

**EUROPEAN COMMISSION
DIRECTORATE GENERAL FOR FISHERIES**

**THE ROLE OF WOMEN
IN THE FISHERIES SECTOR**

TENDER FISH/2000/01-LOT No 1

FINAL REPORT

1443/R/03/D

By

MACALISTER ELLIOTT AND PARTNERS LTD

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MacAlister Elliott and Partners Ltd
56 High Street
Lymington
Hampshire SO41 9AH
United Kingdom
Tel: +44 1590 679016
Fax: +44 1590 671573
E-mail: mep@macalister-elliott.com
Website: <http://www.macalister-elliott.com>

EXECUTIVE SUMMARY

Methodology

A lack of detailed gender specific data led to an approach where reviewing existing literature was backed up by field enquiry by a team of specialists based throughout the Member States. The wide geographic coverage required (EU 15) meant that, given the study's scope, (i) enquiry needed to be mostly limited to specific key Fisheries Dependent Areas (FDAs) or pockets of fisheries activity in "non FDAs" and (ii) fully statistically rigorous surveys could not be undertaken and surveys had to rely upon opinion from a limited number of key knowledgeable individuals in the FDAs. A template was devised to impose a common approach, and this was successful up to a point, though variations in the different team members perception of the issues led to a diverse response. However value was seen in this in that where there were common results, these were seen as being the more valid because of the diversity of the researcher's outlooks.

Key areas covered:

- **Employment data**, including gender differentials, for each main discrete occupation within the fisheries sector i.e.: fishing, aquaculture, marketing & distribution, processing, administration & management and informal (especially unpaid spouses support).
- **Legal and social status**; women's legal position concerning involvement in the sector, and problems inherent in this.
- **Organisational**, concerning how women are organised within the industry (e.g. unions), what formal support systems there are (e.g. childcare) and how education serves women in the sector.
- **Socio-cultural constraints**, resolved into three aspects – external social factors that effect women's decisions, the social status (thus desirability) of fisheries occupations and "internal" psychological factors related to women's interests, aspirations and concerns.
- **Economic**, mainly concerned with the respective earnings for various fisheries occupations, and particularly with gender related earnings discounts and economic alternatives.

Key Findings

It was a surprise to find that, for all the cultural and economic diversity within the EU, the position and perception of women regarding the fisheries sector showed a considerable degree of commonality. Within this common pattern the following findings stood out as interesting and important:

- Women feel unwelcome in the **seagoing fishing** sub sector, but have little interest in participating anyway. It is not surprising that very few women are involved (3% of the workforce)

- Women feel discriminated against in **aquaculture**, but to a much lower extent, and are far more representatively involved. There are a few specifically women-managed aquaculture activities.
- **Processing** is the one sub sector where women are over-represented, but mainly because they predominate in low-grade unskilled jobs. Seafood processing is perceived to hold few career prospects for women, mostly with good reason
- **Management/administration**: women have made significant inroads into this segment, which is both better rewarded and more positively viewed by women. It is particularly in the public sector that women have been successful.
- **Informal**: the role of women as **support to seagoing spouses** (“collaborating spouses”) was found to both very important and highly undervalued by the fishing community. This was seen as providing the most relevant and potentially productive avenue to explore in order to better women’s’ position in fisheries
- The study found that there was **economic discrimination against women** in the sector. Women are paid 12% less than men for what appears to be the same work, though given the limited data, like may not have been compared exactly with like. However, this is much less than the overall earnings discount women face across the EU economies of around 22%.

Recommendations

Following these findings, a number of practical recommendations for subsequent action by the EU and Member States became clear:

- **Fishing**: Women on the whole don’t wish to go to sea and aren’t particularly wanted, so whilst ensuring that women can participate if they so wish (i.e. no unfair barriers) there is little point in pushing for greater involvement. However, for some small scale, discrete inshore fisheries there could be scope for community based management (CBM), an approach both potentially beneficial in itself, and one offering women a more widely acceptable as well as a more genuine role in the primary production segment.
- **Aquaculture**: Barriers are lower and opportunities significant in this sub-sector. Focussed training should enhance access to technical and managerial positions viewed as desirable by women. Women already manage a few specialised culture activities and enhancing their skills in this direction is also recommended, with community-based management (CBM), seen as the most appropriate approach.
- **Fish Processing**: There is clearly discrimination in processing, but it is perhaps best to help women exit the industry rather than concentrate on upgrading what are likely to always be low grade jobs. So in non-FDAs there is little justification for special support other than the general education/training that will allow women to move out of these undesirable jobs, which are probably insecure anyway. In short, this is part of general national gender-support and overall development programmes. In FDAs, though, there is justification in assisting women to take “ownership” of some added-value or processing functions so that they can maximise and upgrade their shore based role as co-managers of family businesses

- **Administration:** Environmental and resource management issues are potential key themes for women's continually expanding involvement, and so training should focus on these as well as core management subjects. Public sector administration and research are identified as key areas where women's involvement and equality are relatively high, and probably where there are the best prospects for further enhancement. Thus training directed towards the public sector will probably yield best results.
- **Women's shore-side support role - "Collaborating spouses":** Our principal recommendation concerns acknowledging, upgrading and expanding women's support role in the sector. A package of support should be devised to promote the enhancement of this role for women, possibly containing specific support for (a) enhanced mutual support networks, (b) assistance with improved communication (especially internet-based), (c) public awareness campaigns to enlist wider community support (especially from fishermen), (d) training including a mix of specific local technical and managerial courses plus IT skills to encourage women to become the internet managers for their family enterprises. This would reinforce the networking capabilities of shore-based women as well as generating transferable skills in a marketable area, should fisheries fail the family, or the women require greater independence. Topics that training would need to cover could include: management, marketing, selling, quality control, modern processing, business planning, accountancy & bookkeeping, employment regulations and taxation, safety at sea, environment and long term resource management.

EXECUTIVE SUMMARY

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- I Template
- II Terms of Reference
- III Questionnaire survey results and other numerical data
- IV Literature Review
- V Country Reports (second volume)

1 INTRODUCTION

This study was tendered in June 2000 and contract was awarded to MacAlister Elliott and Partners Ltd (MEP) in the following December. Initial mobilisation steps were taken in late December and in January 2001 the decision was taken to derive a research “template” in order to manage a study that is diverse, widely dispersed and complex in its subject matter. The general lack information on the subject – statistical or qualitative – has driven our approach to this study, which revolves around active field enquiry as well as literature reviews. Furthermore, this lack of statistical information, coupled with the relatively modest field survey possible in each member state, has led to a qualitative rather than quantitative assessment in many areas.

