

**« Women in fisheries and aquaculture in Europe »
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**« Women in private and public spaces:
synthesis, analogies and comparisons »**

**Proceedings of the Santiago de Compostela Workshop
Thematic network FEMMES
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THIRD WORKSHOP OF THE “FEMMES” THEMATIC NETWORK



« Women in private and public spaces: synthesis, analogies and comparisons”

Introduction

The third workshop of the program FEMMES was held in San Juan de Compostela on the 8th and 9th November 2004. Forty five participants from the North and the South debated the place of women in the fishing and aquaculture sectors. European researchers working on gender issues in other economic sectors were invited to participate in the workshop. The exchange between the researchers and the women helped us to obtain a wider knowledge on women at the heart of other economic sectors and to establish links between our work and theirs. On the other hand, the participation of people from the South working in the field of women in fishing and aquaculture allowed us to create collaborations which might be useful in the future.

The proceedings of the workshop focused on the themes constituting the basis of the program FEMMES : “the role of women in the private space” and “women in the public sphere”. At the time of this third workshop, the researchers in charge of the program presented the compositions, comparisons and their first analyses of the situation of women in the European fisheries and aquaculture sectors. Each presentation was followed by a discussion. The second objective of this workshop was to discuss the two agendas proposed by the program FEMMES, one on the needs in the area of research, the other on the demands of women. The latter, “agenda for an action in favour of women in fisheries and aquaculture in Europe” addressed the main requests of European women. It was widely discussed and modified by the participants throughout the course of the debate.

This documents is the synthesis of the papers and discussions that took place during this workshop. Equally, it exposes the final version of the two agendas.



I. Women in the private space

Following are the subjects approached in this session: the participation of women in production (fishing, aquaculture, shellfish breeding and shellfishing), the training of women, their place in the initiatives of source and income diversification, and finally, the legal status of women in fisheries and aquaculture in Europe and in agriculture in Ireland. This participation of women who continue to be poorly known and not recognized, held the entire attention of the participants.

1. Women in the fishing and aquaculture production in Europe

Three interventions took place, one on the participation of women in fishing and shellfish production, one on the participation of women in aquaculture in, and lastly on the *mariscadoras* (coastal fishing) in Galice (Spain) and Algarve (Portugal).

1.1. Women on board the vessels, by Katia Frangoudes (France), Cristina Moço (Portugal) & Siri Gerrard (Norway)

The statistics of the different member countries regarding employment in fisheries are rarely based on genre. According to the McAllister¹ Report (2001) in Europe, women represented 3.1% of the members of the crew of fishing vessels, 3% of the labour force in aquaculture. This last percentage is wrong, for it includes the women who gather shellfish (*mariscadoras*) in Galice: whereas the *mariscadoras* define and identify themselves as fishers, and not as aquaculture farmers.

The work of the program FEMMES has enabled to identify who are the women who work at sea and what types of difficulties they encounter in the fulfilment of their job. As much as the statistics don't allow us to identify, for they are not based on genre.

The majority of women who work on board the vessels work accompanied by their husbands or partners. They are a part of what is generally called small coastal fishing, which operates in the estuaries or in the three mile interior area. In some places, the participation of women in production comes from old. This becomes manifest in that which concerns the Portuguese women. In some communities in Portugal, women declare to have been born on board the family vessel. In other cases, fishing represents a new female activity, as no other local jobs are possible.

In theory, the wives on board should benefit from the same social rights as their husbands. In practice, the opposite reality is perceived: women are rarely declared as professional fishers or members of the crew. The European directives in the area of equality of opportunities for independent professions have pushed the Member States to harmonise their legislation in this sense. As such, Portuguese women fishers benefit from social welfare since 1997 in the measure of being authorised to pay NI contributions (social security). The navigation diploma is the only condition required

¹ Source: McAllister & Partners Ltd, « The role of women in the fisheries sector », Final report 1443/R/03/A, June 2001



to have access to social security, which covers the sick leave indemnities as well as retirement. Then, women who fulfil the necessary conditions pay NI contributions, because they are anxious to obtain retirement pensions at the end of their career.

The industrial fishing vessels employ young women as sailors who wish to show society that they are capable of doing such a job. It is in Norway where we can count the largest number of these women. In other countries, women holding the necessary diplomas are not employed on board the industrial or artisanal fishing vessels, under the pretext that a woman's place is not on board fishing boats.

Young fisher women are often confronted with the issue of childcare. They are forced to leave their houses early before the schools open. The lack of child care centres or qualified people to watch over young children causes parents to often carry their children who have not yet reached the schooling age on board. For women who have their children at school, the work on board the family boat offers them flexibility as they can choose their working hours. The status of women in fisheries and aquaculture depends on the history of each country. Since 1673, French women do not have the right neither to board the fishing vessels, nor to be owners of a shellfish concession, consequence of not being able to attain the status of *inscrit maritime* (person enrolled in the navy)². The battle taken on by a woman sailor on a trawler led to a modification of the law in 1963. On the other hand, as to shellfish concessions, women had to wait until 1983 in order to have the concession in their name.

Questions / Discussion

Cristina Moço (Portugal)

In Portugal, social security corresponds to a national coverage. It is levied from taxes. For fishers, the problem is that they do not have enough income to pay these contributions. In 1986, it was therefore decided for the contributions to be levied from the auction sales. Fishers have a right to retirement at the age of 55 against the age of 65 for the general system, with a minimum number of fishing days per year. As to women, most of them enter this scheme as co-owners of the boat. Many of them are covered by the social contributions of the boat as members of the crew. The problem for them lies in the retirement at 55. In order to have right to this retirement, they must be considered as fishers, they therefore need a minimum recognition.

² Because the status of *inscrit maritime* imposed the mobilisation of fishers and shellfish gatherers in the event of war.



Mary Carroll (Ireland)

I wonder whether it is difficult for the wives of fishers to get recognition? If they do not own the boat, how can they prove that they really work on board?

Dolores Bermudez Rodriguez (Spain)

There is a nominal and monthly list of persons on board the boats, which is levied from the first sales of the boat for social contributions. This covers all the workers on the boat. The shellfishers who work on a boat are covered on a social level. The problem is recovering the years previous to the access of the fisher status to benefit from the retirement pensions at the age of 55.

1.2. Women in the aquaculture sector in Norway by Liv Toril Pettersen (Norway)

Norway is the first world producer of salmon and sea trout. Shellfish breeding has been only recently added to these two types of cultivations. The aquaculture of salmon and trout began in the 1960s and rapidly developed. The licences were introduced to control the number of units. The sector is governed by a political objective: aquaculture had to contribute to the local economic development of the coastal communities. For this reason, it was important to avoid having this new industry concentrated in the hands of big corporations.

From 1991 onwards, contrary to the initial objectives, the Norwegian aquaculture underwent structural changes. The system of licences was liberalised, the size of the business increased, their number diminished. A crisis overcome in 2001 further reinforced the condensation of the sector.

Women who, within a family type business, had a preponderant place in production, breeding or marketing, saw their contribution modified. The industrialisation of aquaculture opened for them new employment perspectives: to enter into the administration of aquaculture companies where they could take directive or secretarial jobs. They are present in the research, but also in the factories of product processing. Fish filleting is mainly a female activity, because the women accept the seasonality of this job. Women are also the main labour force at the heart of the breeding stations, but their numbers fall at the heart of the activities linked to production. As such, aquaculture offers women the possibility of succeeding, but it is also a source of exclusions because the sector continues to be dominated by men.

Questions / Discussion

Sally Barnes (Ireland)

How can you explain the male domination in big corporations? Is it due to the strong competition on the global market?



Liv Toril Pettersen (Norway)

No, because these businesses do not generally make their own sales. They have a way of organising the work which favours hiring men and not women.

1.3. The mariscadoras in Galice and in Algarve, by Katia Frangoudes (France), Begona Marugan (Spain) & Cristina Moço (Portugal)

Shellfishing is often an activity carried out by women for it does not require qualifications nor important financial investment. A large number of women in Galice and in Algarve perform this activity. The presentation has enabled a comparison of their respective situations.

The case of Galice

In Galice, the women's *mariscadoras* group is very homogenous. They have constituted groups in order to be able to join the professional men's organisations (*cofradias*) and claim the constitution of fishing licences for shellfish. It was necessary to control the number of people performing this activity in order to protect the shellfish. The management of the strand was given to the *cofradias* concerned, that is, to the groups of women who manage the resources collectively by establishing annual plans of exploitation. The fishing sites and the quantities to be levied are determined every year and submitted to the regional administration. Furthermore, the groups of women have taken on the task of repopulating the shellfish bancs.

The *mariscadoras* represent 90 % of shellfishers and, consequently, we can say that we are dealing with a female activity. This is how the name "*marisqueo*" (masculine) which gave this activity its name, was put aside for the benefit of the feminine term "*mariscadora*".

The measures taken regarding the protection of the resource would not suffice to make the *mariscadoras* recognized professionals if they themselves did not accept to individually pay contributions to the social security. The fact of earning a decent income enabled them to fulfil individual contributions; furthermore, they have understood the importance of having retirement pensions at the end of their career.

On an organisational level, the Galician *mariscadoras* were not satisfied with constituting local groups, they wanted to create a regional federation to better defend their interests on a national, regional and why not, European level. The federation AREAL, even though it does not regroup the totality of the groups of *mariscadoras*, has the merit of initiating campaigns to improve the production, the marketing as well as the defence of the interests of their profession.

The case of Algarve

Algarve also has women who professionally fulfil the on-foot shellfishing. The species fished, the working techniques and the hardness of their job constitute common characteristics of the Portuguese and Spanish gatherers. The differences lie within the organisation of the exploitation of the shellfish and the organisation of the women. In Portugal, the gathering activity, can be performed in a professional manner with the condition of being in possession of a fishing authorisation, in other words of a licence,



issued by the maritime authorities. Obtaining the licence is automatic, it is sufficient to respect the rules of the job.

The group of Portuguese *mariscadoras* is not homogenous, it is divided into various sub-groups: the women who are sailors on board their husband's vessel and also participate in coastal fishing, the women who are owners of the shellfish concessions, or furthermore, those who are solely *mariscadoras*.

The organisation of the job and of the marketing reinforce the divisions between the groups. The gathering of shellfish on the maritime public domain (DPM) is open to all, the shellfish having the minimum marketing size are sold at the auctions. The small sizes are sold to concessionaries. In this way, all the shellfish collected on the DPM is marketed. The situation of the women who own a shellfish concession is better than those of the gatherers, as their benefit is higher. This situation is not favourable to a good management of the stocks, and risks putting in jeopardy the activity of the women who are only shellfish gatherers.

This imbalance is equally reinforced by the issue of social contributions: the gatherers who also work on board the boat with their husbands pay their contributions as members of the crew; those who are only gatherers must pay as independent workers, with a higher contribution rate. Many women cannot pay them off.

