition of the unpaid work of women.

Penelope established relations with others European women’s organisations and contributed actively to the creation of the European Network AKTEA. Penelope considers AKTEA as good place to learn about EU fisheries policy (CFP reform, Regional Advisory Council, European fisheries funds, etc..) and to exchange with others women organisation about their activities.

Penelope has built good relations with local and regional authorities who are financing some of their activities, such as travel to AKTEA meetings, membership fee for the RAC, etc. They also get financial support for trainings courses (accounting, IT, etc).

Penelope established formal relations with the local cooperative which offered its office to held training courses for the women of Penelope.

Some members of Penelope are elected in the town council and regional council.

The fishermen’s organisations know about Penelope in Ancona, but they never offered Penelope a seat in their organisation and have never taken women’s claims to the national authorities.

Synthesis report Netherlands

VinVis - Women in Fisheries Network

VinVis (Vrouwen in de Visserij), the women in fisheries network of the Netherlands is an autonomous women's organization, consisting of women (*wives of fishermen*) from traditional fishing communities, both inland and marine, who are concerned with a sustainable future for their fisheries and their communities and also feel that women's role in fisheries should be recognized and validated. The network exists since 2000. Problems afflicting the Dutch fishing industry aided the network's launch.

Theme Work

What type work do wives of fishermen do in fisheries in the Netherlands?

1. Women, wives of fishermen, are involved in a range of activities in the family-based fishing enterprise. Most of these activities concern works ashore and are considered "support" (unpaid) activities, such as:

- administration, book keeping,
- responding to crew concerns,
- correspondence (email),
- collecting information (through the internet) about regulations, legal and financial matters, fishery management policy, certification and eco labelling, etc.,
- contacting and dealing with banks, insurance companies, auctions, fishermen's organisations, government administrators, environmental NGOs, recreational fisherorganisations, etc,
- cleaning, supplying groceries, and more.

Some women, wives of fishermen, are also involved in selling fish directly from home to the consumer or restaurants (also using of the internet). Some wives of fishermen, are involved in catering, they make fish snacks for parties, etc.

Only a few women, wives of fishermen, are involved in fish capture and join the crew on fishing trips. These women fishers are primarily found in inshore and inland fisheries.

2. Several wives of fishermen have also jobs or business outside the family enterprise to supplement the family income.

- In our largest fishing village Urk, women work in fish processing plants, where they clean, strip and debone fresh fish for consumption and also are involved in the production high quality frozen fish in consumer packaging for supermarket chains.
- Wives of fishermen who do have jobs outside, generally work in administration, (fish) marketing, shops, tailoring, teaching or nursing.

3. Other work wives of fishermen do:

- all kind of voluntary community service work,
- Women take care of the children and elderly and household chores of the fishing family.

Work of wives of fishermen for the family-based enterprise is generally not salaried and is considered a contribution to the family income. Salaried type of work of wives of fishermen is generally done to supplement the family income from fishing.

What is the importance of women's work (paid and unpaid) in fisheries (sector, community & family) in the Netherlands?

From our own experience women's role in the family-based enterprise is of great importance.

- Women's role is of crucial importance for a smooth operation of the family-based enterprise, through a wide variety of practical support activities she is doing.
- Women's contribution is often crucial for the economic survival of the family-based enterprise. Women do unpaid support work for the enterprise for reasons of cutting expenses. Women often also have a job outside or a business of her own, to complement the income from fisheries.

- Women, wives of fishermen, also play an important role in contributing ideas for the management of the fishing enterprise, encouraging better cooperation among fishermen and encouraging their husbands towards more sustainable fishing practices.
- The family-based fishing enterprise gives an important meaning to the lives of women and they want to protect it for the future. As mothers, women are responsible for raising the future generation fishermen and women.

What are the major differences in work division in fisheries between men and women in the Netherlands and what are the changes/trends??

Traditionally women’s role in the family-based fishing enterprise was limited to book keeping, cleaning, and supplying groceries and other supporting tasks. Some women also sold fish from home or as street vender. Men were more involved in the fish capture and tasks related to fishing technology and tasks that require more physical strength

Today the management of the fishing enterprise has become more complex, mostly as a result of increasingly complex regulations and demands of the society, and women take up a larger role in the management of the family-based fishing enterprise. They take up an active role in collecting information (through the internet) about regulations, legal and financial matters, fishery management policy, certification and eco labelling, etc., of importance for planning and management and advise their husbands.

In inland and small scale fisheries, it is becoming increasingly accepted that women actually get involved in fish capture as a professional fisher.

Women’s traditional role in marketing their husbands fish also has changed. Today most fishing enterprises sell their fish at the fish auction or on contract to a whole sale trader. On the other hand there is a new trend of women selling daily fresh fish caught by their husband or other fishers from their community through the internet directly to consumers and restaurants.

Considering the low status of manual work in a fish processing plants and the availability of better jobs, young women today are discouraged to work in the fish processing plants and encouraged to finish their education.

Employment in fish processing plants also has decreased, partly because reduction in supply of local fresh fish, as a result of reductions of quota and other fishing effort. Fish processing industries also have shifted to countries, where wages are lower than in the Netherlands. Dutch shrimps are now processed in Morocco and the processed shrimps are re-imported to the Netherlands). And most of the “fresh” fish in our market is processed and packed in Asia (China).

The role of women in sustaining the community and family has basically not changed. However fishing communities are less cohesive than before as a result of the decline of family-based fishing enterprises and the decline of fishery dependent communities.

What are the constraints women (still) meet at work?

- Today women actually can do all jobs in fisheries (as long as they have the appropriate education), but one of the biggest barriers is that many jobs in fisheries often have irregular and long working hours, which make it difficult to combine the job with care for the family/children and household work.
- Women (wives of fishermen) today generally spoken make a conscious choice between working for the fishing enterprise or having a career of their own, outside the fishing enterprise. In particular since the crisis in fisheries (difficult to make a living from fishing / livelihood problems and the negative public image of the sector), women increasingly choose for a life and a career outside fisheries.
- The role of women in fisheries is still (practically) invisible/ absent in Dutch fishery statistics and fishery policy.
- Self-employed women and collaborative spouses in fisheries are generally underprivileged (also discriminated against) in the society regarding access to social security and pension, insurances for accidents and maternity leave, access to low-threshold credit, profit-sharing, etc.