Thus, much reliance has to be put on interview with a relatively limited number of key sources (i.e. normal semi-structured questionnaire-based assessment was simply not possible in the time available). That said, given the highly complex issues dealt with, and the need for a very open minded stance on these issues, this is seen as a fully valid approach. Indeed, it is seen as the most effective way of identifying the key opportunities and constraints, in order to generate recommendations for action by Member States and by the Commission – the central task for the study.

Table 1 Study Chronology

Contract signature	19 th December 2000
Template designed and sent to DG Fisheries	31 st January 2001
EU response to template & revisions	8 th February
Finalised template sent to the field researchers	16 th February
Interim Report submitted	14 th March
DG Fisheries response to Interim Report	28 th March
Mid term briefing meeting in Brussels	3 rd April
MEP memo in response to briefing meeting	6 th April
Completion of field research	30 th April
Final draft submitted	15 th June
Exchange of comments with DG Fisheries	6-12 th July
Final report submitted	17 th August

1.1 THE TERMS OF REFERENCE (TOR): PRINCIPLE GUIDANCE FOR THE STUDY

The ultimate purpose of the study, as defined by the Commission, was to address two interlinked community priorities:

- *Promotion of social and economic cohesion, particularly though lessening the developmental differentials between regions*
- *Promotion of equal opportunities and rights for men and women*

The rationale for the study is then found in the integration of these two Community priorities to the fishery sector, in other words, gender mainstreaming in fisheries development.

Briefly, the study was to achieve this purpose by:

- Examining the roles of women in the fisheries sector of the communities dependent on fisheries (and also where appropriate those not dependent upon fisheries)
- Providing an analysis of the obstacles and the potential related to women's contribution to the socio-economic development and diversification of these communities; and
- Identifying ways and means for the promotion of equal opportunities for women in the fisheries sector.

The study is EU wide, but concentrates on Fisheries Dependent Areas (FDAs) within each member State, whilst not disregarding areas where the activities such as processing and aquaculture are locally important in otherwise non fisheries dependent communities (non-FDAs).

The rationale behind the interventions that the study aims to identify are set out in the background section of the TOR in terms of two goals that relate to the priorities already mentioned

Promoting social & economic cohesion

“EC Treaty states that the European Community shall reinforce its endeavour to strengthen the social and economic cohesion of the Community. In particular, an effort shall be made to diminish differences between the levels of development of different regions and to improve conditions in the less favoured regions. As a consequence, the Commission also wishes to promote socio-economic development of the regions dependent on fishing, thus giving people, women and men, a prospect of staying in the region and contributing to the long-term survival of these communities.”

Equal opportunities for men and women

“The European Council has stated at several occasions that the promotion of equal opportunities for men and women is a fundamental task of the European Union and the Member States. The Treaty of Amsterdam incorporated a strengthened social agreement in the Community social policy, among other things more far-reaching provisions regarding equal opportunities. The Community can for example now act or reinforce its actions as regards improvement of the working environment, working conditions (including social security and social protection of workers as well as equal pay for men and women for equal work) and equal opportunities for men and women. In addition to this, the Commission has adopted the principle of “gender mainstreaming” which consists of taking systematic account of the differences between the conditions, situations and need of women and men in all Community policies and actions, including the structural funds programmes.”

The TOR point out that the two priorities – promotion of socio-economic development in FDAs and promotion of gender equality of opportunity - are closely linked, and set out three indicative strategies for addressing this:

- The creation of greater accessibility to the job market for women
- The promotion of women in fisheries business and in the development of enterprises
- Creating general improvement of conditions for women in order to allow them to reconcile private and working life

To this end seven key tasks were set for the study:

TOR 1 Characterisation of EU **fisheries employment**, specifically identifying women's roles (including informal/unpaid work)

TOR 2 Defining **social status and legal rights** of women in EU fisheries, specifically identifying deficiencies

TOR 3 A comparative assessment of the women's **organisational support** within EU fisheries

TOR 4 A comparative investigation of **problems and obstacles** preventing women's greater involvement in EU fisheries

TOR 5 A comparative investigation of the **opportunity and potential** for women's involvement in EU fisheries and adjacent activities

TOR 6 Analysis and presentation of potential **interventions to solve the problems and exploit the opportunities** identified above, with a view to gender equality and socio-economic development in FDAs

TOR 7 In parallel with the above, an analysis of women's roles in significant fisheries activities in **areas not otherwise dependent upon fisheries (non FDAs)** – e.g. inland aquaculture and urban fish processing

The overarching requirement was the **recommendation of some practical measures** that could enhance women's involvement and benefit within fisheries, with particular reference to financial or legislative intervention by the Community or its Member States.

These are then the tenets that have guided our approach to the research and subsequent synthesis for the study.

1.2 APPROACH ADOPTED AND METHODOLOGY APPLIED

Our study approach revolved around devising and using a carefully formulated template for use by a team of fisheries socio-economists with knowledge of the role of women in fisheries throughout the EU.¹ This template attempts to organise the data required within a number of discrete questions, designed to cover the full scope of the studies research requirements. These requirements are defined by the Terms of Reference, and so the template is structured

¹ Contributors: Eva Roth (Denmark, Germany, Austria, Finland), Laura Piriz (Sweden), Ellen Hoefragel (Holland), Helene Rey Vallette, Ennamuelle Sourisseau (France, Belgium, Luxembourg), Diana Tingley, James Wilson (UK, Ireland), Brigide Loix (Italy), Apostolos Papadopoulous (Greece), Helder da Silva (Portugal), Alicia Sanmamed (Spain). Co-ordinators: Nigel Peacock, Patrick Franklin

to closely reflect these TORs. The layout of the template reflects the Terms of Reference (TOR) and each section relates to a specific TOR (numbered 1 to 7). This template is given in Annex I.

The template was drafted initially in early January and reviewed by key field team members. The final version was then submitted to the Task Manager in DG Fisheries, who reviewed its content within a week. The modifications suggested were then incorporated in the final version of the template and this was dispatched to all the field team members in mid February. The template defined “**Fisheries**” as all aspects of the fish & seafood sector including capture, culture and up & downstream activities, categorised in the following sub-sectors listed below. In this regard, “**Fishing**” on the other hand, is the narrower activity of seagoing fish capture.

Fishing (commercial & small scale)

Aquaculture

Marketing & distribution

Processing

Administration, management & public sector

Other: significant other category

Informal: unpaid, (e.g. wives managing, book-keeping & marketing)

Seafood restaurants and foodservice were not included as the view was taken that these are primarily part of the general foodservice sector, not fisheries per se, and mainly scattered throughout the wider community anyway. However, where specialised seafood restaurants occur within fishing communities (FDAs), then they may be seen as part of the marketing & distribution segment.