To this effect, many questions arise regarding the organisation of women but also regarding the preservation of the resource. How do the Portuguese gatherers assemble such different characteristics? How can they succeed in managing the stocks of shellfish? A support as the one provided by the Galician administration to the *mariscadoras* is difficult to obtain in Portugal, where the administration confesses that it ignores the existence of women in the fisheries sector.

Questions / Discussion

Cristina Moco (Portugal)

The *mariscadoras* mainly gather clams. They have the need for a boat to get to the collecting areas of the DPM and the concessions. Those who pilot the boats have right to special fishing regulations in regard to social security. In this case, the shellfish sales must be done by auction because the organisation who manages these levies a percentage of the sales, which is immediately paid up to the social security fund. The social security pays for the retirement pensions and the costs of daily allowances in the case of sickness or accident. The protection of health is under the responsibility of another fund, financed by the income taxes. All Portuguese residents benefit from an individual right to health. Hence, there is no difference between men and women in fisheries as regards social coverage.

Dolores Bermudez Rodriguez (Spain)

When I went to Portugal, I saw a Galice ten years in the past. I did not see the same implication of the administration, the standardisation and regulation of the activity as we have in Galice today. There is no control of licences, nor control of the size of the shellfish. Today, in Galice, we have our own profession. It is known that the gathering



areas are more or less rich, and that the richness of the area determines the number of *mariscadoras* working there.

As in the rest of Europe, in Galice the woman fisher is the wife of the ship owner. Few women are boarded. When gathering became a stable activity, we entered the *cofradias*. This is not always without difficulty, for not always do we know what we want. The majority of the *cofradias* support the *mariscadoras*. It is necessary to say that the more incomes the more important the *mariscadoras*, the more the contributions to the *cofradias* are raised...

2. The indirect contribution of women to fisheries – Diversification

Two interventions during the workshop presented the initiatives taken by women in order to diversify the household incomes. One fulfilled an inventory of fixtures of the different initiatives taken throughout Europe, and the other concentrated on a specific case, the case of the Canary Islands.

2.1. The strategies of fishing families to diversify the activities in Europe by Katia Frangoudes (France), Christine Escallier (Portugal), Jose Pascual & Gloria Cabrera (Spain)

The European fisher or shellfisher families, dependent on the fate of the incomes pulled in from fishing, search for a way to stabilise and increase their incomes. This strategic choice goes beyond the frame of the confined family, for the diversification of income needs of a new family organisation. It is necessary to find the money to invest, or even find ways to care for the children: the solutions cannot be found other than in the family as a large sense. The women are often at the heart of these initiatives, placing their ideas forward and their availability in working hours.

The intervention addressed the following questions: the direct sales of fish and shellfish, processing, catering, opening marine hostels or again, the concept “fishing and tourism”.

Direct selling

Direct selling enables to improve the family incomes, for the fish or shellfish are sold at almost the same price as those offered by the fishmongers. Different types of direct sales are found throughout Europe: on the quay (France, Italy, Greece), on the beach (Portugal), itinerary sales on foot or vehicle (France, Portugal), door to door (France, Greece, Spain, Portugal), on the markets (France, Portugal), in fish halls or fish markets. Almost everywhere, selling is an activity assumed by the women, who use their ingeniousness to better sell their products. The direct selling of fresh fish or shellfish is exerted in South Europe where the consumers have a preference for fresh products. In North Europe, where the consumers show preference for processed fish, the women market the products lightly elaborated, often from the catch of the family boat.

Direct selling demands equipments which must respond to the sanitary norms imposed by Europe. The refrigerated vans, paved workshops, etc., are expensive



equipment that demand important investments. But for some women, selling has become a true profession which allows them to have a salary and to contribute to the different social organisations.

Processing

Fish processing aims to give value to the catches and constitutes another activity carried out by women. They consider that the men lose interest for the fish once disembarked and that it is up to them to find the means to give it value. Once it is smoked, marinated or canned, the fish caught by the family boat obtains a better price. The diverse examples collected around Europe bring forth some common aspects:

- All the women begin by very small units before developing. They want to master well their activity before becoming larger.
- Their products benefit from an image of quality and obtain good prices in comparison to the more industrial products. They play with the image of fishing vessels or the artisan side of their elaborations. They are generally products from the land.
- The financial difficulties are characteristic of the first years of activity,
- The valorisation of processed products is often linked to the presence of tourists.

Other activities

We find here initiatives taken by women in opening restaurants, marine hostels, or in participating in marine tourism (fishing/tourism). The presentation of the maritime or aquaculture heritage constitutes another form of diversification for fishing or aquaculture businesses. Some European women's associations are already involved in these activities, not only with the aim of increasing their incomes, but also as a way to make their activities known.

2.2. Women and diversification of activities : the case of the Canary Islands by José Pascual, Gloria Cabrera (Spain)

The intervention analyses the situation of the Canary Islands where the tourist activity dominates the economic life. The Canary Islands have close to 2 million inhabitants, and receive 2 million tourists per year, especially on the coast.

The tourist activity has an impact not only on the fishing communities, but also on the fishing sites. Some among these communities have disappeared, and others try to survive by choosing between two options: intensifying the fishing activity by previously investing, buying more boats or a larger boat, or well by diversifying the activities of the family. This implies articulating different economic activities complementary to that of fishing, or alternatives. Different forms of diversification are possible.

Within the diversification strategies, the women develop their own work in the services sector. They open restaurants, often called "fisher's restaurants", own pensions or hotels, or launch into "fishing-tourism". This diversification procures incomes to the family which can also serve to invest in the fishing activity.



The profession of *mariscadora* has disappeared from the Canary Islands. The communitarian legislation does not encourage shellfish gathering, particularly with the appearance of strict sanitary norms which are not compatible with the elaboration of certain traditional products (type seaweed vinegar).

The strategies for diversification evolve because societies evolve, but also because the laws change. The traditional strategies clash with the new sanitary and commercial norms. As regards measures for the preservation of the resource, they are sometimes more favourable to the activities linked to tourism than to those linked to fishing.

Questions / Discussion

Jessica Alfaro (Chile)

Chile has worked as a political laboratory. Within fisheries, there is something which can be transposed here. The fishing resources have become privatised in order to be better introduced in the globalised markets. The sector is hence condensed. The small producers disappear. It is a political question. And it is often the women who have the most clear thoughts on the changes in course, because they are better at seeing the bigger picture than men.

Michelle Pendelièvre (France)

The privatisation of fishing resources in Chile, was it approached by introducing transferable individual quotas?

Jessica Alfaro (Chile)

They are individual quotas, but not yet transferable.

Siri Gerrard (Norway)

The same analysis can be made everywhere. Behind each fisher there is at least one woman. Nowhere are women registered in the statistics, nor recognised, and nevertheless they are at the basis of the task. In Norway today, the boats of less than ten metres are those in which one can find most women on board. But the government favours the big boats. The introduction of a system of quotas has changed the situation: the small units put their quotas in common and work in rotation. This new organisation does not favour the women.

Nalini Nayak (India)

Norway and Japan do the same thing, they export their fishing fleets controlled by the big industries South. Japan has paid out the small-scale fishing. It is necessary to place this political choice in political hands.

Jessica Alfaro (Chile)

Some quotas are transferable. The idea is to privatise them. It is the base thesis of the market: it is the appropriation of the resource. The resources today belong to five big enterprises. The women, they have a global vision of things, taking into consideration health, education, which is incompatible with privatisation.



Yvette Deru (France)

During a meeting in Brittany, we were asked to pay attention to the quality of the fish. It is a problem for the trawlers, because they are asked to shorten the fishing term.

Dolores Bermudez Rodriguez (Spain)

I am not in favour of a diversification which improves the production. Tourism is an alternative, not a diversification. One can't do everything.

Liliane Capobianco (France)

In Corsica, the situation is close to the one in the Canaries. Tourism has developed in detriment of fishing. Today, we own magnificent fresh fish markets which were constructed with European and regional financing, within which fishers' wives sell the catch of the family boat. Other women have wanted to take part in some small diversification (soup, elaborated food products), but it is not possible because the European norms are very strict.

Katia Frangoudes (France)

I think that the food safety norms become more and more important because it is necessary to protect the consumers. It deals with public policy.

Nalini Nayak (India)

It is important to begin by asking ourselves what the word diversification really means. Sometimes, like in the Canaries, the fishers can benefit from diversification. But it is not always true in all of Europe. And in the South, in any case, it does not work. Because the number of people who are dependent on fishing is quite more important. Tourism pushes thousands of fishers away from the coasts. And there, women often fall into sex tourism. It is important to raise the question of the survival of the community. It is important for the North to raise the issue of diversification.

As to sanitary measures, are they "scientific"? The definition of what is "scientific" is controlled by a small group. They tell us that bottled water is better than tap water, but it is because the bottle is private. Sanitary measures are meaningless.

José Pascual (Spain)

The intensification of the fishing activity seems to be the most evident strategy. But that depends greatly on the local situation. In the Canaries, fishing around the African coasts is no longer possible after the introduction of the exclusive economic zones. And the resource along the Canarian coasts is greatly degraded. Tourism brings important problems to fishing. We too, we know the impacts of tourism on the coastal population. Fishers are thrown out of the coast. They can no longer live on the coast. The only difference with the South is linked to time: in the Canaries, the changes have already taken place. Today, one reflects on what one can take from it.



Joan O'Doherty (United Kingdom)

The route of tourism does not pass by fisheries. The capital takes our coasts far away. And the fishing communities don't create any resistance. Fifteen societies own the entire Irish littoral...the women neither, have they wanted to fight.

Chantal Gnimadi (Benin)

Have we analysed the position of women at the heart of the research regarding fisheries? Have we studied within what sectors they are dominant? Have we analysed the differentiated impacts of diversification on men and women in fisheries?

Siri Gerrard (Norway)

I would like to respond to Chantal's question. Fishing is a central activity in Norway. Yet, only three or four women work in the research in fisheries matters. Fifteen years ago, it was not like that! Today, fishing no longer attracts so many researchers, and women in fisheries even less. The protests come from the women, but who speaks in the sphere of political decisions?

Cristina Moço (Portugal)

With tourism, there has not been a diversification, but rather a destruction of fisheries. At least in the north of Portugal. In the south things work better. It is necessary to use the marketing weapon to defend artisanal fishing.

Poh-Sze Choo (Malaysia)

Concerning diversification, we must take a look at country by country. Malaysia has not suffered too much from tourism.

Cornelie Quist (The Netherlands)

The talks about diversification come about when the incomes from fishing diminish. It is the women who have made the diversification. They already carry out unpaid work for fishing, and diversification weighs each time more heavily on their shoulders. An example of diversification henceforth impossible: the shelling of shrimp. Before, in the Netherlands, it was the women who were in charge, they got together and shelled while talking and looking after the children. Today, the shelling is done in Morocco.