- Women are mostly active in service type and non-paid activities, which are generally considered as "not work" and of minor importance. Women's unpaid work is not visible and recognized, also not by the women themselves. Women do not demand remuneration for their work.

What issues and/or demands concerning work (paid and unpaid) have been/are on the agenda of your WIF organisation. What has been achieved and what not? Explain why

VinVis' agenda for WORK:

- a. Recognition and validation of women's role in the family-based fishing enterprise and status for the collaborative spouse to enable her to represent her interest at fishery meetings.
- b. Research on the role and position of women in fisheries, their aspirations and the opportunities and constraints women meet. Now there is a huge lack of data and women are practically absent in the statistics.
- c. Support for efforts and (innovative) initiatives of women to strengthen the economic base of the fishing households,
- d. Support for career prospects of women working in fisheries,
- e. Social security, insurances and child care options for self employed women and collaborative spouses in fisheries.
- f. Support initiatives that promote the safety and good working conditions at sea and on shore. The measures must be practical and feasible.

Strategy and achievements: see Themes DECISION MAKING and SUSTAINABLE FISHERIES MANAGEMENT AND DEVELOPMENT

Theme Decision making

What is the importance of women's role in decision making in fisheries (sector, community & family)?

1. The family enterprise.

Where women have a larger role in the management of the enterprise, husband and wife decide collectively. Where women have a limited role in the family enterprise, it are generally the men who decide. Women quite often have insufficient knowledge or self-confidence to discuss her own rights with her husband/partner.

2. The community organisations (fishermen's organisation, PO, aquaculture organisations, local fishery/aquaculture management bodies, etc).

At the community level, women participate in fishery meetings and committees, but still in the minority. In particular in the traditional fisherorganisations, the men dominate and many still feel that the man/husband is the most important in the fishing enterprise and therefore should be represented and not the woman/spouse.

3. Fisheries and aquaculture management bodies at regional or national level.

At the national level women/ wives of fishermen are also invited for meetings of the national fishermen's organisations and fishery policy consultations and advisory committees, organized by the national or regional government. This mostly is the result of the lobby of VinVis.

Nevertheless women's participation at the decision making level is still limited as women's participation in board of directors and leadership positions is low.

4. Fisheries and aquaculture management bodies at the European level.

Very limited. The North Sea Women's network is represented in the North Sea RAC, but has little impact so far. Through AKTEA , we lobby for a better access to decision making for women in fisheries.

Women of fishing communities remain playing a marginal role in decision making on fishery (management) matters and primarily do so at the local level. On the other hand it is noteworthy that where women of fishing communities have been given spaces within fishery organizations and in decision-making processes,

they have contributed innovative initiatives in fisheries, encouraged better cooperation among fishermen and encouraged their husbands towards more sustainable fishing practices.

What are the main difference in the access to decision making between men and women in fisheries and what are the changes/trends?

With the increasing importance of women's role in the management of the family fishing enterprise, women also demand a larger role in decision making, also in the public organisations, and their participation is on the increase. Men begin to accept this role of women.

Today women of fishing communities, in particular the younger generation, have better access to education opportunities and have become more emancipated. The emancipation of women of fishing communities is still at a slower pace as compared to the mainstream society, but women's role is becoming more visible and valued. Her participation in decision making is better accepted than before.

What are the constraints women (still) meet in decision making?

- Prevailing traditional perceptions about the roles of men and women rooted in the cultures of fishing communities. Religion (strict form of Protestantism) also plays an important role in this.
- Lack of education and knowledge about issues of importance to secure her rights.
- Lack of self confidence with women (to stand up against patronizing attitudes of men)
- Women with young children are generally fulltime engaged with child care and household chores, besides the work for the fishing enterprise, and have no time to participate in meetings, etc.
- Status of collaborative spouse is not formalised and spouses/partners of fishermen are not recognized to represent the family-based enterprise, neither their own interest as spouses/partners.
- The role of women in fisheries is still (practically) invisible/ absent in Dutch fishery statistics and fishery policy. Our government has a gender mainstreaming policy for agriculture, but not (yet) for fisheries.

What issues & demands concerning access to decision making have been/are on the agenda of your women's organisation. What is achieved and what not? Explain why

VinVis' agenda for DECISION MAKING:

- a. Fishing communities should have access to decision making that affects the future of their family-based fishing enterprises, their children and community, and the aquatic resources/fish stocks they depend on.
- b. Recognition of the collaborative spouse in the family-based fishing enterprise. Formalisation of the status of the collaborating spouse.
- c. Access of women (wives of fishermen) to participation in (boards of) fisherman's organisations and fishery management consultation bodies.
- d. Social acceptance of women's participation and her experiences, concerns and views by fisherman's organisations and policy makers.
- e. Our government should have a gender mainstreaming policy for fisheries.
- f. Our women in fisheries organisation should reach more women to make them aware of their position and role and promote their participation in fishermen's organisations.
- g. Awareness building to eradicate taboos and norms that deal with sex discrimination should be promoted.

Strategy and achievements:

The *VinVis* network developed into a hatchery for fisherwomen' leadership. Our network became a platform for wives of fishermen to exchange ideas and experiences and gain new knowledge. It created new opportunities for dialogue and mutual support.

To become full participant in the discussions, women of our network prepared themselves by reading documents, discussing and sharing information among each other and preparing collective position papers or statements with the issues of their concern. Women, members of our women in fisheries network (*VinVis*), gained more confidence to participate and make their voice heard.

