



Women in the Seafood Industry

WEBINAR “WOMEN IN BLUE ECONOMY IN
THE MEDITERRANEAN”

THE ROLES AND CONTRIBUTIONS OF WOMEN IN THE SEAFOOD INDUSTRY

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International Organization Women in the Seafood Industry

- Not-for-profit Feminist and Advocacy NGO founded in 2016 by seafood and gender specialists
- Observer at COFI - FAO 2020



Diversity but lack of inclusion in decision-marking governance

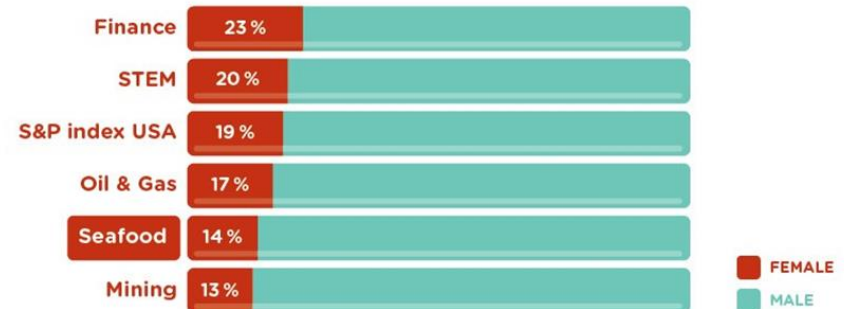
50% of seafood workers are women in the world but 80% of women working in seafood declare it's not an attractive industry

WSi | GENDER ON THE AGENDA

Where Are Women in the Seafood Industry?



PERCENTAGE OF FEMALE BOARD MEMBERS BY INDUSTRY



Source: Seafood WSI 2020 based on Undercurrent News top 100 Seafood Companies 2019 • Mining Bedford Consulting Group • Finance, STEM, S&P Index: catalyst



Women in seafood in the Mediterranean

On-board workers

Discriminations: barriers to access jobs, trainings in maritime schools, gender stereotypes, etc.



On-land workers

- Administration
- Sales
- Supplies
- Net repair
- Communication

Invisibility, inequality: no status, no pay, no social protection, no sex-disaggregated data, glass ceiling



Women in seafood in the Mediterranean

Croatia, Cyprus, France, Greece, Italy, Malta, Slovenia, Spain, Bulgaria, Romania

Need to improve working conditions and promote the role of women in fisheries and farms was identified in the MedFish4Ever Ministerial Declaration signed by the European Commission and Member States in March 2017 so this study was a way to address this issue and contribute to the Regional Plan of Action for Small-Scale Fisheries in the Mediterranean and the Black Sea

- **Invisibility of women is persistent and due to lack of systematic collection of sex-disaggregated data**
- **Women are predominantly found in lower-level jobs with less pay than men : occupational segregation**
- **Directive 2010/41/EU (enforcement of assisting spouse/life partner status) is not consistently implemented at national levels in sub-sectors**
- Difference between small-scale and larger scale as well as catching, aquaculture and processing
- Women are working in other industries: lost of knowledge