Mary Carroll (Ireland)

Diversification is very important in agriculture. In Ireland, 90% of the agricultural land belong to men. The women can invest in the areas where they provide a more female vision. For example, it is they who make the basis for a biological agriculture.

Katia Frangoudes (France)

The issue of the development on the coast of economic activities other than fishing will be raised during the discussions on the European Funds for Fisheries of the European Union for the term 2007-2012, which defines the large orientations of the structural funds.



3. Training

Two presentations have displayed the issue of training. One has shown the benefits of training for the *mariscadoras* in Galice, the second has made an inventory of fixtures of the needs and demands of women in the area of training in Europe.

3.1. The *mariscadoras* and the process of change, by Pencha Santasmarinas, Spain

The keys for the procedures of change are for the transformation to take place from within towards the outside, and not the other way around: the men do not see the women.

I worked in the Galician administration in charge of the agricultural sector. At the time, I earned a lot less than the men for the sole reason that I was a woman. Under Franco, women did not have any rights. I am very sensitive to genre issues.

In the past, one talked about *marisqueo*, (male) gatherer, not of *mariscadora*, (female) gatherer. The *mariscadoras* took on the problems of the men. I listened to them and felt concerned. My general director was a woman. There was therefore a conjunction of available people to sustain the movement of *mariscadoras*.

In 1995, a first meeting between *mariscadoras* took place in Galice. This meeting was not the product of an action coming from the administration, for it would not have been of use. There were problems of understanding among the *mariscadoras*, for it is a job that is very individual, with a very strong competition. The women could not see that the union could be the force. But throughout the course of this meeting, the women agreed on a number of points:

1. coastal fishing is considered as a marginal activity at the heart of fishers' organisations (*cofradías*) ;
2. the profession *marisqueo* does not give access to social security ;
3. the incomes are weak ;
4. the sea belongs to everybody;
5. the women would like a registered designation of origin for shellfish.

The meeting also allowed to disengage the training needs. The European funds were used to train people to form people. These were not theory courses. The goal was not to provide courses on how to read information bulletins. It was necessary to have a dynamic group of trainers to teach the women the importance of organisation and explain the concept of marketing. The training courses revealed themselves as very attractive. The first one was organised at Cambados in an almost clandestine way. It was not necessary for the other *mariscadoras* to find out that some had gone there. Little by little, that ended up creating competitors.

We also wanted to control illegal fishing. Well, this is not possible unless it's done from within. This is done by becoming aware of the importance of sampling to see what can be controlled. In total, 1800 people took these courses. At the same time, the *mariscadoras* elaborated an annual plan for exploitation. This plan of germ



management and of harvests largely contributed to the organisation of women, for it is an activity that cannot be done in an individual way. It is necessary to regroup, to work as a team.

In 1997, second meeting. A change of mentality is already perceived, with the desire to become organised, to render their activity professional.

In 1998, third meeting. The stress was placed on raising awareness of the work realized. This provided the energy to fulfil what remained to be done. The objectives are :

1. to reach a minimum salary;
2. to eliminate illegal fishing;
3. to have access to social security;
4. to obtain a Registered Designation of Origin (AOC)

The fourth encounter took place in 2000, the fifth in December 2002. The meeting permitted to appreciate what had been done and to identify what needed to be done and the impediments to go further.

This year, I was at the Women's World Forum in Barcelona. We need to make ourselves known, to have exchanges with other women, from other spheres, to make the solidarity among women a political pact. To refuse the patriarchy, to refuse the exclusion of a woman, to impose respect.

Questions / Discussion

Yvette Deru (France)

Do the women in Galice not suffer from the weight of tourism? In Brittany, it is the rush on the strand.

Pencha Santasmarinas (Spain)

It's the same with us in the summer. But, because the *mariscadoras* are organised, they always keep a watch over their areas. At first, they aimed to accustom the people, to make them understand that the shellfish were their job. They then went a little further, explaining that it was necessary to reserve the sea catch to those who live from them. Those who don't know any better, collect everything with no distinction, putting in danger the renewal of the resource.

Yvette Deru (France)

The small boats are cornered in the coast, one tries to find ways to exit towards other activities and shellfish gathering is one of them. But in Brittany we pay a licence to be authorised to gather shellfish.

Pencha Santasmarinas (Spain)

In Galice, the cost for an exploitation permit is ten euros per year.



Cornelie Quist (The Netherlands)

How do the *mariscadoras* balance their profession with their house activities?

Pencha Santasmarinas (Spain)

Shellfish gathering is today cost-effective and demands little time. It is compatible with the other occupations.

3.2. The training of conjoint women of skippers and of sailors, by Katia Frangoudes, (France), Carina Rönn (Finland) & Cristina Moço (Portugal)

The participation (direct or indirect) of women in fisheries or aquaculture represents a complementary source of income or for the economies of the enterprise budget or family exploitations. These women, in which the contribution rarely benefits from a legal recognition for it is considered as a prolongation of the housework tasks, formulate their needs in the area of training. The fact that their contribution at the heart of the enterprises is not recognised, marginalizes them in the training domain.

In the absence of their husbands, many women stay at home to take care of their family, their house and the family business. The experience shows that the women who live in a kind of isolation have difficulty in becoming reintegrated into the working world. The training courses that were organised a little throughout all of Europe offered women the knowledge that they desired but above all allowed them to acquire confidence in themselves. This confidence in themselves allowed the women to become more easily reintegrated into the working world.

The wives of business managers who take charge of the administrative and logistics aspects of the enterprises asked to be trained in management, accounting or other subjects useful to their functions. These women, who at the start were demanders of training courses without being concerned about the impact that it would have on the long term, are today more demanding on the organisation and syllabi of these courses. We take record here of their needs such as they have expressed them throughout the program FEMMES.

Training needs:

- Management of fisheries or aquaculture enterprises;
- Management and life of women's organisations ;
- Aid for the installation;
- Validation of professional attainments and experience.
- Resource management ;

Demands of women :

- The possibility of gaining access to training;
- The training must lead to a diploma ;
- A defined training in relation to individual needs ;
- A remuneration to cover the supplementary costs (child-care, transports, etc.).



Financing these courses continues to be a difficulty to surpass, at least in a certain number of countries (France, Greece). Other countries such as Spain, Finland or Portugal use European funds to train women. They can have access to the same training courses as the men.

The level of training demanded by women varies from one country to the next. It is determined by their level of background education. For example, in the countries of the north of Europe, the women who live far from urban centres benefit from the abundance of long-distance university education available. The accessibility to a long-distance learning is perceived as a means to break the isolation. In Portugal, many women who wish to attain the navigation diploma must take previous courses in literacy. The type and level of the demanded training courses are therefore not identical everywhere.

The needs in education and the question of their financing can be resolved if the women become integrated in the commissions or entreaties that take the decisions regarding training in the area of fisheries and aquaculture.

Questions / Discussion

Carina Rönn (Finland)

With the downfall of the cod stock, we experienced a double evolution: some women left fisheries for other sectors, others chose to stay by becoming professional. The problem is the access to training courses.

Siri Gerrard (Norway)

We have specific training needs. It is necessary to become aware of this. This is also true for the young people and for the women who are already more installed. Is it not possible to create something on a European level?

Clarisse Serrao (Portugal)

I consider myself ship owner. I own 50 % of the boat with my husband. I have obtained my fishing permit to go out to sea. I created an uproar so that the women who fulfilled all the work on land learned computer skills. My husband is my employee, he does not know how to use a computer. I went to *Forpescas*, the training organisation in the fisheries domain, and asked for a course in business management. I learnt how to do pay sheets. I pay the accounting expert. I do so as ship owner and not as ship owner's wife. But the workers do not accept that I have a salary since I'm not on board.

Fatima Ricardo (Portugal)

I come from the community of Carrasqueira³. There are many women out at sea, but they do not benefit from any legal recognition. They do not have the permission but

³ *Small fishers village (south of Lisbon), known for its port constructed on pilework, the biggest of this genre in Portugal.*



still go out to sea. *Forpescas* gave us a training course. Later, we understood that we are fishing women and not wives of fishers. Our generation knows how to read, contrary to the previous generation. We have been able to take literacy courses in order to take the fishing permit exam.

Pencha Santasmarinas (Spain)

It is up to us to recognise ourselves. We are not “wives of”. We have to assume our role in the work field and in society. Without our work, our husbands would have nothing more than to eat their fish!

Wilma Koster Tuinenbourg (The Netherlands)

In the Netherlands, the women do not fish. I asked for a training course in order to obtain a fishing licence. It is a paying licence and it costs 1700 a year. Even if I could finance the training program, I would not be able to take the courses, for they take place on Fridays, when the boat comes in. I am considered as an “aid on board”, not as a member of the crew, as a fisher. I don’t have social security neither.

Eugenia Cardoso (Portugal)

Apart from my job as net mender, I am also an educator at *Forpescas*. Things have degraded. There are less courses offered than before. Fewer and fewer of the young people want to go out to sea. And us menders, we have less and less work.

Maya Ismayanti (Indonesia)

In Indonesia, the women fish and go out to see anywhere from one to seven days. Here, there is also no training available. They learn on the task.

Marja Bekendam de Boer (The Netherlands)

Training courses are necessary to learn how to read official texts.

Dolores Bermudez Rodriguez (Spain)

In Galice, the wife of a small boat marine-fisher is almost always linked to the sea. The collaborating woman has a right to training in management, administration, mending. Women ship owners have their own boat, they have a right to training courses.

Katia Frangoudes (France)

We have training needs. We still don’t know how to organise them, or how to finance them.

4. The legal status of women in fisheries and aquaculture

Two presentations were carried out during this session: one was concerned with the legal status of women in agriculture in Ireland, the other with the communitarian initiative in favour of the joint assistant status in the fisheries sector. A strong link must be created among the women joint assistants in fisheries and agriculture, for these two sectors are close and many European texts in the subject of women are applied to both.



It is this fact that justifies the presence of Mary Carroll in the workshop. Another researcher working on the recognition of women's roles in the crafts industry was invited, but her job at the time did not allow her to take part in the works.

4.1. The legal status of women farmers in Ireland, by Mary Carroll, Irish Farmers' Association, Ireland

In the whole world, 1 % of the land belongs to women. As regards women's work, it represents 25% of the total work dedicated to agriculture. And often, it is as much as the husband.

I am a wage worker of the *Irish Farmers' Association* (IFA). My work consists in aiding women farmers to be more engaged in the IFA. Only 10% of the agricultural exploitation holders and of agricultural lands in Ireland are women. These are essentially widows and only daughters. The transfer of the land goes down the male line. Throughout the course of the last decade a strong fall took place of the work of women in the Irish agriculture, due to agricultural problems. Since two incomes are necessary, the women often search for employment in another sector.