Our women in fisheries organisation (VinVis) gained some form of official recognition and is generally seen as a representative organisation of women in fisheries / wives of fishermen and invited for participation local fishery development committees and public fishery consultations.

Women of the VinVis' network have obtained positions in fishermen's organisations and fishery advisory committees. The latter also caused that the leadership of VinVis had less time to invest in (the expansion of) VinVis.

Sometimes we feel that by involving our organisation, the impression is created that gender equality between men and women in fisheries is achieved. However the recognition of the role of wives of fishermen and her access of to decision making is still limited. Women's particular gender interests are of low priority on the agenda of fishermen's organisations and fishery management and policy making bodies. None of the Dutch fishermen's organisations has taken up the issue of formalisation of the status of the collaborative spouse.

Theme Rights to coastal and fisheries resources and sustainable fisheries management and development.

What are the biggest threats for your community to secure access to coastal and fisheries resources?

- Top-down complex fishery management regulations, often difficult to meet in particular for the small scale and less wealthy fishing enterprises. Policies generally do not take into account fisher's experiences, knowledge and livelihood concerns and way of life.
- Imposed quota system (TAC and in the Netherlands also ITQ) encouraged unsustainable fishing practices and socio economic disparity among fishers. Many family-based enterprises saw an increase of debts in the recent years. Mortgages had to be taken to keep the enterprise going, for example to finance the buying of (additional) quota (ITQ's). Investments in other, more sustainable fishing techniques require high capital investments which are unaffordable for many fishers. Many fishing families are in a vicious circle of debts.
- Increasing and complex demands of the society (environmental NGO's, consumers). Fishers are often made the black sheep in identifying the causes of diminishing fish stocks, causing a negative reputation with the consumers and the society.
- Reduction of fishing space because of expansion of wind mill parks, pipe lines, oil and gas drilling rigs, shipping, sand mining, MPA's, etc Reduction of coastal land for fishing communities because of expansion of urbanisation, industrial harbours, tourism, etc.
- Chemical pollution of inland and coastal waters, in particular the chemicals which pollute the bottom of those waters such as dioxins from pesticides or insecticides used earlier in agriculture and PCBs, but also hormones.
- Introduction of multi-stakeholder management: fishing communities are often at the disadvantage because of lack of capacity and power.

What is in your experience women's (potential) role in fishery management and sustainable fisheries development?

In our experience men look more short term and women look more long term. Women have also better communication skills. It is regretful that the communication skills of women are practically not used in fisheries management.

Women's organisations should try to reach more women and encourage them to influence the views of men. Women are more willing to pursue a sustainable fishery, because they consider the future of their children.

What issues & demands concerning sustainable fishery management and development have been/are on the agenda of your organisation. What is achieved and what not? Explain why.

VinVis agenda for SUSTAINABLE FISHERIES MANAGEMENT AND DEVELOPMENT:

- a. Policies should protect a sustainable future perspective for the small scale family-based fishing enterprise and recognize its role in the sustainable management of the aquatic resources/fish stocks. Policy makers and planners should take into account fishing community's experiences, knowledge and livelihood concerns and way of life.
- b. Policy makers, fishing community and civil society should cooperate in promoting sustainable fisheries practices, the best quality of products (fresh fish) and innovative marketing strategies to establish direct links between fishing community and consumers,
- c. Recognition and validation of women's role in the family-based fishing enterprise and formalisation of the status for the collaborative spouse.
- d. Access of women (wives of fishermen) to fishermen's organisations and policymaking bodies, participation in decision making on matters that concern the family-based enterprise, the community, the crew and the sector,
- e. Women's role in communication and decision making in fisheries management should be promoted.
- f. Promotion of the positive cultural aspects and values of Dutch traditional fishing communities,
- g. Eradication of norms and taboos that deal with sex discrimination,
- h. Good and equal working conditions for the crew (incl. collaborative spouse) on the boat and on shore,

Our strategy:

Our slogan is *shifting the focus from the fishing boat to the people behind the fishing boat.*

- a. Making ourselves visible: Our network approached the Ministry, fishery research institutes, representatives of the fishery industry, environmental NGO's, for a meeting to discuss our concerns. We also had a meeting with the European Commission, together with representatives of other European women in fisheries' organisations. This contributed to the visibility of our network and some form of formal recognition. As a result our network was increasingly invited for meetings, workshops, consultations, seminars and conferences.
- b. Lobby: Our network contributed collective responses to the Green paper to review of the European Common Fishery Policy in 2002 and 2009, a position paper for the EU Conference on the Role of Women in Fisheries of January 2003 and a position paper for the consultation on the Netherlands National Strategic and Operational Plan for the European Fisheries Fund.
- c. Awareness raising: Our network regularly published reports in our national fishery paper. Also members of our network were interviewed by our national fishery paper.
- d. Encouragement and knowledge sharing: Our network approached other women and encouraged them to attend meetings, read and discuss and cooperate in activities for the benefit of a sustainable future for Dutch family-based fisheries.
- e. Linking and alliances: Our network built relations with other women in fisheries' groups and organizations through-out Europe. In 2006, *VinVis* became one of the founding members of the AKTEA Network of Women in Fisheries and Aquaculture in Europe. Through linking with other women's associations experiences and insights are exchanged. AKTEA is also a platform to advocate for the recognition of the role of women in fisheries at the European level.

Our achievements:

Our network *VinVis* succeeded to bring a community perspective in the fisheries debate by raising issues that concern the quality of life within fishing communities. Often we were the only representatives of our community in stakeholder consultations. In this way we gained the respect of our community. Men also found out the benefits of women's participation.

- a. Fishermen's associations more and more become aware of the potential of women's role. Although there still exists the inclination with the male dominated organisations to patronize women, they

now begin to recognize the important role the women play in communication and in promoting social links and cohesion. However none of the Dutch fishermen’s organisations has taken up the issue of formalisation of the status of the collaborative spouse.