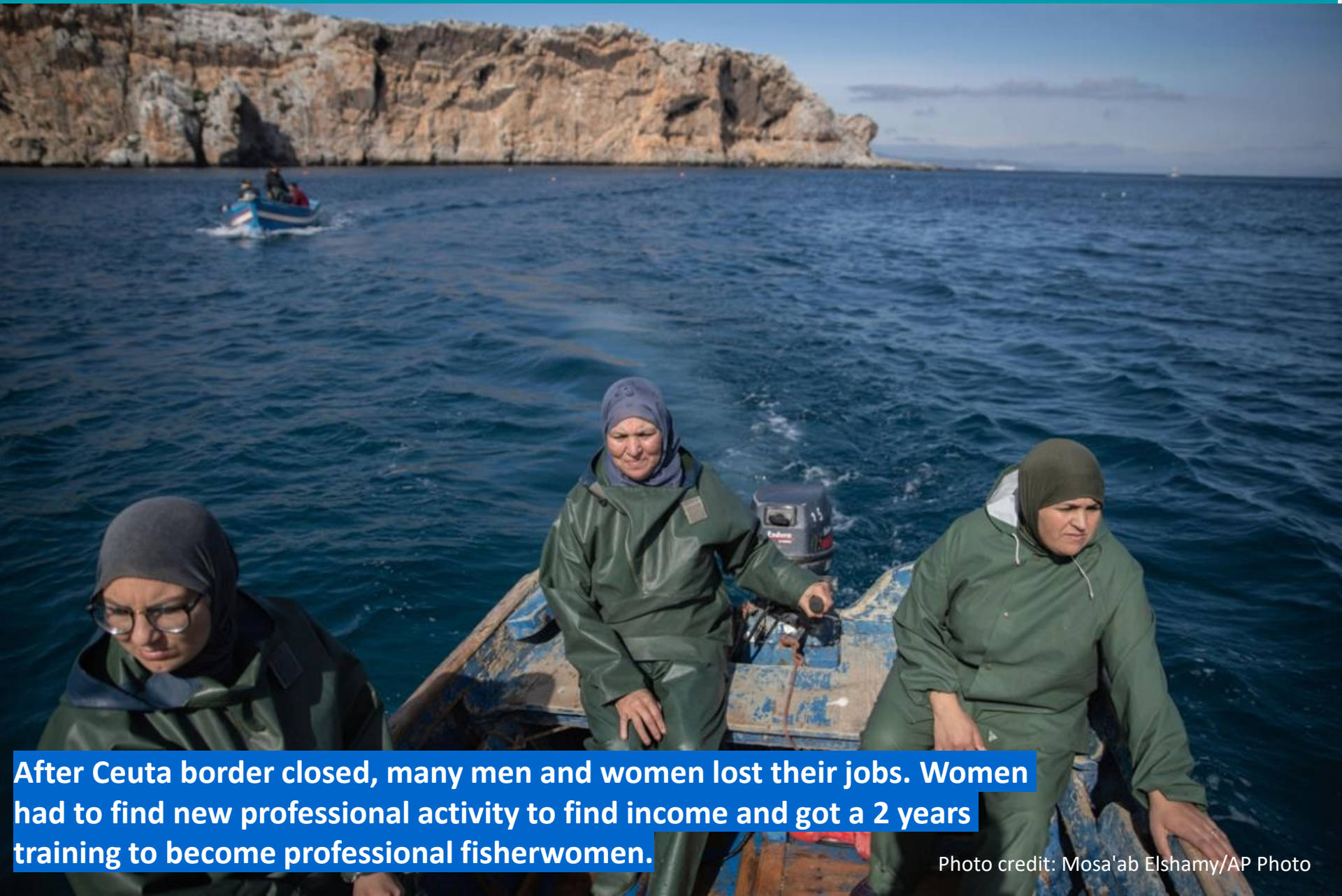


Study of the role of women in fisheries in the Mediterranean and the Black Sea

Final Report

Written by Coffey, with the support of ANI-International, FIS, Cetmar, Nisa, Okus, Karis Fragoules and Cicile Brughe
December - 2018

Fisherwomen in Moroccan coastal villages break boundaries to enter male-dominated fisheries



After Ceuta border closed, many men and women lost their jobs. Women had to find new professional activity to find income and got a 2 years training to become professional fisherwomen.