As Franz Fischler, ancient European commissioner of Agriculture and Fisheries, said "*women are the backbone of rural development*". This role is, henceforth, well-recognized. Then, why are women not owners of the land, why are they so little represented in the circles of agricultural politics, why is this fact not discussed within the family?

The IFA, first Irish Agricultural syndicate, has 85 000 members (for 200 000 farmers in Ireland). It is very structured. The local committees comprise 5% of women. The work must be concentrated on the issues of the policies which concern women: access to social protection, access to the land, access to the cattle. In this presentation I will only talk about social protection.

In Ireland, the system of social protection is called PRSI⁴. The farmers contribute to this system since 1998. Only one person can contribute per farm. The women aren't truly concerned. Some would like to contribute, in order to be better covered and to have access to training courses, but the problem is that the women must prove that they work in the farm.

The only possibility is to pass a partnership option with their husbands, to divide the farm incomes in two, and for each to pay the PRSI on their part of the income. Only 3% of agriculture households have taken this option.

The husband can also declare an "Allowance for adult dependant". For a long time, it was he who perceived the social allowances destined to cover his wife. After 2002, nevertheless, the money was paid to the wife.

Another option of social protection is the "Homemakers disregard" : the years spent in working in the house would give right to payments. We would like for this to be called "Homemakers credit", more meriting than the word "disregard".

⁴ Pay Related Social Insurance



Lastly, by working six hours a week outside the farm, it is also possible to obtain the totality of the PRSI.

The IFA is in charge of disseminating information to women, of inciting the government to research changes. It has also organised a big conference for women farmers, the first in its genre. They were 600 participants. The final declaration was transmitted to the government : they demanded the opening of a “women farmers” unit at the heart of the Ministry of Agriculture, where it is essential to have a known and identifiable speaker. Someone responsible, who would make strategies for change together with other ministries.

I’ve just come back from Australia where I verified that the Australians are ten years ahead of us. A women’s unit is needed at the heart of all the Ministries of Agriculture. A women’s unit is also needed at the heart of the Directorate-General for Agriculture of the European Union.

4.2. The legal status of joint assistants in fisheries, by Joan O’Doherty, Katia Frangoudes & Carina Rönn

The communitarian directive 86/613⁵ constitutes a European recognition of the role of women joint assistants. They call for the Member States to ensure a social coverage to joint assistants, without specifying the means to do so.

In 2003, the European Union examined the operative part of the judgement introduced by the States to apply the directive. The Union observed that some States had taken the necessary measures to ensure the recognition of women joint assistants, but not all. A call was then made to revise and reinforce the directive of 1986.

What is the present situation ?

Ireland : Since 1893, the question of the legal status of fishers gives place every ten years to a battle of arguments. On the contrary, it is never a question of women in fisheries. A partnership is possible, based on the model which is practiced in agriculture, but very few fisher’s wives have taken this option. In Ireland, the medical cover is not automatic. Except for very low salaries.

United Kingdom : The fishers are recognised in a special category. If the joint assistant declares herself as a self-employed worker, she can contribute and benefit from welfare benefits.

France : Since 1997, the “National Establishment of marine invalids” (ENIM) recognises a status to women joint assistants. The contribution to have access to the status is around 1500 euros per year. Only the married women can request this status, not the women in non-marital union or in PACS⁶. Besides, they must reach an agreement with their husbands. This status gives them a right to free training courses. From 4000 potentially concerned women, only 346 have opted for the status in 2004.

⁵ 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.

⁶ Civil Solidarity Pact



Finland : The welfare cover in fisheries is regulated by the *Agriculture Pensions Act*. The value of the work completed must reach a certain threshold in order for the contributions and cover to be automatic. Short of this threshold, men and women must contribute voluntarily.

Spain : Since 1970, the assistant wife has the status of self-employed worker. She benefits from the Special regulations of the sea which concern all the activities linked to the sea. The system of medical coverage covers the entire population.

Portugal : The system of medical coverage covers all the Portuguese population. It is different from social welfare (notably retirement). The woman is covered by the social welfare if she is declared as member of the crew.

In view of this general tour, two problems are ascertained:

1. It is necessary for the work of woman joint assistant to be registered. It is up to the women to become aware of what is at stake. Why do they choose to remain invisible in fisheries?
2. Why have they taken so long in giving value to their efforts?

It is necessary to become registered as a worker on an own account in order to come closer to the circles of decisions.

Questions / Discussion

Barbara Neis (Canada)

Why do women not take the partnership option in Ireland? Is it because the husband does not want for the woman to divide the property in case of a separation?

Siri Gerrard (Norway)

What happens in agriculture in Norway is instructive for us. The women are very active since the 1970s. They call themselves women farmers. Things don't happen that way in fisheries. Well, nobody will do anything in the place of women. We have to fight for our rights. In agriculture, there was a strong union of the presence of women in the Ministry of Agriculture and of feminist activists. Fisheries does not benefit from this fortunate conjunction.

Yvette Deru (France)

At the centre of the National Federation of Women of the Maritime Milieu (2FM), I am in charge of the dossier on the status of joint assistants. I believe that some things have to be changed in the statute of 1997, and others should be added again. We would like for the statute to be valid also for unmarried women. And for the agreement of the husband to be unnecessary.

The status is not obligatory. You can have it if you work for the family enterprise full-time or half-time outside the business and half-time within. It is the women of the small boats who have a need for the status, but for financial reasons they're not interested. What poses a problem for them, is that they would have to buy off the years of work previous to the introduction of the status (which can amount like this to eight



years for instance). We would also like to be able to pass from one category to another within the ENIM⁷ classification in order to get a better retirement pension.

In France, agriculture began before fishing, to institute a status for the female assistants, but the women farmers did not have a status comparable to that in fisheries until much later than women in fisheries, only in 1999.

Chantal Gnimadi (Benin)

There are many points of comparison, even if there are differences. In agriculture, like in fisheries, the women are not interested in a status of the type “joint assistant” because the sexual division of labour is very strict. The men capture, the women process and sell. Each one to his/her domain. The women have a strong economic position within fisheries, even if their social position is second class. In agriculture, it is atrocious. They don't have access to the land. They take on at least half of the work of the exploitation. They wish to develop other activities which would give them money and on term allow them to buy land for themselves and to have activities on their own account. They don't want a status that refastens them to their husband. On an institutional level, the rural development is not a *genre cellule*, which is interested in the issues of men and women. It is made wretched for everybody. In all the sub-sectors (fisheries, agriculture, etc.), we have a need for statistics on the contributions of men and women. Out of the 16% of the land that they exploit by their own account, the women produce a third of the national exploitation!

In over 50 % of the production, they do all the housework. They don't have the time to get together, contrary to men. The main problem is the sustainable management of the resource. The equitable representation of men and women is the condition for survival of the profession. Because fishing has no weight in Benin, hardly 2% of the GNP. If it wants to have weight, it needs the voice of women.

Pencha Santasmarinas (Spain)

It is difficult to compare agriculture and the sea. In agriculture, the competitive demand addressed to producers comes from old. The farmers have been trained for a long time, it is normal for them to have a university education. And for a long time also, they experience the need to become associated. The fisher does not show the same needs for education. There is not a commercial vision of their activity. And the level of studies is lower. The tip of it all is that some associations of fishers' wives have as an objective to carry the claims of men. This type of encounter brings awareness of the domination still suffered by women. This road must be followed.

Carina Rönn (Finland)

It is important for women to have their welfare cover, independently from their husbands. In Finland, they have a stronger confidence in themselves. And in agriculture or in fisheries, the system of access to the social security is the same.

⁷ Etablissement National des Invalides de la Marine



Liliane Capobianco (France)

In France, very few women take advantage of the status of joint assistant due to the cost of the contribution. A large part of the small scale enterprises have financial difficulties. The status is seen as a supplementary cost. I would also like for Mary to come back to what she was alluding to, the possibility in Ireland for each one to join the social security for six hours of work per week.

Mary Caroll (Ireland)

The system allows for every person working as an employee at least six hours per week to benefit from social security. Whatever the domain of activity.

Katia Frangoudes (France)

What is the cost of the status of joint assistant in the different countries where it exists ? In Spain, the contribution is equivalent to the one in France and in Portugal as well.

Liliane Capobianco (France)

I would also like to talk about the division of the land. In Corsica, the girls have, for a long time, not had a part of the land other than the poorly fertile areas close to the sea, whereas those more productive, in the interior, go to the boys. Today, they take their revenge, because it is now the coastal lands that have increased in value with tourism.

Poh-Sze Choo (Malaysia)

Better results are achieved if the man and the women join together in the battle. The attitude of confrontation is counterproductive. The observation of indigenous societies in Malaysia has much to teach us regarding this point. With the introduction of capitalism, the monetary profits and the individualisation of work paths, the woman has lost her status, which traditionally stood in equality with the men. There was a true trust, an equal division of chores and decision-making. It is necessary to work together. In fact, the men are scared.

Wilma Koster Tuinenbourg (The Netherlands)

I have reached with my partner an option of partnership. But the government does not recognize this agreement. And if I work elsewhere, outside the fishing business, I lose the possibility of requesting the fishers status.

Liv T. Pettersen (Norway)

In Norway, in agriculture, more and more women inherit the family exploitation. In fisheries, this is not possible.

Katia Frangoudes (France)

The women are behind in the area of fishing ownerships: like for example the vessel, the permits, the quotas. But I would like to come back to the status of joint assistant in France : the declaration done by the husband is sufficient to obtain the status, there is no true work control carried out, and she can work half-time elsewhere.



II. Women in the public sphere

On this subject, two main points were addressed: the organisations of wives of fishers or aquaculture farmers, and their participation in the public debate. Only one presentation, synthesising the elements obtained throughout the program FEMMES has permitted to draw from the precepts for the organisations of women and to open up the debate.

The organisations of wives of fishers and aquaculture farmers and their participation in the public debates, by Katia Frangoudes (France).

A walk into the past reveals that the organisations of women are not a new phenomenon. In some countries, women have created associations to respond to the absence of the State in social issues. They distribute aids to sick fishers and to their families, they have worked to improve daily life at the heart of the community. The Norwegian association (Damegruppen Havlimt), born in 1946, is the first to fulfil these functions. Their action became modified in the course of time with the introduction of systems of social welfare managed by the Estate.

The organisations

Most of the women's organisations were created during the 1990s. The reasons and motivations for these creations depend on the social and fisheries history in each country. But the fight for the recognition of the contribution of women remains a common trait to all these organisations.

As to the organisations which regroup the wives of ship owners of artisanal fishing, the main causes mentioned to explain their constitution are the crisis of fishing and the survival of coastal and fishing communities, the recognition of their contribution to the family business, to obtain a better visibility and the access to resources.

The organisations of women working in production were constituted to gain recognition of their profession, which is the only guarantee of their social visibility. The creation of the groups of women shellfish gatherers in Spain (*mariscadoras*) has allowed for a better management of the shellfish bancs.