- b. Some form of official recognition. Our women in fisheries organisation (VinVis) is generally seen as a representative organisation of women in fisheries / wives of fishermen and invited for participation in local fishery development committees and public fishery consultations. Also we had several meetings with the Ministry to discuss our agenda. Nevertheless we still did not achieve a gender policy of our Ministry for the fishery sector. In the local fishery action groups, there are opportunities for women in fisheries groups to receive support from the European Fisheries Fund. However we do not know (yet) how many women actually took these opportunities (except when VinVis women are involved). Sometimes we feel that by involving our organisation, the impression is created with the government that gender equality between men and women in fisheries is achieved. However the recognition of the role of wives of fishermen and her access to decision making at the fishery policy making level is still limited.
- c. Through the AKTEA network we have broaden our perspectives and strengthen women’s voice at the European level. Good examples from other European countries have strengthened our lobby for the formalisation of the status of collaborative spouse. To some extent we built relations with women farmers organisation in our country (LTO) for the enhancement of the status of the collaborating spouse.

What are the strengths of your women’s organisation and what the weaknesses?

- a. The informal nature of the network caused that women were joining and leaving all the time, causing the incapacity of the network to come up with a collective long term programme. On the other hand did the informal and open structure also gave opportunity to the women to decide on their own direction, learn from each other, share experiences and knowledge and to respect each other’s differences and call on each other for advise and support. The informal structure also facilitated flexibility and opportunity for the active participation of all women in their own capacity.
- b. Women of our network have rather diverse backgrounds, with women coming from different fishing communities, from different fishery sectors, from ship-owners and crew members’ families, and moreover from rivalling fishermen’s associations. This could be seen as both a strength (uniting, sharing, community perspective) and a weakness (finding a common agenda).
- c. Our VinVis network succeeded to develop a stable core of around ten women ‘leaders’ who carried out the network’s mission with great enthusiasm and involving their personal resources. The core group of VinVis however also felt the pressure of the competition between the high demands of fulfilling VinVis’ mission and their daily duties of sustaining the household and the fishing enterprise, which particularly in times of crisis added more to women’s workload. Slowly this led to an erosion of their participation in the VinVis network.
- d. The network actively makes use of the internet and E-mail communication, which facilitates the communication. There are plans for a website. Regular face-to-face meetings remain of importance.
- e. VinVis is strong in networking and built an extensive network at the national (and European) level which facilitated her mission. Lack of resources (next point) caused difficulties in maintaining the network.
- f. The network lacks resources (time, funds, experience) to formalise (and professionalise) the organisation, expand membership and implement a wider activity plan. An important opportunity for the network had been the role of a concerned outsider playing the role of facilitator, adviser and supporter.
- g. VinVis did not choose to built a strong base at the local level and has been focussing primarily at the national level and later also at the European level. Some women see this also as a weakness and the reason why VinVis did not succeed to attract more women to participate in the network and to rejuvenate the leadership.

Synthesis report Northern Ireland (UK)

NIWIF – Northern Ireland Women in Fisheries Network.

NIWIF, the women in fisheries network of Northern Ireland (UK) is an autonomous women's organization, formed in 2006 by women (*wives of fishermen*) from traditional fishing communities of the three major fishing harbours of Northern Ireland: Kilkeel, Ardglass and Portavogie. The network was initiated by women of the Fishermen's Wives Support group of Kilkeel (2004), who had been participating in several WIF events in Europe and had been inspired by WIF networks that existed in other European countries. NIWIF made several exchange visits to these other WIF networks to learn from their experiences and explore ideas about how to regenerate their ailing fishery industry.

Theme Work

What type work do wives of fishermen do in fisheries in Northern Ireland?

- a. Administration, accounts for the fishing vessels and other support work.
- b. Buying, selling fish from mobile transport, selling fish at town markets.
- c. Shelling, packing in fish processing industry.
- d. Jobs outside fisheries to supplement the family income.
- e. Raising the children.

Work of wives of fishermen for the family-based enterprise is generally not salaried.

What is the importance of women's work (paid and unpaid) in fisheries (sector, community & family) in the Northern Ireland?

- Women's work is very important to the men when they are at sea. Women actually run the boats, they do all the thinking work, they have jobs outside, they raise the children.
- Women's work is also very important in the processing industry.

What are the major differences in work division in fisheries between men and women in the Northern Ireland and what are the changes/trends??

- In Northern Ireland religion plays an important role in our culture and society (Northern Ireland has been plagued by a very long conflict between Catholic and Protestant communities). The important role of religion is the reason that there are many cultural restrictions for women of fishing communities. Women are not allowed to be on board of ships and even are not supposed to be seen in the harbour. Generally women are not allowed to anything which has a relation with the ship or the capture activity.
- Men only focus on the technical job of fishing, while women do about six jobs together on shore, in particular in administration and selling and taking care of the children and the household chores. Because of technological developments, such as IT, women need to spend less time for the enterprise and have more time to spend for the family. However women's status has not changed.
- In the 1960's prawn fishing was introduced in Northern Ireland and women were allowed to buy prawns and process these at home. The processed prawns were bought by trading companies. To day women's work in prawn processing is still big, but employment is decreasing. Today women do not process prawns at home anymore, but in factories. This is because of stricter health and safety regulations.
- There have been no real changes in women's work in fisheries. To day there are more career opportunities for women as a result of education and child care facilities. Because of the crisis in fisheries and the future of our fishing communities is at stake, we do not foresee a larger role of women in fisheries.

What are the constraints women (still) meet at work?

- There are many constraints for women to enter professional training to do jobs in fisheries, such as entering the navigation school. Women are not encouraged to have a career in fisheries. In times that

income from fishing is bad, financial support for son’s education will be given preference to that of daughters.

- Women working in the fish processing industry are faced with unequal wages and lack of career perspectives for women.
- Women’s role is not recognized and therefore remains invisible.

Theme Decision making

What is the importance of women’s role in decision making in fisheries (sector, community & family)?