1.3 PRINCIPAL DATA SOURCES

The basic approach for data collection and its analysis is one where **quantitative (numerical) data** is collected/estimated nationally whilst **qualitative data** is based upon specific assessments (literature, case studies, impressions gained etc) related to fisheries dependent areas and expressed in narrative form. There were then two types of source for this study: **key reports & key respondents**. The former was the source material recommended in the TOR, coupled with that identified by literature searches and also that recommended by the Commission. The use of respondents was necessitated by the lack of specific gender data in the former, and put forward in the MEP proposals as a means of acquiring this key data in a qualitative manner.

(i) **Key literature**: the most important of which was:

Regional Socio-economic Studies on Employment & the Level of Dependency on Fishing, 1999 (the “Socio-economic Regional Studies”). 22 regional studies of the 15 member studies, brought together in the Co-ordination & Consolidation Regional Socio-economic Study, 2000

The Small Scale Coastal Fisheries Projects studies (SSCFP): the Summaries of Projects Report (Sept 1999) and the key individual project completion reports (the “small scale fisheries reports”)

EU Member State literature covering the fisheries sector and broader economic, social and legislative aspects that has been incorporated in the country studies. Mostly this literature is not specifically oriented towards gender issues in fisheries, but has relevance to the subject to varying degrees

A specific review of relevant **Scandinavian literature** (especially that of Norway & Sweden), as the most relevant work on the field had been done within the European arena (Annex IV Literature Review)

PESCA Initiative evaluation reports, especially where these address gender issues in the FDAs

The **Small Scale Coastal Fisheries Projects (SSCFP)** were stressed in the TOR as key sources of relevant information, especially as one of the criteria required for these projects involved the improving of women's positions within the fisheries sector. Consequently, a number of the projects had a significant gender component. DG Fisheries provided a summarised review of the projects funded, together with the full literature on a number of relevant projects, and these reports were accordingly scrutinised. The main findings were:

- all SSCFP reports provided useful contacts in the member states, especially concerning those already active in the gender-related fisheries arena.
- SSCFP reporting was very variable: some reports simply described the application process, including a brief final review. Other report sets provided detailed sector analyses, and the most useful included questionnaire surveys covering some key gender-related issues.

The coverage was found to be best for the Mediterranean countries, particularly Spain.

(ii) Key respondents (resource persons): A study of this scope cannot undertake a survey at primary levels (e.g. fishers, fishing wives, processing workers) and so must address leaders in key fields, including inter alia (a) knowledgeable people in fisheries institutions (administrative & research), (b) those dealing with gender issues nationally (c) fishing, aquaculture, processing industry trade associations & union leaders, (d) fishing women's group leaders and (e) key people mentioned in relation to the small scale fisheries projects

Table 2 Principal sources, described in relation to the respective TOR item

TOR 1 Fisheries related educational institutions Trade unions covering fisheries related activities Fisheries related administrations National woman's policy units (e.g. women's departments) National statistical agencies
TOR 2 Interviews with key respondents in the FDAs National woman's policy units (e.g. women's departments)
TOR 3 Interviews with key respondents in the FDAs (unions, trade associations etc) Fisheries administrations, Fisheries educational/training establishments
TOR 4, 5 & 6 The EU funded Small Scale Fisheries project completion reports. Interviews with key personnel nominated in connection with these projects in the SSCFP summary volume and identified from other sources. National or regional economic statistics
TOR 7 Interviews with key respondents involved with fisheries in the relevant non-FDAs Fisheries administrations & industry organisations (trade associations, unions etc)

The quality of the data

The principle problem reported by the field research team was a lack of basic gender-disaggregated data in all areas, making obtaining statistically valid data sets very difficult. Much reliance has had to be placed upon "guestimates", based upon what hard data there is, coupled with informed guesses by those most knowledgeable on these issues.

Gender discrimination is mostly officially outlawed in the EU and this has in itself has possibly frustrated some attempts to collect gender-disaggregated data. As there is an assumption that no such discrimination now exists, there is less reason to collect the relevant data. Indeed there is perhaps an incentive not to as any result (i.e. showing a differential) could only be embarrassing.

1.4 THE STRUCTURING OF THE REPORT

The basis for the report structure is the Terms of Reference, and linkages to the TOR are made throughout the text. The structure of the report is summarised in the table below, which condenses the detailed structure set out in the contents above, and specifically shows how the report relates to the TOR. The basis of this structure is the series of questions posed in the template, and this forms the "backbone" for the report, with the key tables defined in the template the critical points. The intention has been to find a format that allows a maximum of comparability and meaningful community-wide common results. However, the subject is highly complex and diverse, and we have responded to this by leavening the template-based analysis with specific country examples where appropriate. The template is appended. Finally, there is an annex that includes the **literature review** referred to above, in as much as there is a specific body of literature that covers women's role in fisheries within Europe.

Table 3 Report Structure**1 Introduction**

Approach and study agenda

2 Context

Broad context

Specific context

3 Literature review**4 Key surveys**

Fisheries employment (TOR 1)

Women's social & legal status (TOR2)

Women's organisational structure (TOR3)

Women's social and economic position (TOR 4)

Comparative analysis of problems & obstacles (TOR 4)

5 Analysis and recommendations (TORs 5 & 6)

Comparative analysis: potential for increased women's role in fisheries

Comparative analysis: potential to improve women's position in fisheries

Recommendations

2 CONTEXT

2.1 BROAD CONTEXT: NATIONAL ECONOMIES

2.1.1 Key economic & gender parameters

This section sets the context for the study by defining some core statistics for the European Union. Chief amongst these indicators is employment, (male & female) coupled with average wage levels (male & female).

Eurostat provides standardised statistics on key economic trade and social parameters. The data is very generalised and so obscures much of the detail, but nevertheless provides as good basis as there is for inter-EU comparison of some key indicators for this study. The data is also rather historic, and needs to be seen as indicative only, as for some indicators change has probably been quite dynamic over the past 5 years. Table 4 below lists some of these, firstly showing the female workforce in EU member states, then the proportion of the female population who are in the workforce. Scandinavia is at the higher end of the range (70 to 75%), whilst Mediterranean countries tend to be lower end (45 to 50%)

The average unit rates for EU hourly earnings for all manufacturing/services employment are also given. The average was of €10 per hour in 1995 (exclusive of tax and social costs etc), equating to around €16,000 per year, but it is the wide range around this average that is important here. This provides a basis against which national earnings differentials in fisheries can be compared. Finally, the last two columns show the EU estimates of gender based earnings differentials (shown as a percent of male equivalent pay). These are shown for a high and low employment grade (professional and labour) covering the spectrum from management to processing plant worker. The average level to which women's earnings are discounted below those of men lies between 19 and 24%, with national variations within the range of 9 to 34%, the lower rates being in Scandinavia. However, this is 1995 data, and the differential is likely to have narrowed appreciably, because of the increased sensitivity to these issues throughout the EU.