The women who work in the artisanal professions linked to fisheries created associations with the aim of improving their working conditions (net menders, fish sellers, etc.).

The entrance of women in the public sphere, thanks to their organisation, has enabled them to obtain a more important political weight. They become in some cases privileged speakers of local, national and sometimes even European authorities. The claims coming from women's organisations are better received by the politicians, who are more willing to listen to them.

In spite of their success, the organisations of women face different difficulties. Some are excluded from men's organisations who do not want for women to participate in their organisations (France, the Netherlands, Ireland). Others decide to join the organisations of men because it is the only solution to advance their claims



(Norway, Finland, Spain). Outside the reaction of men, the organisations of women confront other difficulties: financing problems, difficulty in finding leaders, generational renewal of members, lack of a common basis among them.

The study of women's organisations in Europe show some successes: it generally deals with the organisations of women who are encouraged by outside persons. These animators contribute to the establishment of a common base among women and use all possible means to avoid the tensions among them.

The participation in collective actions

The women participate in all social actions linked to the fisheries and aquaculture sector, the issue of security at sea occupying an important place in their action. To improve the image of fishing and defend the coastal communities form a part of their action. But there are organisations that work on the protection of the resource, like the *mariscadoras* in Galice.

The future of these women's organisations depends on their capacity to surpass their structural difficulties and to put forth larger actions to regroup the ensemble of women.

Questions / Discussion

Pencha Santasmarinas (Spain)

I would like to make two comments. Firstly, the logistics of the association goes well when there is an outside mediator present. His/her interventions makes it easier to take a step back. There is more objectivity when one is outside the sector. Secondly, when we create women's associations, we are often tempted to do like the men. When one gets power, it becomes hard to let it go. This happens in some groups of *mariscadoras*.

Jessica Alfaro (Chile)

In Chile there is a network of women who work on the subject of identity and collective action. These women, in general, are invisible to the outside and for themselves. In this sense, the collective action is linked to a local action and to group action. It implies a larger social recognition. We have also learned the myths linked to the work of women: they have a natural inclination towards aid, care, etc. We could abandon this idea, renounce the "natural" sectors. Buy why? It is not necessary to abandon our specificity. On the contrary, I believe that the care, the house, the child, should all be introduced into politics. What would happen if the non-remunerated job of women was not done?

Cristina Moço (Portugal)

In Portugal, the situation is different regarding the organisations. The women in fisheries have never had contact among themselves before the beginning of the program FEMMES. It is a process in course. We no longer talk about the constitution of an organisation. The group participating in the project FEMMES is not homogeneous, and every union must necessarily take that into account. Are we going towards a formal organisation of women of the sea or not? In any case, we bet on the



collaboration with woman and not on a separation, because that would hurt the fishing sector. We are talking about making our existence recognized. The women in fisheries are often owners of a part of the family vessel. They are members of unions, which have supported us.

Barbara Neis (Canada)

In Canada there is an industry of sea food processing with unions comprising both men and women. The fishing industry changes, and the employees of the processing industries disappear. What happens with these unions? I believe that it is worth to think about their action and the bonds to tie with them. The trade unions are often operational in subject of the female condition.

Joan O'Doherty (United Kingdom)

In Ireland, there is no trade union in fisheries. The European Union gave us a chance to seize to create women's organisations. The regional consultative committees of fisheries are on the path to becoming established throughout Europe. The women must absolutely be a part of it!

Michèle Pendelièvre (France)

I found out that there was a meeting of fishers' organisations for the creation of a Regional Consultative Committee in the gulf of Gascogne. The establishment of regional consultative committees is not greatly advertised. It is up to us to be on the watch and to keep each other informed.

Jessica Alfaro (Chile)

We should not forget the fishing community. Artisanal fishing, is a community with an important social density. These communities are in danger today.

Nalini Nayak (India)

This discussion session is very interesting. We have seen how the women can have more visibility and rights within fisheries. But it is also important to know what kind of fishing we want, in what framework we battle for our space. From there, we can ask ourselves what type of organisation we would like. I am not convinced by the trade unions. We do not want too big a piece of the cake. We know that the cake is exhaustible. We should not fight for a job, but for a way of life. That is, to defend the resource. The big enterprises establish their rights on the resources. We must have this perspective in mind to put life back into the centre of the debate.

Katia Frangoudes (France)

The debate needs clarifying. The women who are here are all in the artisanal fishing sector. The network FEMMES does not include women from industrial fishing. Whether it is within fishing, aquaculture or shellfish gathering, we are always dealing with family units, not big industrial producers.

As to the Regional Consultative Committees, they are in the course of constitution following the reform of the common fisheries policy (CFP) of 2002. The idea is to listen closer to the actors of fisheries. The European Union is asking women to join



these committees. Do we want to go? And who? And what are we going to defend? These are questions that need to be raised before requesting to participate in these structures.

Cornelie Quist (The Netherlands)

I would like to answer Nalini. One of the successes of the network VinVis is that the network is constituted on the base of a platform where we address the questions of the future of fisheries. We do not want concentrate upon our local interests. It is necessary to see what is happening on a European level, and on a global level. All this has an influence on our local position. We must widen our perspective, encourage the fishing communities and take a larger look. We should not only have a defensive position, it is important to make proposals.

On the other hand, we should avoid constructing vertical professional structures like the men have. The informal organisations, with a reciprocity of exchanges, are better adapted. It is necessary to work on the creation of new structures.

Liliane Capobianco (France)

An organisation is going to be introduced on the Mediterranean circumference. On the initiative of regional fisheries committees (men) which recently got together with the aim of fighting against the multinationals, of protecting the resource. They have decided to also integrate women's associations.

Siri Gerrard (Norway)

We have a need for an international network. This will allow us to approach the places where fisheries policies are elaborated. There will be very different interests, but it is necessary to talk about them.

Katia Frangoudes (France)

An initiative was launched during the course of the third workshop of the program. It is time to ask ourselves about the continuation of the adventure. The program FEMMES ends in September 2005. Can we create a network of women of the sea in Europe?

Nalini Nayak (India)

In order to avoid feeling manipulated at the time of conferences or forums to which you are invited, at least one feminist program should be defined.

Pencha Santasmarinas (Spain)

In order for something to happen, it is necessary to dream about it. The preamble is to make ourselves visible. Then, of expressing what we think, of accepting to express in the forums. We would like to contribute something else: women have a global vision to defend.



III. Presentations of the two agendas elaborated by the project FEMMES

The provisional version of the two agendas was presented at the time of this workshop, but only the agenda for an action in favour of women in fisheries and aquaculture in Europe was the object for discussion. Some modifications were brought forth during the debate, but the version that follows was finished after the women's organisations and the piloting committee of the program made their comments. Here we present the discussion that took place during this last workshop, following the presentation of the first version of the agenda for an action in favour of women in fisheries and aquaculture in Europe.

Point 1. Recognition of the participation of women in the enterprises

1.1. Introduction of a legal status to recognise the work of the women who contribute in a regular way to the enterprises in the countries where such a possibility does not exist;

1.2. Large diffusion from all the parties concerned of the information on the possibilities offered by such a status in the countries where it exists;

1.3. Introduction of an agreement to improve the welfare cover given to women.

Joan O'Doherty (United Kingdom)

Let us read the lines together to see if we all agree...

Cornelie Quist (The Netherlands)

I think that it should not say "define the legal status"

Barbara Neis (Canada)

I believe it is better to say "recognise the status of women" or "given a legal status to women".

Cornelie Quist (The Netherlands)

How does it define the recognition of the work of women? Another point on the contribution of the work of women should be added.

Siri Gerrard (Norway)

I ask of all the people proposing changes to do so in written. Let us hence take five minutes to read the document together....

Cornelie Quist (The Netherlands)

What does small-scale fishing mean?



Moreover, there is no point on the statistics or the documentation according to genre. The entities or institutions in charge of fisheries should be obligated to break down the statistics by genre. On the other hand, it will be necessary to redact something on the research of women.

Katia Frangoudes (France)

Do wives of fishers and aquaculture farmers wish for the researches concerning them to be more extensive?

Michelle Pendelièvre (France)

Yes !

Joan O'Doherty (United Kingdom)

We should ask for documentation on the role of women and the segregation by genre of the statistics on fisheries and aquaculture.

Nalini Nayak (India)

A passage on the subject of the data and statistics based on genre should be added in the introduction of the document.

Cornelie Quist (The Netherlands)

This here is not guaranteed, but we're dealing with creating trust.

Siri Gerrard (Norway)

I think that in the introduction a passage should be added on small-scale fishing compared to industrial fishing.

Joan O'Doherty (United Kingdom)

This proposal can create problems because the situation is different from one country to the other. I don't know if you would like to talk about artisanal fishing...

Siri Gerrard (Norway)

All the countries know what the term small-scale fishing means; we don't need to provide a definition.

Cornelie Quist (The Netherlands)

In the Netherlands, we know who belongs to small scale fishing.

Joan O'Doherty (United Kingdom)

But there are also people who have boats of 40 to 50 metres and are considered as small scale fishers.

Cornelie Quist (The Netherlands)

We should rather talk of family enterprises of fisheries and aquaculture, would that do?



Siri Gerrard (Norway)

We'll take a note of it and redact something on the matter.

Nalini Nayak (India)

It is better to use the word “development” than “evolution” in the text. Evolution needs of centuries while development is faster.

Will the large industrial fisheries businesses also be invited to participate in the planning process? Would it not be better to talk of “fishworkers”?

Cristina Moço (Portugal)

A distinction must be made, for to start with, the negotiations are not carried out with friends but with enemies. The term “fishworkers” is reducing...

Michelle Pendelièvre (France)

In the totality of the text, it mentions the legal status of women, hence it is dealing with artisanal fishing. But there are also wives of sailors, who need to negotiate with the big industries. This needs to be discussed. A specific mediator must not be chosen, it is necessary to remain large enough.

Siri Gerrard (Norway)

There is a phrase in the first part that mentions family businesses

Barbara Neis (Canada)

On the question of dissemination of the information, we should also reinforce the information to women and not only of the parties concerned.

Joan O'Doherty (United Kingdom)

I propose adding the date of the European directive on the career journaling.

Cornelie Quist (The Netherlands)

I don't understand what “to agree on a professional status of the women who practice coastal fishing” means. Does this refer to the *mariscadoras* ?

Katia Frangoudes (France)

Exactly, it refers to the women who gather shellfish on foot in a professional manner, the *mariscadoras*.

Cornelie Quist (The Netherlands)

But why only those women and not the others?

Nalini Nayak (India)

The first point of this section talks about women who contribute to the fisheries and aquaculture businesses, and the second talks about women who work directly in the fishery service production.



Sarah Mongruel (France)

The point number two concerning the women who gather shellfish, we demand for them to be able to be recognised as professionals. The women in charge of the administrative work are covered in the first point.