5. The family enterprise.

In Northern Ireland women have no say in decision making at the level of the management of the fishing enterprise. Men generally do not like women to know too much about their fishing business and interfere.

6. The community organisations (fishermen’s organisation, PO, aquaculture organisations, local fishery/aquaculture management bodies, etc).

At the community level, women generally do not participate in fishery meetings and committees, but today there is one woman in a local PO (Producers Organisation).

It is not socially accepted that women discuss fishery policy issues. Women also do not participate in protest campaigns against government fishery policies.

7. Fisheries and aquaculture management bodies at regional or national level.

At the national level women/ wives of fishermen are also invited for fishery policy consultations and advisory committees, organized by the government. Nevertheless women’s participation at the decision making level is still very limited as we do not get any feed back.

8. Fisheries and aquaculture management bodies at the European level.

There is more input from women at this level through the North Sea Women’s network (represented in the North Sea RAC) and through AKTEA.

What are the main difference in the access to decision making between men and women in fisheries and what are the changes/trends?

Men generally do not like women to know too much about their fishing business and interfere. But the marginalisation of women in fisheries is changing a bit. To day women have a voice, but this is mainly the result of the government policy (and European Union), not because the fishermen have changed their attitude. Because of the government’s policy of Equal Rights, there are more opportunities for women to take part in decision making.

What are the constraints women (still) meet in decision making?

- Prevailing traditional perceptions about the roles of men and women rooted in the cultures of fishing communities. Religion (strict form of Protestantism) still plays a major role in this.
- Women are not accepted to represent the interest of their fishing enterprise.

What issues & demands concerning access to decision making have been/are on the agenda of your women’s organisation. What is achieved and what not? Explain why

NIWIF’ agenda for DECISION MAKING:

- Women should have the opportunity to have our voice heard and to use our knowledge to ensure the right decisions are made regarding the future of our fishing communities.

Strategy and achievements:

- NIWIF has not achieved anything regarding access to decision making, because we haven’t had the opportunity.

Theme Rights to coastal and fisheries resources and sustainable fisheries management and development.

What are the biggest threats for your community to secure access to coastal and fisheries resources?

- Top-down complex fishery management regulations, often not suitable to local type of fishing (quota system, reduced days at sea, enforced mesh size, etc).
- Government rules and scientist’ reports. Local knowledge and experience are lost.
- Low fish prices, fish marketing problems.
- Many fishing families are in a vicious circle of debts, causing distress and interrelational problems. Families are not able to stay together and work together in a traditional way. We loose our way of life.
- Mass tourism is a threat. Our fishing communities are faced with displacement.
- People are encouraged to leave fisheries to work in other sectors. Local fishermen leave fisheries and are replaced by workers from cheap labour countries like Philippines.

What is in your experience women’s (potential) role in fishery management and sustainable fisheries development?

- Men think, women act.

What issues & demands concerning sustainable fishery management and development have been/are on the agenda of your organisation. What is achieved and what not? Explain why.

NIWIF’ agenda for SUSTAINABLE FISHERIES MANAGEMENT AND DEVELOPMENT:

- i. Policy makers and planners should take into account fishing community’s experiences, knowledge and livelihood concerns.
- j. People outside the fishing communities should become aware about the decline of the fishing industry and consume more local fish.

See also the response of AKTEA to the Green Paper on the Reform of the Common Fisheries Poliy.

Strategy:

- We organize fish market promotions to buy local fish. To make people outside of the fishing communities aware of the decline in the fishing industry in their country.
- NIWIF builds relations with other women in fisheries’ groups and organizations through-out Europe. Through linking with other women’s associations experiences and insights are exchanged.

Achievements

- We have made ourselves known to local the government. We have highlighted the need to support fishermen and the local fisheries.
- We have had good funding from local government.
- We built allies with other WIF organizations, like Mna na Mara in Ireland and the North Sea Women’s Network and AKTEA.
- We have not stopped the powers that be from making stupid rules.

What are the strengths of your women’s organisation and what the weaknesses?

- All of us have the same goal . We only haven’t had our voice heard in the right place.
- We have difficulties to attract (young) women to join our organization, because their husbands (also the younger generation) do not allow their wives to join us.

Synthesis report Portugal

Rede de Mulheres da Pesca – Women in Fisheries Network.

Rede de Mulheres da Pesca, the women in fisheries network of Portugal, is an autonomous women's organisations consisting of women of traditional fishing communities. It was founded in 2007. Their main demand is for the role of women in the sector to be valued and for their participation in decisions to be assured.

Theme Work

What type of work do fisherwomen do in Portugal

1. Fisherwomen; women may work with their husbands or as fishing crew
2. Shellfish gatherers (on foot and in vessels) or "viveristas (shellfish farmers)
3. Managers; managing family business/ husband's vessel;
4. Redeiras (net riggers and net repairers)
5. Preparing hook and line gears (rigging longlines etc);
6. Aquaculture (in Portugal, people who invest and work in this sector do not belong to fishing communities, with the exception of shell fishing);
7. Fish vendors;
8. Processing factory workers;
9. Training; administration; research; salt production; artesanía; other activities in the sector
10. Minding/ managing the home/household economy, rearing children, engaging with the local community, representing the family, etc

What is the importance of women's work (paid and unpaid) in fisheries (sector, community and family) in Portugal

- Very important, but not reflected in statistics as often work is unpaid.
- Very important social and cultural role, responsible for social and family cohesion.