Photo credit: Mosa'ab Elshamy/AP Photo

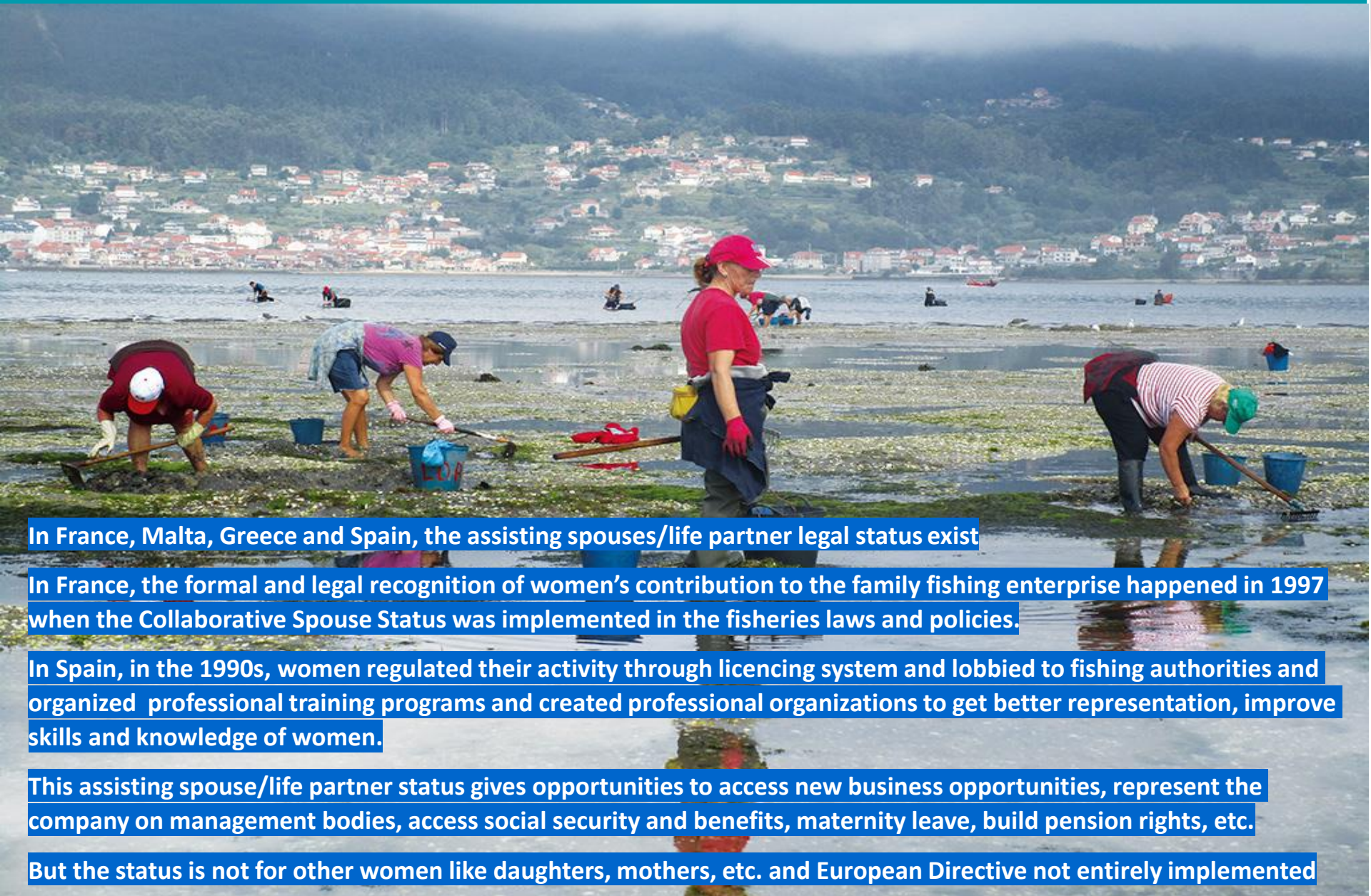
“Conectando Mares A Tráves Del Conocimiento” a training program for women in fisheries in Morocco



Project awarded the ERN-Med Prize 2020 from the audiovisual association COPEAM, which promotes dialogue and cultural integration in the Mediterranean Basin, under the category of “Changing societies: communicating the diversities of the Mediterranean”

Training awarded in women in Nador allowed them to exchange knowledge on identification, diversification and management of fish resources. It promotes gender equality and capacity building for women

Fisherwomen in France and Spain : examples of gender mainstreaming in maritime affairs and policies



In France, Malta, Greece and Spain, the assisting spouses/life partner legal status exist

In France, the formal and legal recognition of women's contribution to the family fishing enterprise happened in 1997 when the Collaborative Spouse Status was implemented in the fisheries laws and policies.