Table 4 Basic gender & labour data for the European Union Member States

Member State	Women in the workforce (million, 1998)	Activity rate* 1998 Women	Average earnings industry & services, 1995 (€/hour)	Women's pay as percent of men's for Professionals	Women's pay as percent of men's for Manual labour
Austria	1.67	63%	10.6	80%	69%
Belgium	1.79	54%	12.0	82%	81%
Denmark	1.31	75%	15.6	87%	86%
Finland	1.19	70%	11.0	84%	80%
France	11.65	62%	10.2	79%	80%
Germany	16.97	62%	15.4/10.5**	80/84%**	74/77%**
Greece	1.72	49%	5.0	71%	66%
Ireland	0.49 (1993)	45% (1993)	9.8	82%	71%
Italy	8.73	44%	7.8	84%	76%
Luxembourg	.07	48%	13.6	84%	67%
Netherlands	3.26	63%	11.0	74%	71%
Portugal	2.14	62%	3.8	89%	68%
Spain	6.32	48%	6.9	78%	72%
Sweden	2.01	72%	10.4	88%	91%
United Kingdom	12.51	67%	8.7	84%	70%
EU 15			10.3	81%	76%

Source: Eurostat yearbook (Edition 2000)

* percentage employed/employable as a percent of the population, ages 15-64yrs,1998

** West/East Germany

2.2 SPECIFIC CONTEXT: FISHERIES ECONOMIES

2.2.1 Fisheries sector parameters globally

Following the broader economic characterisation of some relevant aspects of the Member States, a more specific description of their fisheries sectors is set out below in table 5. This covers: (i) broad national fish production data (given for 1990 and 1997 to demonstrate growth/decline), (ii) fleet size (given in gross tonnage), (iii) the relative proportion of small and large vessels in the fleet.

The principle points made evident are the relative importance of fisheries in the respective Members States, the very limited growth (or decline) in catches in many states (less than 1% pa overall) which contrasts with a more buoyant aquaculture sector (growing at 3% annually) that is coming to rival wild seafood production in some states (albeit mostly through mollusc production). The fleet size also demonstrates the relative importance of the fisheries (from an inputs rather than outputs perspective) and the fleet size distribution shows whether countries have large fleets of small boats, or fewer larger vessels. This is an important aspect from a woman's perspective because vessel size is a determinant of suitable facilities for comfortable joint gender operation. These gross figures need to be interpreted with care, though as, for example, Danish fisheries appear to be small boat orientated when in fact a few

large very efficient industrial boats actually account for much of the catch. That said, the trend for smaller fleets of large vessels in Northern Europe and the converse in Mediterranean/Southern countries is apparent.

Table 5 Fisheries sector characterisation for the European Union Member States

Member State	Annual catch (1990) 1000t	Annual catch (1997) 1000t	Aquaculture production (1997) 1000t	Fleet size tonnage (GT) 1998	Fleet % under 25 GT*	Fleet % over 100 GT*
Austria	1	0	3	0	-	-
Belgium	41	31	1	23,082	3%	53%
Denmark	1,471	1,827	39	97,932	89%	4%
Finland	124	166	16	24,170	96%	3%
France	690	572	287	209,460	84%	4%
Germany	327	260	59	75,103	84%	5%
Greece	138	171	44	111,933	95%	0%
Ireland	263	330	37	61,082	67%	11%
Italy	436	351	219	260,603	84%	3%
Luxembourg	0	0	0	0	-	-
Netherlands	405	458	98	174,344	37%	35%
Portugal	323	222	7	123,923	95%	2%
Spain	1,120	1,110	239	589,359	82%	9%
Sweden	251	357	7	48,840	56%	5%
United Kingdom	783	896	130	253,409	81%	7%
EU 15	6,379	6,750	1,187	2.05m	86%	4%

Source: Eurostat yearbook (Edition 2000), updated from the 2001 Green Paper - The future of the common fisheries policy, vol II where appropriate

* These two categories do not add up to 100%, when combined, because only the lowest and highest fleet segments are shown. This is done to emphasise the various predominance of large or small boats in the respective national fleets.

2.2.2 Fisheries sector parameters in the FDAs

(i) Selecting the Fisheries Development Areas (FDAs). A key initial task was the selection of the FDAs for research in the Member States. The criteria for selection of these FDA was complex, and whilst being as objective as possible, had a subjective element in that researchers were asked to use judgement as well as statistical indicators. The statistical level at which the choices were made was generally taken as the NUTS3 level (small town or community). The key indicator chosen was the *index of fisheries added value as a percentage of total added-value* as determined in the Regional Socio-economic studies. Absolute figures (e.g. say 3% or more of total added value being due to fisheries activities) were not used, as maximum levels vary greatly between Member States. Relative values were used, then, and the leading three areas in each member state were chosen on this basis, as a rule.

(ii) Other considerations in selecting FDAs. The field team were also asked to use their own in-country knowledge in choosing FDAs so that obviously interesting areas were not missed simply because they slipped through the statistics net. Consequently, some judgement was required and the guidance given included suggestions that FDAs should have both (a) significant fishing industries and (b) are at least in say the top 5-10 of the NUTS 3 FDAs according to ratio 1 for those parts of the study that require interviews and qualitative assessment. Other considerations that have guided the choice included:

- In Spain, it is the coastal mollusc culture industry and seafood processing that principally involves women, and there is some evidence that women in the former are becoming more self-determined. This made Galicia a particularly important area to cover
- In Greece and Portugal there was seemingly little evidence of change in either women's roles or status, and indeed initiatives to attempt to introduce change had apparently met with little success. A wide spread of community types seemed to be the best way of testing whether this was true
- In France, it became apparent from the outset that a key issue was the role and status of the wives in fishing families. This is both a major area of concern for the communities, and a subject of interest as there is evidence of positive development from the women's perspective. Consequently we felt that this should be a priority focus for this study in France
- Belgium has very much the smallest fishery of the maritime Member States, producing less than 0.5% of the EU total - five times less than of the next lowest producer. Accordingly, there was less coverage of the Belgian fisheries than of those of the other maritime Member States, in order to best reflect the sector's balance of importance throughout the EU.
- Austria and Luxembourg clearly have very little fisheries activity of any sort (table 5 above). There is a little aquaculture in both Luxembourg and Austria, and some freshwater fisheries in the latter, but realistically speaking, it makes little sense to devote much attention to these countries. The general wealth and wider economic opportunity in both countries reinforces this view. Consequently FDAs were sought in neither, and what data was collected is mentioned for Luxembourg in the Belgian Country Report.