What are the major differences in the division of labour in fisheries by gender in Portugal, and what are the changes/trends

- "Men command at sea, and women on land". Traditionally men go to sea, although there are women fishers, above all in the estuaries. Women have the greatest importance in the ancillary sector than in fishing/production. Although they are active in segments where men dominate (in boat yards for example), they are present in most up stream and downstream activities.
- Despite predominance of women in the industry, the top positions are taken by men.
- For women who were not in unions, 25 April 1974 saw their rights being formalised, as for workers in the processing industry; things have changed and continue to change.
- In 1986 with the establishment of a professional training centre for port workers, there has been improved access to courses to increase competence, to have access to a professional career, get qualified for a profession, have access to social security, and so have the dignity of their work recognized.
- With the formation of AKTEA, women from across Europe have been able to exchange experiences, to get organized and to be more visible as a social group, visible in the press, to participate in local, national and regional fora, to participate in sectoral organizations and to get access to participate in decision taking that affects the sector.
- Improved access to training etc; access to social protection; self- and public recognition of their role; organization of women and participation in professional organizations.
- A particular struggle has been of the Peniche purse seine rederas, who were contracted for a pittance but have succeeded in taking control of their work, establishing a daily wage, and getting access to social security.
- Women have also increasingly gained access to specialized jobs in research, and in service provision, thanks to the democratization of the country. This has enabled women to go to University, provided a legal framework that recognizes gender equality, and put an end to gender discrimination in the workplace, that prevailed under the fascist regime.

- Women have been guaranteed greater employment (above all in more specialized professions), greater rights in the work place, access to training (including literacy), and above all to professional qualifications and a professional career (above all with fisherwomen), access to social security and protection against professional risks (fishing and support jobs), and with a salary and recognized professional activity.
- There has been an evolution with regards to women’s independence, above all in the new generations. The image of fishers’ wives has changed and today its normal for them to get support for their tasks in home, to have their own cars, or to drive the family car (often driving the crew from the port to their community), they have free time to meet their friends, and have more time and more money to care for their appearances.

What are the constraints that women still meet at work

- Gaining rights at work and professional recognition for women has not been accompanied by a similar process at family and society level. The process of sharing family responsibilities is proceeding much slower, above all with women bearing both family and work responsibilities, sacrificing their free time and personal promotion.
- Generally women have to make special efforts to prove that they are equally as capable as men to advance their careers or are disadvantaged in career advancement by having to balance their role as workers with their role as mothers.

What issues and /or demands concerning work (paid and unpaid) have been/are on the agenda of your WIF organization. What has been achieved and what not?

The objectives of the Portuguese WIF Network, discussed and approved in March 2007, in the act of its founding, include the following issues related to work:

- Promote the valorisation and recognition of women’s work and the contribution of fisher women for the sector;
- Develop initiatives that increase the social value of professions related to the sector.

Theme Decision Making

What is the importance of women’s role in decision making in fisheries (sector, community & family)?

1. The Family Enterprise

- Women’s participation in decision taking within enterprises is variable. Generally its greater in the North than in the South, and in estuarine areas, and its greater in artisanal fishing and family enterprises. This refers to vessel owners wives and not to employed workers. In some communities (e.g. Vila do Conde and Angeiras) women play a very important role.

2. The community organizations (fishermen’s organizations, POs, aquaculture organizations, local fishery/aquaculture management bodies etc).

- Women are absent from the boards of POs and sector associations, and with one or two exceptions, they don’t participate in the discussions, even though they may be business managers and managers in the ports where they participate more actively. There are only two women on the boards of syndicates.
- After its founding, thanks to the FEMMES project⁵, the Rede Portuguesa de Mulheres da Pesca (Portuguese Women in Fisheries Network) began to participate in international meetings and its participation is not questioned by the sector. But there is still no sign of any will to promote the participation of women in their activities.

3. Fisheries and aquaculture management bodies at regional or national level

- No women participate at this level. The Portuguese Consultative Council does not function effectively, and there are no regional organizations for continental Portugal.

⁵ The European Thematic Network FEMMES “Women in fisheries and aquaculture in Europe”, is a research conducted by social scientists working in the field of fisheries and aquaculture in association with fisher women, women organizations, social institutions, administrative and training institutions involved in fisheries and aquaculture.

4. Fisheries and aquaculture bodies at European level

- The Network belongs to the Executive Committee of the EU South Western Fishery Regional Advisory Council (SW RAC), where its participation is respected.

What are the main differences in the access to decision making between men and women, and what are changes and trends?

Women are generally absent in the decision taking bodies (boards of directors, committees, etc).

What are the constraints women still meet in decision making

Communication within the Network and physically meeting are problems. Lack of political will to promote/support participation of women. Cultural inertia.

What issues and demands concerning access to decision making have been/are on the agenda of your women’s organization. What has been achieved, and what not?

- To improve policies for health and safety at sea and to promote a culture of safety.
- We are only just making a start. So far we have participated mainly at international level – in the working group on traditional fisheries and the executive committee of the SW RAC, and in its recommendations (on shellfish gathering, tourism and CFP reform).
- What we have yet to achieve is that organizations representing the sector in continental Portugal become more open to involving women in their activities, and to include the Network in their organizations, as has happened in the Azores. We would also like the Administration to recognize our role at national level and not only in international fora.

Strategy and Achievements

- Our aim is for organizations representing the sector from continental Portugal to become more open to including in their activities, and to involve the Network in organizational activities, as they have done in the Azores.
- We would also like the Administration to recognize our role at national level and not just for our international activities. Most important is that we get the opportunity to participate and to be heard, because its only thus that Network leaders can gain experience

Theme Rights to coastal and fisheries resources and sustainable fisheries

What are the biggest threats to you community to secure access to coastal and fisheries resources?

- Joining the EU (1986) had a big impact. The CFP continues to impact and to pose a threat (through TACs, quotas, recovery plans etc).
- Top down approach of the Administration, devaluing the socio-economic importance of the sector, and being incapable of devising a strategy for the integrated development of the sector and dependent communities, excluding artisanal fishers and their associations from decision taking and management processes.
- Lack of financial, human and technical capacity in fisher organizations to participate in decision taking processes, to make their voices heard, or to cooperate with each other.
- Lack of dialogue between scientists and fishers.
- Coastal and river pollution poses a particular threat for shellfish gatherers.
- The possibility of ITQs – this could put the artisanal fishery at risk and the very survival of coastal communities if quotas become concentrated in the hands of a few industrial companies.
- The development of population centres, real estate speculation, mass tourism on the coast, leisure sailing.
- Implementation of integrated coastal area management which excludes fishers and their communities, or otherwise overlooks or ignores them.