Dolores Bermudez Rodriguez (Spain)

In Spain, we have three categories for those working in the fisheries domain: the fishers, the *marisqueo* and the aquaculture farmers. But the *marisqueo* (coastal fishers) are not recognised as fishers.

Siri Gerrard (Norway)

In this case, we should mention the *mariscadoras* and after add another point on the rest. If you are not recognised (*mariscadoras*) it is necessary to demand your recognition... talking specifically of the profession of *marisqueo*.

Pencha Santasmarinas (Spain)

We should write *marisqueo* on foot, this way we include everybody (men or women).

Katia Frangoudes (France)

This corresponds equally, furthermore, with the French situation.

Yvette Deru (France)

The women coastal fishers in France have the same status as the men. They are marine-fishers.

Trish Slater (Ireland)

In Ireland, we do not do this type of fishing on foot, we use a tractor.

Siri Gerrard (Norway)

We can confine: recognise and protect the *mariscadoras*

Barbara Neis (Canada)

We could add the word “commercial fishing” to be more complete.

Siri Gerrard (Norway)

On that subject, we have several proposals, but the most important is the recognition of the profession of *marisqueo*. We should reflect with the women present here...Let us now address the third point.



Point 3. To favour the diversification of the incomes of fisheries businesses on the initiative of women

3.1. Access to programs of aid for investments, credit and training for the development of new activities on the initiative of women with the idea of diversifying the incomes of family units dependent on fishing ;

3.2. Programs of micro-credit to help businesswomen in the case of difficulties with treasury ;

Cornelie Quist (The Netherlands)

I think that we should not talk here of new activities and remove the word diversification.

Siri Gerrard (Norway)

Very well, we will eliminate this word.

Dolores Bermudez Rodriguez (Spain)

We should not talk about diversification, but rather of activities complementary to fishing. Like we said yesterday, diversification can signify the disappearance of artisanal fishing.

It would be better to talk about “complimentarity”.

José Pascual (Spain)

For me, the two points of this part say the same thing...

Katia Frangoudes (France)

I intend to keep the idea of micro-credits separate. These credits should only serve in case of difficulties in treasury that occur in the first three or four years. It is the only means for guaranteeing the survival of these enterprises.

Sonia Bourhis (France)

These micro-credits should be taken on by the structural or regional funds.

Pencha Santasmarinas (Spain)

This is a little bit dangerous because with the adhesion of new countries, the structural funds risk disappearance, at least for us.

Siri Gerrard (Norway)

It is true that if we do not add the issue of structural funds, we could also include Norway, who is not at the heart of the European Union.



Point 4. Recognition and valorisation of the professions linked to fisheries often practiced by women

4.1. Recognition as professions of the activities connected to fishing often practiced in an informal way by the women such as net mending, marketing of sea food products; etc.

4.2. Improvement of the working conditions and recognition of qualifications.

Siri Gerrard (Norway)

It looks like the Portuguese and Dutch delegations have suggestions on these two points.

Pencha Santasmarinas (Spain)

I don't like to talk about valorisation of the image of these professions, because only the improvement of the working conditions can give them value. Let us take the example of the *mariscadoras*: only the improvement of the working conditions allowed them to valorise their profession. In all the *cofradias*, there is a waiting list of young people who wish to obtain a *marisqueo* licence. Today, the net menders work in bad conditions, and it is normal that nobody wants to practice this profession. But if we improve the working conditions, the young people will come.

Point 6. Access to representation

6.1. Recognition and support to the entrance and participation of fishing women in the professional organisations and trade unions dominated by the men,

6.2. Possibility for the women to represent the family business in all the decisive bodies and acts (vote, financial engagements,...) in the place of their husband or partner;

6.3. Possibility for the wives of crewmen to participate in the professional representation of the activity of their husband or partner;

6.4. Recognition of the representation of women's interests by the participation of their organisations in the advisory or decision bodies;

Pencha Santasmarinas (Spain)

For me, this passage does not have its place in the agenda. Because throughout the course of this program, we have talked about the recognition of women who carry out a job in production, in the family enterprise, in marketing, etc. Here, it talks about women who do not occupy any activity within the fisheries sector...A sailor's wife is like the wife of a plumber or an engineer. She can work elsewhere or be a housewife hence she has nothing to do with fisheries.

Trish Slater (Ireland)

In our group we have sailor's wives, these women take care of everything while their husbands are absent from the house many weeks at a time. They cannot be but sailor's wives because they cannot do anything else.



Katia Frangoudes (France)

The situation of sailor's wives differs from one country to the next...In France, for example, these women are members of the same associations as shipowners' wives. The sailors go shares in their work, and they are in some way linked to the vessel on which they work. The intention here is to give these women the possibility of having access to the training that will allow them to obtain a qualification in order to return to the working market.

Pencha Santasmarinas (Spain)

You are saying rather that fishers' wives work, therefore they should have a mission in the heart of the businesses.

Joan O'Doherty (United Kingdom)

I believe that this should be made a part of point 11. This section should be reformulated and placed in point 11.

Cristina Moço (Portugal)

This discussion is not easy to solve. The situation must be analysed in a relative way. From what I've understood so far, in this program, we have worked on the recognition of the work of women in fisheries, but there are organisations that do not work on their own recognition but on the rights of fishing families. These women are married to fishers. For example, the Spanish association Rosas dos Ventos or the French associations are organisations that have a different action, but that must be analysed. The question is not to change the chapter. A discussion in depth should be held. It is the associations that defend the work of their fisher husbands. They defend the rights of their husbands who work in industrial fishing. Our project, in my opinion, reflects the two groups of women.

Michèle Pendelièvre (France)

We could also talk about the appertaining of these women to a milieu. We can think or say what we want, but these women are culturally linked to fisheries.

Siri Gerrard (Norway)

We are facing two opinions. There are those who wish to keep this section and others who oppose it.

Katia Frangoudes (France)

Personally, I think that the difficulties of the wives of sailors here mentioned are the same as those of the ship owners' wives. The isolation, for example, is the same for all these women. The needs for training, the defence for a security at sea are common demands to these two groups of women. The idea here, in my opinion, is to underline the singularity of these women who have the same life as the ship owners' wives but without the financial security represented by owning a boat.



Siri Gerrard (Norway)

I think we should leave this discussion for later so that we can move on to the following point.

Cornelie Quist (The Netherlands)

We should specify that it concerns wives of active sailors to avoid confusing them with the wives of sailors who are not embarked.

Dolores Bermudez Rodriguez (Spain)

I think we should make a point on the recognition of professional illnesses of fishing. The working conditions at sea are hard and we all suffer diseases such as arthrosis, rheumatism, etc. We should get recognition of these diseases as professionals.

Siri Gerrard (Norway)

The debate just brought up a subject that is not included in the agenda. The professional sicknesses and the security at sea should be the object of a separate point in this document.

Pencha Santasmarinas (Spain)

The point 6.3 does not make sense. Because these women don't have anything to do with the professional fishers organisations, and furthermore, the sailors are often not a part of the organisations of the profession.

Katia Frangoudes (France)

This is a European agenda, and it must include all the possible situations in Europe. There are countries where the sailors are in the same organisations as the ship owners. In this case, why should a woman not be able to represent her husband who is a sailor and is often not on land?

Clarisse Serrao (Portugal)

Somewhere, the question should be mentioned of the participation of women in the directive organisations of the sector in an equal way.

Siri Gerrard (Norway)

I would like to have a sentence that says that the women have a place in the public policies on fisheries and aquaculture in each one of the countries but also on a European level.

Cornelie Quist (The Netherlands)

There are countries where the men of the crew are members of the same organisations as the ship owners.



Nalini Nayak (India)

This here rests on the fact that fishers are at sea and that the women must have the possibility of having a seat in the place of their husbands in the commissions of organisations or in other bodies.

Michèle Pendelièvre (France)

We should put “Mister and Madam may represent the business”, even if we need to add with one only voting right. In France, this is what was requested, but the ministry refused it for saying Mister or Madam. In this option, if the woman is present the man may not and vice versa.

Point 7 : Access to the training and validation of experience acquirments

7.1. To improve the training offer for men and women in the fisheries and aquaculture world with a payment of benefit schemes during the length of the courses,

7.2. The training should give access to diplomas or equivalents

7.3. The validation of professional acquirments, procedures at present started in Europe, must take into account the wives of fishers and aquaculture farmers. Their experience should be validated before the commencement of the training courses.

Barbara Neis (Canada)

The courses are often held quite far from the fishing communities, for this reason it would be necessary to talk about facilitating the geographical access.

Nalini Nayak (India)

In the South, we have many problems with aquaculture farming which is very destructive. We ask for training in more ecological breeding techniques. I don't know if you have the same problem here.

Dolores Bermudez Rodriguez (Spain)

We sure do, aquaculture must be ecological if not it destroys everything. It is the difference from shellfish gathering.

Pencha Santasmarinas (Spain)

We are talking about fish aquaculture and not shellfish breeding.

Siri Gerrard (Norway)

Nalini, here in Europe we also have non-ecological aquaculture. This is the case in Norway.

Point 8 : Support of women's organisations

8.1. Financial aids to the functioning of women's organisations and networks;

8.2. Political support and material to the actions of women's organisations in favour of the improvement and promotion of these professions of the sea;



8.3. Aids towards the development of exchanges among women's organisations of the same country on a national and international level (introduction into a network)

Cornelie Quist (The Netherlands)

The financial support, must it be given only to formal organisations of women or also to the networks?

Point 9 : Improvement of the working conditions and the safety on board the vessels

9.1. Beginning and improving the legislations in the area of work and safety on board;

9.2. Recognition of the professional diseases and guarantee of their indemnification;

9.3. Educational action to eradicate the obstructions (taboos, chauvinism,...) introducing actions to improve the security on board.

Siri Gerrard (Norway)

The issue of professional diseases should be introduced here in this point, yes? Do you agree?

Pencha Santasmarinas (Spain)

The regional Counsel of fisheries in Galice tries to bring together a new experience: since there is a taboo concerning the employment of women on board the fishing vessels, we equipped a boat which we would like to make function only with women. For now, we have not yet reached that point because we have not found enough women who have the number of hours at sea necessary to obtain the diploma. We would like to make this boat work in order to break a little the prejudices existing on this issue.

Nalini Nayak (India)

All the points that we raise here are a part of the standards of the OIT. We should encourage our States to sign these agreements.

Katia Frangoudes (France)

Time goes by fast and we have not had the time to address the issue of creating a Women's European network of fishers and aquaculture farmers. The program FEMMES is going to finish soon and we must decide on a new strategy for the future. Especially if we would like for the work started in this program to not come to an end like this. We will need to commit and try to continue this work with the creation of a network. The question raised is: should we create immediately, or should we bring it up again later?