Table 6 Choice of FDAs in the European Member States

	EU Member State	Chosen Fisheries Dependent Areas (FDAs)
1	Belgium	The region around Ostende
2	Denmark	Bornholm island (small scale) and Esbjerg (Industrial fisheries)
3	Finland	Vaisinais-Suomi: Rymättylä & Taivassalo
4	France	Region F1: Normandy, Calais: Zones Boulogne & Fechamp Region F2 Brittany to Pyrenees: Zones Quimper-Cornouaille, Vendee Maritime and Marennes-Oleron Region F3 Languedoc to Alpes Maritime: Zone Sete
5	Germany	Bremerhafen & Rügen Island in East Germany
6	Greece	Cyclades (where fishing is important) Kavala (for an FDA depending upon processing) Cephalonia or Euboia (for aquaculture)
7	Ireland	Northwest (Donegal & Sligo); West (Galway & Clare), South West (Cork & Kerry)
8	Italy	Ancona (in Marche, central Italy), Brindisi (Puglie, South Italy) & Trapani (Sicily)
9	Netherlands	Urk and national coverage
10	Portugal	The Algarve in the south The Porto region in the north
11	Spain	Galicia (zones within the region such as Ria de Arousa and the Galicia region generally) and Andalucia
12	Sweden	Öckerö & Sotenäs (Göteborg Och Bohus), some coverage of Baltic areas Sölvesborg and Gotland island
13	United Kingdom	North East Scotland (Moray, Aberdeenshire), Humberside/NE Lincolnshire (processing); SW England: (Devon & Cornwall, smaller scale activities)

(iii) Prospects for improving women's position in non-FDAs: Some non-FDAs have significant pockets of fisheries activity although the sector makes little overall contribution to these area's economy. These activities include aquaculture (e.g. freshwater trout farming in agricultural areas) or fish processing in an otherwise broadly commercial port or town. These areas were included in the study, and the same range of questions posed, albeit in less detail. Key issues addressed included the question of whether there were areas where significant fisheries activity (e.g. fish processing, aquaculture, upstream support etc) occurs outside the FDAs, what were the main characteristics of the fisheries activity in these areas including social connotations, and were there significant differences between these non-FDA fisheries activities and FDAs in terms of the recommendations given above (e.g. significant alternatives for employment).

3 LITERATURE REVIEW

3.1 INTRODUCTION

Initial enquiry showed there to be relatively little specifically relevant literature on women's involvement in European fisheries. As has already been discussed, this underlay the MEP approach to this study of opting for field enquiry rather than relying purely on the written record. However, literature and other written data sources were important for the study and this section describes how they were addressed. There were two categories of literature, dealt with in different ways

- (i) **On a Member State basis, all relevant literature was addressed**, including that specifically relevant to the subject as well as much either covering women's issues generally or covering the fisheries sector.
- (ii) **Globally, a search was made for very specific literature on women's participation in fisheries**, particularly where this involved research that provided new insights on the subject.

Consequently, much of the published data for the **Member States** came from a very wide range of sources that made incidental reference to the issues of concern. The report's response to this literature is expressed in detail in **the Country Studies in Annex V**, each of which has a country specific bibliography as an appendix. In total over 300 such references were involved, and many of these were important, both in themselves and for the focusing of subsequent field enquiry. In contrast, on a **global scale**, there was a smaller body of literature that took women's role in fisheries as its central theme. This was of particular interest, of course, and was reviewed separately (especially in **Annex IV the Literature Review**), and this also forms the central matter for this section.

3.2 METHODOLOGY FOR THE LITERATURE REVIEW

3.2.1 Approach

From the outset, there were doubts regarding the extent of very specifically relevant literature on women in EU fisheries, and this led to the proposal for a more proactive stance involving field research, which underpinned the overall approach to the study. When the study started, a formal literature review was undertaken using the Aquatic Sciences and Fisheries Abstracts (ASFA) system, which is a premier database for aquatic subjects (details are given in Annex IV, Literature Review). This confirmed earlier expectations that the bulk of the relevant literature covered developing countries (75%) whilst much of the rest (i.e. from the OECD countries, accounting for 25%) did not involve the EU, which in fact provides only 5% of the total. North America and Norway provided the bulk of this OECD material.

An Internet search along the same lines as the literature search produced fewer relevant papers, but the distribution was similar, i.e. nearly 80% of these publications covered developing countries. The 20% from OECD countries included no EU countries at all. If these searches could be considered to be reasonably representative, then, there did appear to be a relatively limited literature covering EU member states. Furthermore, ironically it seemed that the great bulk of the relevant research covered countries that cannot be compared economically, culturally or socially with the EU.

As is mentioned above, it also became apparent that there was a need to distinguish between two types of literature, both of which were required reading for the study. The first specifically addressed the subject of women in fisheries, clearly linking the fisheries sector to gender, and providing specific insights into the issues that emerge. The other literature covered either (a) the fisheries sector or (b) socio-economic, economic or legislative aspects with gender content, but did not specifically link the two. This more general literature, either in the form of narrative or numerical statistics, proved crucial because of the paucity of the former, i.e. the lack of specific women-in-fisheries publications. The role of this literature review is quite specific: i.e. to cover the work that actually links gender to fisheries – i.e. where women’s role in the fisheries sector is a central theme – and the discussion below refers exclusively to this.

During the mid term review, a list of useful references was provided by DG Fisheries and further relevant papers were unearthed during the course of field work. These provided a more accurately focused and directly relevant body of literature, but again it was clear that it was the Nordic countries (Norway in particular), that were the major contributors to the written record. Of the 90 relevant publications that concerned European fisheries, 59 did involve EU Member States, but the majority of these (31) actually related to the Small Scale Coastal Fisheries Projects (SSCFPs). This was particularly true for the Mediterranean countries, where the literature review has relied heavily upon the SSCFP reports.