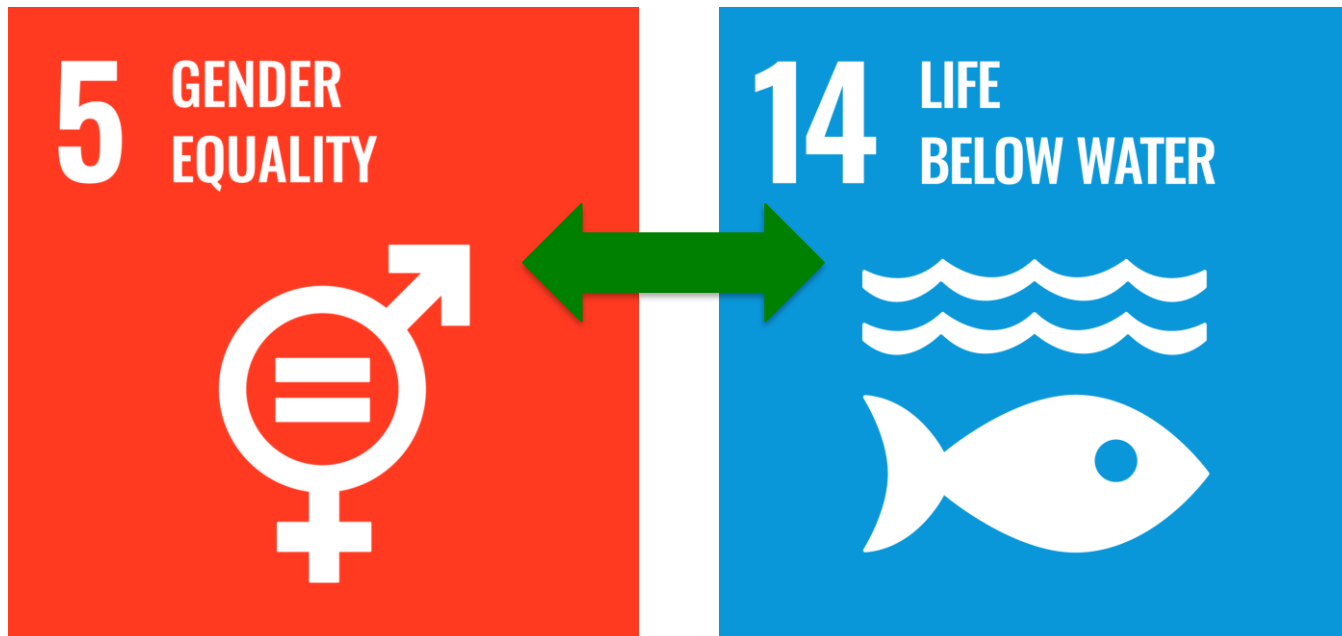
In Spain, in the 1990s, women regulated their activity through licencing system and lobbied to fishing authorities and organized professional training programs and created professional organizations to get better representation, improve skills and knowledge of women.

This assisting spouse/life partner status gives opportunities to access new business opportunities, represent the company on management bodies, access social security and benefits, maternity leave, build pension rights, etc.

But the status is not for other women like daughters, mothers, etc. and European Directive not entirely implemented

Take Away Messages

- ✓ Gender issues and discriminations exist in the seafood industry
- ✓ Solutions and good practices exist: change is possible!



Achieving SDGs by 2030



The International
Organisation for
Women in the Seafood
Industry

Find out more

www.womeninseafood.org

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