Nalini Nayak (India)

We should take a decision, because it is a pity to see this work disappear. You have done a very good job and you have constituted a good basis to create a European network. Do it!

Pencha Santasmarinas (Spain)

I don't understand very well what Katia just said... We should create the network, which is important, later we will find the way to make it work.

Following these exchanges and commentaries received at the time of a consultation on the part of the organisations of women, the final version of the agenda is presented in annex 1.



Annexe 1

AGENDA FOR WOMEN IN FISHERIES AND AQUACULTURE IN EUROPE

The programme 'FEMMES', funded by the European Commission under the 5th Framework Programme for Research has organized a series of meetings and other interactions between women in fisheries and aquaculture in Europe. It has encouraged exchanges among women in fisheries and aquaculture, their organisations and researchers working on related issues. This interactive process has highlighted the concerns of the women whose lives and livelihoods are dependent on coastal and inland fisheries, but who are largely invisible to the public eye. They are mostly excluded from a legitimate legal status, from formal recognition, from participation in fisheries decision-making processes, and from access to credit, training and social security. Our interactions have helped evolve an agenda for action that we collectively feel needs to be implemented. Gender-sensitive fisheries policies are an essential step in maintaining the cultures and livelihoods of fishing populations.

Women have a long historical attachment to fisheries; family-based fisheries are their way of life, and they are experienced and knowledgeable workers who are essential to the resilience of Europe's coastal communities. Already vulnerable, the lives and livelihoods of these communities are increasingly threatened by resource degradation, poor management, inappropriate technology, intensive aquaculture, mass tourism, and gender-insensitive fisheries policies.

Our discussions have highlighted many issues that require immediate attention by policy-makers at national and European levels.

These issues relate to:

- The need to document the history, nature and scale of women's roles and contributions to fisheries in Europe;
- The establishment of statistical data within fisheries based on gender;
- The establishment of a women's unit within the fisheries departments of each country;
- The establishment of a women's unit within the Directorate-General of Fisheries of the European Commission;
- The integration of a specific gender focus in policy papers in fisheries;
- The investigation of the equality deficit through gender mainstreaming;
- The formal recognition of women's contributions in production and fisheries related activities;



- The formal recognition of women's right to represent the interests of the fishing enterprises within which they are primary actors;
- The need to document the ways in which women's roles in fisheries have changed over the last decades, and whether any of these changes have led to the abandoning of activities linked to fisheries;
- The gender sensitisation of fisheries education.

More specifically:

A.- WOMEN IN ECONOMIC ACTIVITIES

I. Institute legal recognition of work done collaboratively by spouses and women in fisheries, aquaculture and shell fishing.

1.1. Assign legal status, to the managerial work done by women in the operation of extractive fishing enterprises (such as administration, book-keeping, sales, etc.) in the countries where it does not already exist.

1.2. Assign legal status to women who practice aquaculture or shellfish/seaweed gathering on shore (i.e.. *mariscadoras*).

1.3. Inform women and men about the benefits of legal recognition in the countries where it exists.

1.4. Develop consensus on access to social benefits for women. All stakeholders having relations with social welfare issues (such as women's organisations, fishermen's social security insurance, administrations with jurisdiction over fisheries industries and women's equality) should meet with the objective to harmonize national legislation to the European Directive of 1986 (EU directive 86/613)⁸.

1.5. Examine the possibility of reconstituting rights of access to social benefit linked to the legal status dating at least back to 1986, the year of the European Directive 86/613 which instructs all Member States to establish such status, especially for collaborative spouses and those working in production.

II. Recognition and promotion of activities linked to fishing

2.1. Recognise as a profession fisheries-related activities conducted by women, such as net mending, and fish selling.

2.2. Improve the working conditions of these activities.

⁸ Council directive 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-employment women during pregnancy and motherhood.



III. Support for women's initiatives

- 3.1. Make accessible support programmes (financing, training, etc.) for women who want to develop their own fishery enterprise.
- 3.2. Make accessible support programmes (financing, training,) for the development of new activities initiated by women aimed at complementing the income of fishing dependant family businesses.
- 3.3. Develop micro-credit schemes to support these women in case of cash-flow difficulties.

IV. Improving labour conditions and safety on shore and at sea for women and men

- 4.1. Ensure the implementation and compliance of existing legislation on labour standards and maritime safety, including safety at sea.
- 4.2. Recognise occupational illness and institute compensatory measures.
- 4.3. Provide education on safety measures and to dispel gendered/discriminatory taboos and norms.

B. WOMEN AND COLLECTIVE ACTION

I. Access to representation

- 1.1. Recognise and support women fishers' entry to and participation in male dominated fishers' organisations and trade unions.
- 1.2. Give women and men equal rights to represent the family enterprise in all decision-making instances (voting rights in fishers' organisations, financial commitments, etc.).
- 1.3. Give crewmen's wives the right to be on fisheries committees in the absence of their husband or partner.
- 1.4. Give women's organisations in fisheries the right of representation in public decision making bodies and professional organisations.

II. Support for women's organisations

- 2.1. Provide financial support to women's organisations and networks.
- 2.2. Provide political and material support to actions initiated by women's organisations for the improvement and promotion of artisanal fisheries.
- 2.3. Provide support for exchanges and networking among women's organisations at national and international levels.



C. WOMEN'S ROLES IN THE SOCIAL REPRODUCTION OF FISHING CULTURES

I. Transmission of fisheries heritage

- 1.1. Recognise the relevance of practical learning processes in fisheries, and the relevance of women and men of older generations in the transmission of experience, technical knowledge, and even a way of life.
- 1.2. Recognise and support women's reproductive roles in sustaining fishing communities and their culture, contributing to the recruitment and rearing of new generations to fisheries.

D. EQUAL OPPORTUNITIES

I. Equal rights

- 1.1. Abolish all forms of gender discrimination hindering access to fisheries-related professions and to resources.
- 1.2. Grant equal hereditary access rights to males and females.

II. Access to training and validation of experience

- 2.1. Increase opportunities for and accessibility to training for women and men (including crew's wives) in fisheries and aquaculture with financial incentives; such training should give access to recognized diplomas.
- 2.2. Give women and men in fisheries and aquaculture access to experience validation schemes.



Annexe 2

Agenda for research on women in fisheries and aquaculture in Europe

The coasts of Europe have experienced major changes over recent decades. Some are put under pressure by the rapid development of urbanisation, industrialisation and mass tourism. Others have suffered economic depression as the activities that traditionally sustained coastal communities become increasingly unsustainable. In all these cases, the economic and social role of fishing and aquaculture in coastal societies has been modified, with new social organisations and cultural processes emerging in coastal areas. However, research on European women within fisheries, aquaculture and coastal communities in such a context is not abundant. The research that does exist usually focuses on local or national issues, and women are rarely their central object. Issues of gender generally appear in anthropological or sociological research of a broader scope and only to point out the sexual division of labour or of space. Yet, many other aspects have not been dealt with, particularly in terms of comparative research on a European scale and beyond. Comparative research should be promoted in Europe and should focus on how the important transformations occurring over the last 30 years have changed women's roles in capture and culture fisheries. Changes and differences should not only be studied across countries, but also across the various forms of social and economic organisation. Fisheries nowadays are conducted at a significant scale under different forms of organisation: family-based, small scale commercial operations (artisanal fisheries); medium and large scale commercial enterprises (industrial fisheries); or leisure fishing. The ongoing process of globalisation also deeply affects the relation of fisheries to coastal communities in terms of reciprocal dependence, both social and economic. Women are integrated or excluded in different ways under each regime, with different patterns of evolution. Public policies and regulation related to fisheries, access to coastal zone or to equality, also affects women lives. In this regard, methodological research is also needed to help gender mainstreaming in support to policy design and implementation.

For these reasons, the programme «FEMMES », financed by the 5th Framework Programme for Research of the European Commission, has decided to set a research agenda designed to raise the needs of research about the place of women in the fishing and aquaculture sector. This agenda is directed towards decision-makers for research policy at all levels, local, national and European. The issues listed in this agenda entail the development of works in all the areas of social sciences. Most of them call for historic, sociological, or anthropological research. Some of them might require ethnological, legal, political or economic research. The comparative analysis approach is an area that should be promoted on a European level and beyond.



A. WOMEN IN ECONOMIC ACTIVITIES

Women have a double role in fisheries activities: it can be direct, through the carrying out of tasks related to the production; or indirect, where women combine domestic tasks with activities supporting fisheries and aquaculture enterprises.

1. Double tasks: domestic responsibilities and involvement in the enterprise

As in all family-based activities, women are occupied with the technical or administrative aspects linked to the fishing business. These activities are carried out on top of domestic responsibilities. In fisheries, the absence of men gives an even greater importance to this double work / double responsibility. How do women manage, both in time and in space, this double role? How do they complement the activities carried out by the men? And what is the cost of this dual role / responsibility to their personal development?

2. Women's participation in the family-based fishing and aquaculture production

The organisation of production in family-based units sees women playing an important role in on-shore operations. Women play a key role in the administration of the activity. Women also contribute to the maintenance of fishing gears and boats, the preparation of fishing trips (baiting), and the handling, processing and trading of the fish. Such work is rarely remunerated and has little legal recognition. Technical change has induced the industrialisation of many tasks performed by hand by women (such as net production, fish processing). How has social development changed women's contribution to production? What are the consequences for the economy of the family? What are the advantages and disadvantages for women within the household and the community? What impacts have the different regulation systems had on women and gender relations?

3. Women's managerial functions and access to ownership in family enterprises

Having gained recognition of their contribution to the family enterprise, some women are in a position where they can perform management functions (making decisions for investments, and the creation and management of complementary activities, etc.). They may also claim rights on the means of production, such as property rights and the right of access to resources. How do various forms of ownership impact gender relations and women's situations? What are the limiting or supporting factors for women to take responsibilities? What social and institutional recognitions are required for women's access to ownership? What are the consequences on their capacity to decide upon their personal or professional life? Is gender an issue in succession rights in aquaculture and fisheries?



4. Livelihood and social status of the wives of crewmen

Responsible for all aspects of family life when their husbands are at sea, crewmen's wives have an uncommon life. Unlike boat owners' wives, their husband's work does not provide them with any opportunity to become involved in or obtain an income related to fishing. What access do these women have to training and employment? What are their claims for themselves and their husbands (better working condition on board, safety at sea.)?

5. Women as fishers

In most European countries, women fishers represent a minority group. It is important to expand on the existing knowledge about women's roles and actions as fishers. What constraints do women meet in fishing? How do women cope with regulation in fisheries? How do they cope with technological changes? What factors promote women's integration or exclusion from the fishing fleets? How do female fishers combine their fishing activities with household and community work?

6. Women in aquaculture

Aquaculture is a relatively new and rapidly developing industry. It is important to examine how aquaculture includes women as owners, managers, and workers. What are the working conditions and career patterns for these women? Globalisation, industrialisation, technological development and capitalisation have led to comprehensive changes in the industry; how have these changes influenced women's roles and positions? How do forms of ownership impact on women's situations in aquaculture? Do these changes represent opportunities or threats to women?