3.2.2 Conclusions & Methodology

The conclusions reached after assessing the literature available for the project were to structure the review along the following lines:

- Because the relevant global literature is so orientated towards developing countries, it was felt that a brief analysis of the key themes that emerge from this body of work should be included in this review. This is done below.
- Other, non-European, OECD country’s literature covering gender issues in fisheries was, in addition, reviewed (especially that from Canada), and in this case in more detail as this literature is more relevant to the EU.
- The European review concentrated particularly on Scandinavian literature (and especially that of Norway) as this is the only coherent and sizeable body of genuinely specifically relevant literature that involves fisheries that are comparable with those of EU Member States. This explains the preponderance of Norwegian literature quoted in the review.
- The Small Scale Coastal Fisheries Projects (SSCFP) literature, where relevant, has already been assimilated by the field team, as was any additional literature unearthed during the course of field research. However, the broader light they reflect on key issues were also assessed in this literature review.

In response to these conclusions a four-stage review was undertaken, which can be summarised as follows:

- The key findings from studies of developing country fisheries have been reviewed briefly.
- This is complemented with a brief review the findings of relevant research in other OECD nations with comparable fisheries.

- A specific Scandinavian women-in-fisheries literature review by a leading Nordic researcher (Eva Munk Madsen) who has been much involved in the Norwegian and Danish work on the subject was commissioned.
- This was balanced by undertaking a review of what other relevant literature there is covering the EU. This incorporated the Small Scale Coastal Fisheries Projects studies, but is mostly based upon literature collected during the field research and that suggested by DG Fisheries.

The results of this are summarised below and give in more detail in Annex IV, the Literature Review.

3.3 GLOBAL PERSPECTIVES

3.3.1 The developing world

For all the lack of comparability between the developing world and the EU, women's position in the developing world's small-scale fisheries and aquaculture sector is remarkably similar to that of women in western countries, albeit at a very different economic level. Many of the key themes that emerge have much resonance with those found in EU fisheries. However, they occur in a social environment where lack of equal rights means that what are informal restrictions in the EU, become strong social taboos or indeed legal barriers in some cases. The key common themes that arose from the literature reviewed (some 80 publications) are listed below:

- Very few women fish actively at sea (0% to 6% were the quoted figures). Their main involvement is shore-side: processing, marketing distributing and gear repair.
- Women are seen as having a much more significant role in aquaculture, and particularly with inland aquaculture in SE Asia. They are also often the prime harvesters of sessile organisms (seaweed, coastal molluscs)
- Women's "proper" role is mostly seen as being in fish processing, marketing and distribution, whilst they are excluded from fishing by the men's prejudice. However, the post-harvest arena can also be a springboard for enterprising women to raise their status though developing businesses. Some women have become highly successful and respected.
- Women are seen as having a potentially key role in research, and in some cases, public sector administration, which, it is generally agreed, should be encouraged. Also women are seen as the potentially prime agents for resource conservation and management in some communities.
- There is a broad consensus that women's role in developing country fisheries is crucial but generally undervalued and greatly under-rewarded. This has become an international development issue, with FAO and some governments now giving it priority.

Very little of this is at odds with the findings of researchers covering EU or other OECD countries, as the subsequent sections will show. Indeed, the most positive finding - that shore-based post-harvest activity has provided real opportunity for women - is reflected in the recommendations made in our main report concerning the role of EU fishermen's wives.

3.3.2 Comparable OECD countries

(i) Canada

Most relevant studies on North American fisheries gender issues come from Canada. Women's role in East Coast Canadian fisheries was traditionally important. Women were the processors in the salt cod industry, and fish processing remained the only economic option for women in remote Newfoundland communities. Latterly, the cod fishing moratorium has created great strain as women retained the obligation of maintaining family stability, whilst trying to move into alternative occupations. Fishing per se, though, continues to be seen as men's work in what is described as a "patriarchy" by researchers, and women have little say in resource management. Thus women are highly affected by collapses in the industry but have very little control over the resource management, a lack of which leads to these collapses. In seeking to support women in the sector, key priorities identified were: government support, improving the image of fisheries and changing the perception of women's role in it, resource conservation & environment and helping women in the communities to organise and network.

(ii) USA

Studies on the West Coast show that fishermen's wives were seen as providing the stability and family base to back their husbands precarious and changeable activity, whilst on the East Coast, women have taken on important roles when fishing has collapsed. However, the general impression given is that the fisheries workforce has retained a structure similar to that prevailing in the 1950's, with women and ethnic minorities accounting for much less than the 50% found in the wider economy, and so being under-represented.

(iii) Japan

Fishing is a declining industry in Japan but women's involvement is actually increasing, at least in relative terms, with women now accounting for 17% of the sector's workforce. However, this employment for women is mostly in aquaculture, and it is the coastal culture activities (seaweed and mollusc culture) that mostly involves women

3.4 EUROPE

3.4.1 Southern Europe

The literature searches uncovered very little analytical research on women's role in fishing in the Mediterranean countries, and seemingly little enquiry into the issues that this raises. The majority of the relevant publications were in fact the Small Scale Coastal Fishing Projects, and these form the basis for much of the analysis below.

(i) Greece

The written record on women's involvement in fisheries came from two sources: Small Scale Coastal Fisheries Projects (SSCFP, funded by the EU) and a national information network project set up by PASEGES, the Pan-Hellenic Confederation of Agricultural (including fisheries) Co-operatives. Four SSCFPs focused on women's issues and the priority was economic development, based upon fisheries but seeking to help the community to move into added value and associated peripheral activities. Perhaps the most interesting common feature of these projects was the fact that, whilst all four projects were deemed to have been completed successfully, none were continued. In other words, all proved to be unsustainable.

Quite why this should be so was not clear, though, but perhaps the fact that the activities undertaken by women were more independent than their communities are yet ready to accept, was a factor. Activities that more directly interrelated with their husbands fishing might have been more sustainable, if the interviews held with women during this study are any guide. The PASEGES project set up a network to help link the fragmented and dispersed small fishing communities with use of the Internet. This initiative has shown more sustainability as the network linkages were maintained by a number of co-operatives, and there are moves to use it to help generate a national fisheries federation.

(ii) Italy

The literature searches uncovered very few publications that linked fisheries to gender issues in Italy. The implication is that women's role in the sector is not a priority in Italy, and indeed, of the nine SSCFPs implemented in Italy, only one was principally directed towards gender issues, whilst one other had a gender component. The two projects in question focused upon commercial skills.

(iii) Spain

Again, the principal source of specific reporting on women in fisheries was the reports from the SSCFPs. In Spain, the context for these projects was the appreciation that women's role in the sector was constrained by their limited skills in relevant fields (commerce, management, fishing & processing) and so training in these (especially the key technical and commercial skills needed for developing enterprises) was a priority. The key areas where these were seen as applicable were post-harvest (processing and marketing), resource managing and coastal aquaculture. Key common themes amongst these projects included a focus on the three areas of processing, littoral shellfish harvesting and resource management. Perhaps the most important common theme, though, is developing women's entrepreneurial and commercial skills. Maximising women's ability to benefit economically from the sector was clearly a driving objective for these initiatives.