What is in your experience women’s (potential) role in fishery management and sustainable fisheries development?

- Women and men have equal access to resources, women may inherit fishing rights, and there

- are no barriers to widows to use their dead husbands’ vessels, or to inheriting fishing licences even if they are not sailors,
- Women could play a very important role. They have a wider view of the world and are as concerned about the future as they are about the present. Women’s perspective is of an integrated sector (fishing, up- and down-stream activities, and the economic, social and cultural aspects of communities).

What issues & demands concerning sustainable fishery management and development have been/are on the agenda of your organization? What is achieved and what is not?

- The Network is relatively new (founded in March 2007), and has 8 defined objectives, including: contribute to the economic, social and environmental sustainability of the sector; promote the valorization of women’s work and their contribution to fisheries; contribute to establishing a more positive attitude to exploring resources and organizing fisheries to make fisheries more viable and with a more promising future; attract youth; intervene to improve health and safety at sea.
- Our main demand is for the role of women in the sector to be valued and for their participation in decisions to be assured.
- Our main work to date has been to make women more visible. Through the participation of AKTEA in various fora and debates (like the SW RAC and CFP/Green Paper review) has enabled us to take strong positions.

Strategy

- To intervene in a pro-active and cooperative manner, to avoid conflict and competition, contributing to a dialogue with other organizations
- Participating in the Executive Committee and the Working Group on Traditional Fisheries of the SW RAC.
- Lobbying activities, sharing experiences, training women leaders, communications.

Achievements

- Establishing the Rede de Mulheres da Pesca in 2007;
- Participation in SW RAC
- Need to ask again in 10 years time, as organization is very new.

Strengths and Weaknesses

Strengths

- Network completely open, which facilitates participation
- Cohesive group
- Strong individual participation
- Many leaders, little competition
- Shared responsibility
- Flexibility and rotation of participation and representation
- Good regional and local representivity, giving an integrated vision
- Good international relations and sharing of experiences and knowledge
- Recognized by politicians and leaders of sector organizations
- The presence of a support organization that allows us to work and guarantees some financial and logistical support.

Weaknesses:

- Reluctance to assume individual responsibilities
- Some reluctance to assume leadership publicly
- Informality/ lack of clarity
- Difficulty to concretize projects
- Dispersed nature makes it hard to communicate, meet, analyse and discuss
- Lack of own financial means.

Synthesis report Spain

Federation Gallega Redeiras Artesanes, and Association Thyrius

The Galician Federation of Artisanal Redeiras is a federation of women artisanal net riggers (*redeiras*) of region of Galicia, the most important fishing region of Spain. It was created in 2004 with the aim of gaining professional recognition and improving their working conditions. Through training programmes organized by the Galician administration, they aspire to improve their skills and also explore business opportunities.

Thyrius, is an association of women of El Palmar, a fishing community near Valencia in Spain. It was created in 1994 with the aim of fighting against the community's customary law which deprived women of hereditary rights to pass on fishing rights to her children and which even today resulted in the refusal of the local fishermen's organisation to allow women to have fishing rights in the lagoon. After many years of struggle the women won a court case in 2003, but the legal decision to entitle fishing rights to the women is still not respected broadly by the fishing community of El Palmar

The *mariscadoras* (women shore-based shellfish gatherers) did not respond to the questionnaire, but the Redeiras Federation provided some information on their activities.

Theme Work

What type of work do fisherwomen do in Spain?

- Rederas (net rigger/mender)⁶ and those who prepare hooks and lines. They may or may not receive a salary;. Redeiras may receive a share like the men whether or not they are boat owners' wives or employed labour. Increasingly unregistered redeiras are contracted or sub-contracted illegally (undeclared) on low wages.
- Boat owners' wives who work with their husbands do not receive a salary (family income).
- Women are increasingly found on fishing vessels, often fishing together with their husbands or alone (women of El Palmar, near Valencia).
- Shellfish gathering women (Mariscadoras) work autonomously and get a direct income from their work. Unpaid work includes shellfish cleaning and guarding the beaches. Administrative tasks carried out by women are not remunerated
- Women also work in aquaculture, processing, research etc, as normal salaried workers.
- Women combine house work with outside work.

What is the importance of women's work (paid and unpaid) in fisheries (sector, community and family) in Spain

Large numbers of women are engaged in the fishing sector in Spain, often home-based, or in administrative roles in companies.

What are the major differences in the division of labour in fisheries by gender in Spain, and what are the changes/trends

Where physical strength is required, men dominate. Women predominate on the beach. In fishing, women rig and maintain gears used in fishing.

In fishing women are increasingly working on boats, above all family boats. The women of Thyrius (El Palmar) women have acquired the right to fish, but many women are unaware of this. Only 2 women carry out fishing on an occasional basis.

The fisheries sector is more professional, new technologies, machinery that makes the work less hard. In fish marketing there is better training and adequate health conditions; new laws require adequate health conditions, not like 30 years ago.

⁶ The federated redeiras work mainly for the artisanal or inshore sector, making and repairing by hand all kinds of fishing gears and equipment. They are professionals registered with the Finance Ministry and with the social security, and they guarantee quality and good workmanship based on their experience and training.

In fish processing, the work is more mechanised.

Women are better represented; they are more accepted in the work place, and are able to claim their rights as workers. They now have better salaries, better working conditions and greater respect. Women who fish now have insurance coverage, better security/safety conditions and have their rights recognized.

What are the constraints that women still meet at work

Negative aspects include that women have greater responsibility and greater work loads. Also do men generally earn more than women in the fisheries sector.

Women combine house work with outside work. Women provide support or carry out maintenance tasks on gears or marketing fish visibly and with social security cover, before they were invisible and only men were seen.

Men still think that women should only occupy themselves with the domestic tasks and the private sphere.