7. Women in small scale distribution of fishery and aquaculture products

Ways and means of distributing fishery and aquaculture products have undergone major changes. These changes often exclude women from further participation in traditional ways of trading, but, at the same time, may also offer new opportunities. What are the tasks accomplished by women and workers' organisations in the area of distribution? What types of changes can be seen in commercialisation strategies and distribution? What are the comparative advantages of collective initiatives relative to single-person enterprises? What are the factors that impact the supply of marine products? What measures are needed to increase the recognition and attractiveness of these activities (i.e. training, legal recognition, financial and technical support to individual or collective initiatives)?

8. Women's initiatives and strategies of economic diversification into activities complementary or alternative to aquaculture and fishing/shell fishing

The uncertainty that weighs on fisheries incomes coupled with the need to reduce the pressure on resources have increasing numbers of fishing households looking to diversify their income sources. Women are among the first to be concerned,



looking at a range of alternative activities, from securing wage-earning work outside the fishing sector to developing additional activities based on their fishing activities. In the latter case, women may initiate value-adding activities or activities linked to tourism. What are the initial motivations for such diversification? What kind of support do they need, what are the changes induced by these initiatives, and what is the place for collective initiatives?

9. Strategies to adapt to new regulations and global competition

Most of the activities run by women (fish selling, processing, net making and net mending) face a number of international and regional pressures, including the industrialisation of production, the globalisation of trade, and the development of standards (food safety, traceability, safety at work, etc.). In order to continue operating, they are forced to adopt costly adaptations. How do women respond to these challenges, and how are their responses perceived by public authorities?

10. Women in “new” managerial and administrative positions

In many European countries, women enter into new and established professions related to fisheries: administrative and managerial work in the public and private sector, education, marketing, consulting, financing, and research, among others. What are the working conditions of these women? What career patterns exist? Are women able to gain access to decision-making positions or do they mostly occupy subordinate roles? What influence do they have? Does it make any difference in gender issues whether there are women or men in these positions?

B. LEGAL RECOGNITION OF INFORMAL WOMEN'S PARTICIPATION IN ECONOMIC ACTIVITIES

In some European countries, the contribution of women (spouses or partners) in fisheries and aquaculture has obtained legal recognition, allowing women individual access to social benefits.

1. Women's juridical status linked to the fishing/shell fishing and aquaculture sector

Legal recognition of the work done by women independently from their husbands translates into the definition of a status and grants access to social benefits. How do official authorities and industry organisations formalize such rights? How do women go about obtaining wider recognition? In what ways and for what reasons do they seize – or distrust – opportunities offered to them? What are the consequences, in terms of personal or professional development, of having or not having such legal recognition?



2. Consequences of the legal recognition of women's contribution on the dynamics of family-based enterprises and of the whole industry.

The legal recognition of women's autonomous work implies extra costs in the short-term, while its long-term benefits are underestimated. How do these short-term extra costs affect the economic viability of the enterprises? Does the choice to adopt or not the status relate more to the power relation and the perception of women-men roles or to the difficulty to anticipate implications? Can it affect the overall dynamic of artisanal fisheries?

C. WOMEN AND COLLECTIVE ACTION

The establishment of women's organisations and the integration of women into men's organisations have allowed women to participate in public debates concerning fisheries and about their own condition.

1. Women's access to public spheres and representation

In the fisheries sector, which is still very much marked by male dominance, women seem to have made important inroads towards entering and gaining recognition and representation in the public sphere. What have been the incentives and means behind these gains? What has been achieved and what are the limitations? What are the prospects for the future?

2. Development and dynamics of women's organisations

Women may have limited access to the public sphere through fishermen's organisations, unions, political parties or religious organisations. However, when access to these organisations, generally run by men, is denied to them, or when they wish to portray a different message, women in fisheries and aquaculture have, throughout the past decade and in many places, formed their own organisations. What are the factors that explain this dynamism? Do women act for the benefit of their organisation (association/networks)? Do they succeed in promoting women's issues and interests? Why are women's groups often organised in response to a crisis in fisheries? Under what conditions can they gain more permanence? What are the long-term prospects and real agendas of these organisations?

D. WOMEN'S ROLE IN THE SOCIAL REPRODUCTION OF COASTAL COMMUNITIES AND THEIR CULTURES

This section of FEMMES' research agenda will highlight the roles played by women in the social reproduction of coastal communities and their cultures.



1. Women and the perception of fishing activities and identities

Women, due to the influence they can exercise over their husbands, can be an important factor for desirable changes such as improving work relations or maritime safety. Is such a notion reality or myth? What are the social processes driving examples of such influence, and what are the tools and support needed to develop this potential? The way women perceive sea-related professions greatly influences their sons' choice of professions; is the recruitment of young people into the fisheries sector dependent on the perceptions of women?

2. Women's activism for the sustainable development of coastal areas

Fisherwomen and other coastal women tend to get involved in community life which calls for more solidarity and sharing. Beyond personal solidarity or works of charity, can this involvement be extended to social and political action in coastal areas? Is there a place for women in local politics and beyond? What are the lessons from past experiences?

3. Gender analysis and mainstreaming for fisheries and coastal management

Present strategies for fisheries and coastal zone management suffer from the lack of equity for certain segments of the population, especially women. For management practitioners, coastal communities are homogenous, without any difference between men and women, young and old, etc. The use of "gender analysis" can provide coastal managers better information about how men and women access and use the resources differently. Who has the power to make decisions? Whose priorities are being addressed? Who benefits from different policies concerning coastal management, and who loses out?

E. THEORETICAL AND METHODOLOGICAL APPROACHES

1. Gender sensitive statistical information.

Quantitative indicators and methodologies are needed to document and estimate the relative contributions of women and men to the economic and social structure of the industry. Indeed, such indicators are a prerequisite to the above research. In particular, there is a need for methodologies to ensure the homogeneity of statistical data across space and time, particularly for follow-up studies on public policy.

2. Qualitative approaches (generation approach)

Studying the careers of women over several generations provides a useful comparative tool between countries. Such studies shape future policies by examining women's roles and relations in fisheries and their trends over time.



3. Theoretical and feminist contributions

Because of the complexity of the everyday lives of fisherwomen, spanning the traditional to the post modern, the local to the global level, studies in this area can provide valuable insight and contribution to social and cultural theories. Women in fisheries should be also seen from a feminist perspective which will permit understanding of the ways in which women act for their emancipation from or their integration into the fisheries sector. Are feminist theories on recognising the difference between men and women available in fisheries?

4. Inclusion of a gender perspective in all social sciences research and studies concerning fisheries

The lack of a gender perspective in social sciences research and studies in fisheries obstructs the study of gendered issues and relations in fisheries, such as the relations between male fishers and their wives, or the variations between male and female salaries in paid work. The inclusion of a gender perspective will permit recognition and visibility to women's unpaid work in fisheries.

5. Mediation / Publications

In order to have a positive impact, the research agendas described above must be disseminated to the public, and in particular, should target women, policymakers and other researchers. In order to succeed new working methods and financial supports are needed.



Annexe 3

List of participants

Benin

Chantal Gnimadi : fisheries consultant

Brazil

Cristina Maria Maneschy : professor / researcher, Federal University of Para, Belém

Canada

Barbara Neis : professor / researcher, Memorial University, New Foundland

Chile

Jessica Alfaro : Fisheries social worker

Finland

Carina Rönn : Osterbottens Fiskarföbund, Vaasa

France

Liliane Capobianco : social worker, Association des femmes de pêcheurs corses

Clara Clemenceau : fisher wife, Association des femmes de pêcheurs Corse

Sonia Bourhis : fisher wife « Femmes entre terre et mer » (FETEM), Bretagne

Laurence Le Baron : fisher wife, FETEM, Bretagne

Yvette Deru : collaborative spouse, FETEM, Bretagne

Michèle Pendelièvre : collaborative spouse, Bretagne

Katia Frangoudes : researcher, University of Western Brittany, Centre de Droit et d'Economie de la Mer (CEDEM)

Sarah Mongruel : researcher, University of Western Brittany, Centre de Droit et d'Economie de la Mer (CEDEM)

Ana Toupin : Pêche et développement NGO, Lorient

Gaëlle Maltret : fisher, Lesconil

India

Nalini Nayak : International Collective in Support of fishworkers (ICSF) NGO

Indonesia

Maya Ismayanti : Ministry of Maritimes Affairs

Ireland

Joan O'Doherty : independent consultant

Mary Carol : Irish Farmers' Association

Sally Barnes : owner smoked salmon workshop

Malaysia

Poh Sze Choo : WorldFish Center, Penang



The Netherlands

Cornelie Quist : facilitator of VinVis network

Wilma Koster Tuinenbourg : fisher wife, VinVis network

Marja Bekendam de Boer : fisher wife, VinVis network

Norway

Liv Toril Pettersen : researcher at Nordland Institute, Bodo

Siri Gerrard : professeur/ researcher, Tromso University

Wenche Margrethe : professeur/ researcher Finmark, University College, Alta

Ashild Pettersen : fisher wife, Finmark

Ingunn Thomassen : fisher wife, Finmark

Portugal

Cristina Moço : social worker and facilitator of the network of fisherwomen in Portugal

Amelia Miguez : Direction of Fisheries and Aquaculture, Lisboa

Fatima Ricardo Santos : fisher

Clarisse Serrão : boat owner and fisher wife, Vila de Conde,

Eugenia Silverio Borges Cardoso : net mender, Peniche

Spain

Pencha Santasmarinas : Training responsible, Council of Fisheries

Dolores Bermudez Rodriguez : Federation of mariscadoras, AREAL, Galicia

José Pascual Fernandez : professor / researcher, University of Laguna, Canary Islands

Gloria Cabrera : professor / researcher, University of Laguna, Canary Islands

Morales Reyes Machin : fisher wife, El Hierro, Canaries

José Alberto de Santiago Mejjide, Cofradia de Pescadores « San Antonio » Cambados

Isabel Perez : Cofradia de Pescadores « San Antonio » Cambados

Patricia Pineiro Pérez : Association Mulleres do mar de Cambados

Jesus Agraso : Federation of net menders of Galicia

Ramon Hernandez Armas : University of La Laguna, Canary Islands

Karyn Nancy Rodriguez, PhD Student, University of La Laguna, Canary Islands

United Kingdom

Ena Saltiel : Sea Mission, Hull

Trish Slater : Sea Mission, Association of Northern Ireland Women in Fisheries

Valerie Henning : shellfish farmer, Association of Northern Ireland Women in Fisheries

Sherryl Murray : fisher wife, Fishermen's association ltd, Cornwall

Vietnam

Hien Than Thi, International Marine Life ONG, Hanoi