(iv) Portugal

Several similar SSCFP initiatives were implemented in Portugal, very much along the same lines as those in Spain - i.e. orientated towards developing skills perceived to be constraining women's emancipation within the sector. Specifically, the projects concerned training fishermen's wives in processing and in improving their commercial and professional capacities. The perception in Portugal is that these projects didn't succeed, because: (a) women were insufficiently engaged in the process and (b) because of resistance by the male members of the fishing communities, a situation that is not seen as being likely to change rapidly.

3.4.2 Mid & Western EU Member States

(i) France

There is a wider literature covering women's role in fisheries in France, although the SSCFP reports are still important here. The movement towards mobilising fishing sector wives as economic partners for their spouses, and the success of networking in France has generated a significant body of work. These publications provide a basis for much of the analysis by the French field team in this study (especially concerning the concept of the "collaborating spouse" where the wife gains independent rights, status and an important role through economically partnering her fishing husband).

In France, the SSCFPs appear to have met with sustainable success, or at least the processes that they fostered have proven to have sustainable benefit to women. It is then worth noting the common elements of the French SSCFP programme that could have led to this success. Firstly, attention has been paid to the public's (and especially fishermen's) perception of women's importance to the sector. Secondly, networking amongst fishermen's wives and the women's groups they have created, has clearly been a key catalysing force. Finally the targeting of skill development on aspects that matched the spouse's activity with synergy rather than competitively might have also been important. The different cultural environment should though not be ignored, of course.

(ii) UK & Ireland

There is some literature concerning women in fisheries in the UK and Ireland but this tends to be sparse, and in the case of the UK, historic and anecdotal. There has, however, been a recent study in Ireland on equal opportunities in the fisheries sector, which included a small questionnaire survey. This had some interesting findings: the principle barrier to entry was the physical nature of fishing, aquaculture (offshore cage farming) and processing. In contrast, (male) attitudes within the industry were about half as important as were (lack of) facilities (i.e. discomfort, embarrassment etc). In short, the main barrier appears to be internal - a reluctance to participate in this sector. Some of the SSCFP Projects in the UK and Ireland addressed gender issues, with similar orientation to SSCFP's elsewhere in Europe: i.e. developing commercial, accountancy, IT and managerial skills, as well as downstream activities. The attention paid to safety issues differentiated the emphasis somewhat, but it is unclear whether there has been sustainable change generated by any of these interventions.

3.4.3 Scandinavia (Norway)

In contrast to the other countries covered, there has been some significant sociological research on women's role in fisheries in Scandinavia - Norway in particular but also Sweden and Denmark - and this has been reviewed in detail. The results of the review, undertaken for the study by one of its leading exponents, Eva Munk-Madsen, is given in Annex IV, and some key findings are summarised here. They are of course narrowly based - and indeed mainly concern studies in a non-EU country, Norway, but do provide a useful context for the subsequent sections of this report, which rely mainly on direct enquiry by the field researchers.

An important point to note here is that much of what is related here is historic - it reflects research mostly done in the 1980's and 1990s. The situation has changed, especially in some of the newer entrants to the EU, and indeed continues to change. Thus, these findings should be seen as relating to situations prior to those described by the field researchers, whose findings reflect the more current reality. The review also mainly concerns Norway - a major European fishing power not otherwise included in this study of course. These Norwegian and Danish studies concluded that there were six key areas to consider:

- (i) Women's informal contribution-unpaid support to fishing families
- (ii) Sustainable management of fish resources within a gender perspective
- (iii) Women's role in the seafood processing industry
- (iv) Women working at sea
- (v) Management opportunities for women in the sector
- (vi) Women's organisational & political influence

Gender equality and gender identity were cross cutting themes that pervade all these areas, and the main findings can be summarised as follows:

(i) Women’s informal contribution-unpaid support to fishing families

Women’s’ traditional role in fishing families has been to support the male fishermen - mainly through managing the shore-side elements of the business: victualling, communication, marketing, bookkeeping and cash management. This was unpaid and went in parallel with managing the household and children. There has been a change though in Scandinavia, with technologies like mobile phones freeing women from the need to be communication links (men now do this directly). **The result has been the emergence of a new role for women - as wage earning contributors to family finances through alternative employment** often outside the fisheries sector. This has had complex repercussions - whilst women retain their domestic roles and duties, they have redefined their position in fishing communities. Male domination (as chief earners) has been threatened, and the social balance upset because of the implied emancipation of these women. Women have had to deal with a loss of an established position as core home-based support to the industry - and more to the point, had to help their men folk to adjust to these changes. This has led to their activism in pushing for government support to the industry whilst it is in crisis - at least in part as an act of reassuring solidarity to their spouses.

(ii) Sustainable management of fish resources within a gender perspective.

Women are believed to take a more holistic view of fisheries than men, broadening their concerns to include social and environmental as well as the purely economic/financial elements. This has naturally led to a greater concern with resource-related issues, and a more nurturing approach that considers the longer as well as short term perspectives. So as well as some political activism in this broad field, women are also evident in fields like research, and latterly public sector management. The miss-match that this leads to is noted in the review, i.e. the vast bulk of the Norwegian resource is in the hands of men (they have 99.9% of the cod quota for example) whilst the concern for its proper long term sustainable management is more in the women’s domain. However, on current evidence this is wisdom that makes little inroad into the male dominated management of the sector in these communities

(iii) Women’s role in the seafood processing industry

The traditional fishing sector division of labour is replicated within the processing industry. Originally, the gender segregation was taken as natural, and health and safety issues dominated the agenda. Gender concerns related to issues such as full and part time employment (men require the former, women the latter for domestic reasons). Men (although not numerically superior) tended to dominate within the unions and it was their agendas that predominated. Later studies looked more into how gender differentials were built into hierarchies within plants, with jobs denominated “female” or “male”. The supposed justification was the jobs themselves had inherent gender connotations (e.g. some jobs required patience and diligence, seen as particularly female attributes).