What issues and /or demands concerning work (paid and unpaid) have been/are on the agenda of your WIF organization. What has been achieved and what not?

Women demanded better salaries, better working conditions, training programmes and greater respect and this is achieved. Women now have insurance coverage, better security/safety conditions and have their rights recognized.

The women of Thyrius (El Palmar) women have acquired the right to fish, but legal decision to entitle fishing rights to the women is still not respected broadly by the fishing community of El Palmar.

A major concern for the Redeiras Federation is the increasing black market for illegal (unreported) non-professional work, often sub-contracted, with low wages and with low quality work. This is undermining their professional status, eroding their wages, and putting their livelihoods in jeopardy.

Theme Decision Making

What is the importance of women's role in decision making in fisheries (sector, community & family)?

1. The Family Enterprise

Normally men are the visible face of the enterprise.

2. The community organizations (fishermen's organizations, POs, aquaculture organizations, local fishery/aquaculture management bodies etc).

Women can be represented in steering committees, can assist in fishers' assemblies, but men still dominate and are more visible.

What are the main differences in the access to decision making between men and women, and what are changes and trends?

The male sector is always better represented, because they are stronger. Men still think that women should keep themselves to the private sphere only.

What issues and demands concerning access to decision making have been/are on the agenda of your women's organization. What has been achieved, and what not?

Through self organizing women should become stronger; desire to form a women's organisation within the fishing community and to organize training courses for youth and women.

Achievements

They have managed to organise themselves and obtain their rights as workers (Redeiras) and as fishers (Thyrius).

For *Thyrius*, women's proposals are not taken account of; they are a minority within the fisheries sector. Local fishermen's organisation resist to allow women to have fishing rights in the lagoon. Women's issues are still not included in the agenda of the fishermen's organisations. Women's opinions are not valued as they should be. It's a taboo issue for men. Men who have supported us have suffered negative consequences for supporting women's initiatives.

Redeiras: Men's organizations are not used to thinking about women who have had to struggle to make their voices heard within the organizations.

Theme Rights to coastal and fisheries resources and sustainable fisheries

What are the biggest threats to you community to secure access to coastal and fisheries resources?

- Poaching, waste (dumping), over-exploitation. Decline in resources, state of lagoon (*Thyrius*) is very poor, future prospects not good.
Lack of investment in natural resources' regeneration and environmental rehabilitation.
- In the market, little control over imports depresses prices.
- Expansion of tourism, construction of harbours, urban expansion, wind mill parks, marine protected areas, etc.
Often other interests prevail. Often women workers are relegated to a corner, out of sight. Tourism is an option (for women), but is highly exploited, and lacks symbiosis between natural resources, fishing and local alternatives.

What is in your experience women's (potential) role in fishery management and sustainable fisheries development?

Women care more about conservation and resource sustainability, that it should be cared for and controlled. However only the views of men are considered in resource management.

What issues & demands concerning sustainable fishery management and development have been/are on the agenda of your organization? What is achieved and what is not?

The women's association *Thyrius* has been fighting since 1994 against the community's customary law which deprived women of hereditary rights to pass on fishing rights to her children. After many years of struggle the women won their rights in a court case in 2003. Now women and their sons and daughters also have the right to fish in the lagoon and acquire the local identity of fisherman and fisherwoman of Albufera de Valencia. Nevertheless the local fishermen's organisation still have problems to allow women to have fishing rights in the lagoon and discuss women's issues.

Federacion Gallega Redeiras Artesanes, is a federation of women artisanal net menders (*redeiras*) of region of Galicea, the most important fisheries region of Spain. It was created in 2004 with the aim of gaining professional recognition and improvement of their working conditions. Up till now these artisanal women net menders had worked for very low remunerations and had not been able to enhance their skills, with the result that many women had abandoned this activity. With the support of the Galicean administration the women *rederas* met at the regional level to discuss the future of their activity and their ambitions. Out of these discussions a regional federation of Galician *redeiras* was created in October 2004 with the aim of gaining professional recognition and improvement of their working conditions. Through training programmes organized by the Galicean administration, they aspire to improve their skills and also explore business opportunities.

The *redeiras* would like a certification scheme to be applied to their work, which certifies that the gears rigged by them have been done by trained professionals and that the fishing gears comply with the legal standards (for quality and selectivity).

They call on the authorities to end the black market for illegal gear rigging work, to create legal work places, and to apply sanctions.

They have launched a campaign “SOS Redeiras de Galicia” which denounces illegal work, and states that: “The work of illegals is putting the continuity of this profession that is vital for the functioning of the artisanal fishery sector”. Their campaign also denounces the production of illegal gears.

Strategy of the women’s organisation.

Through self organizing women should become stronger; desire to form a women’s organisation within the fishing community and to organize training courses for youth and women.

We defend our arguments with the conviction of believing in what we do and defend.

They have built alliances at the regional level (Federation Redeiras) and European level (AKTEA).

Achievements.

They have managed to organise themselves and obtain their rights as workers (redeiras) and as fishers (Thyrius).

Shellfish gathering on foot (mariscadoras) has gained recognition as a profession with all its right. They manage the shell fish stocks in a sustainable way and now each zone and species has a specific exploitation plan and catching is regulated by laws.

The government has supported the creation of women’s organizations (Redeiras, Mariscadoras) and provided them with training programmes and other support; they have recognized our struggle as just (also Thyrius).

Shell fish gatherers (mariscadoras) and net menders (redeiras) make attempt to eliminate intermediaries through trying to gather/provide our products as directly as possible to consumers.

Mariscadoras (women shellfish gatherers on foot) try to concentrate sales of their products in a single auction hall to attract the greatest number of buyers. They also try for a better presentation of the product, better sanitary and hygienic conditions.

Women are better represented; they are more accepted in the work place and in the community. But they are still often not taken account of in taking of important decisions.

Strengths and weaknesses of your women’s organisation.

Women are not always unified in the cause to benefit us all, so we fail.