The net result was clear though - women were disadvantaged. This was because monotonous jobs tended to be denominated as “female”, whilst men supposedly lacked the attributes to undertake them, so being effectively excused from some of these less attractive jobs that had limited career potential. Thus women were relegated to the less desirable roles, and so ranked lower in the plants hierarchies. Attempts to cross the barrier - i.e. women to take “male” roles, met with resistance, and when women dropped out of their female roles at the bottom of the hierarchy (i.e. found better alternatives outside the sector), then they were replaced by immigrant labour (i.e. those who would accept any paying option). Where this

was male, it didn't change the job's poor status, but simply reinforced this status although men could evidently do it if they had no alternative. This then reflected on the immigrant men's status, not the prospects for women's emancipation within the hierarchy. Evidence of differentials in pay and job security (favouring men) reinforced this discrimination

(iv) Women working at sea

Some women do go to sea but the proportion is tiny (2.4% was quoted for Norway). Those that do belong to two categories: (i) middle aged women after their children have left home (child bearing responsibilities over), who belong to a fishing family and wish/need to help their husband (ii) young women, prior to child rearing, who relish the excitement or novelty of the occupation. In both cases, the women find no constraint in either the on-board facilities or their own supposed lack of strength (but they are of course aboard relatively large modern vessels). However, their male colleagues quite clearly do regard women at sea as anomalous and to a degree threatening. In contrast, young women are from a new generation that expects gender equality and so see fisheries as an open opportunity, should they want to participate. Male prerogatives have suffered then, and emotional liaisons formed on vessels have further perturbed a formerly stable bachelor society with attendant frictions and attempts to maintain previous demarcations. However, pragmatic needs on vessels have tended to override these rigidities, and this has had a greater liberating effect here than for shore based processing. In short, once women have bridged the gulf and get employed on fishing craft, then their evident ability to respond practically to the insistent demands of seagoing life affords them greater equality.

(v) Management opportunities for women in the sector

As elsewhere in the sector, men dominate the senior management roles. Where women have succeeded, they tend to have done so at the expense of family (albeit a conclusion reached from a necessarily small sample - only 8 such women were found amongst 500 Norwegian fishing enterprises). These few women tended to be better educated than their male equivalents (45% with degrees as opposed to 22% for men), with the implication being that this superiority was necessary to counter the inherent gender bias against women - hardly a unique feature of this sector, of course. Interestingly this was also found to work the other way round - through introducing formal education-based certification on the processing plant floor, women could advance in ways normally closed to them

(vi) Women's organisational & political influence

There has been a longstanding Norwegian Association of Fisherwomen (NFK). If this can be taken as a paradigm for the way such organisations evolve, then its genesis is interesting. The initial role of the NKF was concerned with health and safety (of their spouses at sea) and support to families of fishermen lost at sea. However, as gender equality came to the fore generally in the 1980's, the NKF began to espouse this and seek political influence. Successes were achieved more in the public than private sectors, as women increasingly became involved as professionals in administration/regulation, research and training. Thus NFK is now principally a lobbying organisation., with significant track record of success, and women do have a voice in the national debate on fisheries issues.

3.5 CONCLUSIONS

3.5.1 Global

The characteristics of women's involvement in the fisheries sector seem to be similar the world over, in spite of wide cultural, social, political and economic differences. Key aspects can be summarised as follows:

- An involvement in processing and marketing rather than fishing per se
- A greater primary production role in aquaculture or in the harvesting of littoral organisms than in fishing
- An important support role, which is generally unrecognised and under-rewarded
- However, this support role, especially when it involves managing the downstream activities can be the basis for significant economic progress by women
- An increasing role in administration and public sector activities, especially research and resource management

3.5.2 Southern Europe

The bulk of the relevant literature has come from the SSCFP directed towards improving the position of women in fisheries, mainly through training and improving their commercial abilities. Where there are results, these initiatives do not appear to have generated sustainable change, although a networking/information access project in Greece has led to more durable results. The key question is of course why these initiatives have not proved more sustainable. At this stage, assessing the reasons for this can only be speculative, but perhaps it is significant that what was supported by the SSCFPs was activity that could be seen as competing rather than directly supporting the fishing spouse (i.e. stand-alone businesses). There are indications that male resistance was a feature in undermining these women-orientated initiatives (from Portugal) and of course the small remote fishing communities will tend to be amongst the last to accept the modern liberal mores adopted by these countries major cities. The inference is then, possibly, that the development and emancipation of women in these small southern fisheries might be best fostered by (i) a greater degree of public awareness activity concerning women's potential roles in the sector and (ii) by integrating the development concerning them more closely with their husbands activities – i.e. more as a partnership than as a potentially competitive venture.

3.5.3 Mid and Northern Europe

An interesting aspect of the French literature on women in fisheries is the discussion about fishermen's wives (collaborating spouses) and the way they have managed to both enhance their status as contributors to the economy, and build up women's associations by effective networking. At the same time, the SSCFPs in France (or at least the processes they have promoted) have apparently proven sustainable. The key point of interest is why this should be so when similar initiatives elsewhere have proved less successful. Perhaps the answer lies in the French approach to these projects, with emphasis given to (i) promoting women's position in the sector, (ii) emphasis on networking amongst women's groups and (iii) wives complementing their husbands activity rather than adopting roles that could be seen as competitive.

The literature from UK and Ireland is scant, but that from Scandinavia, and especially Norway is extensive. This, the most coherent body of work on modern western industrial

fisheries, makes interesting observations. For example, it is apparent that wider social change is in fact emancipating Scandinavian women as they gain alternative employment, so freeing them from economic dependence on fishing (either in processing or as working partners to their spouses). Social tensions can result, but at least economically the whole family benefits. On the negative side, women have little impact upon the management of the resource, and in the processing industry they are discriminated against in various ways. However, women are raising their political profile, and following initial lobbying for greater safety at sea this has broadened to a general promoting of women's issues in the sector.

4 KEY SURVEYS (TORS 1 TO 4)

4.1 FISHERIES EMPLOYMENT PARAMETERS IN THE FDAS (TOR 1)

The data required for the study was collected from a mix of sources: literature reviews, discussion with the relevant authorities and interviews of key workers concerned with women's involvement in fisheries. The point should be made that the data is not comprehensive – i.e. in some countries national figures are given, whilst in others it is only data for the selected FDAs that is presented. The choice has been a matter of where gender differentiated data was available. As well as gender differentials in employment, the survey also addressed key trends such as whether employment overall was growing, stable or declining, and whether the fisheries workforce overall was ageing, reflecting broader society or becoming younger. The purpose of this was to understand the potential attractiveness (or otherwise) of fisheries as a career option for women, (i.e. as a growing or declining industry)

4.1.1 Fisheries employment by country & sub sector

A starting point for the surveys was characterising the fisheries employment from a gender viewpoint, segmenting the sector within the 5 key sub-sectors of fishing, aquaculture, processing, marketing & trading/administration. The assessment focused upon **formal** fisheries employment in FDAs, using hard data where available, but qualitative comment otherwise, for a semi-quantitative assessment (dis-aggregated data was not always available). The results are summarised in the table below.

Table 7 Employment gender patterns in the European Union Fisheries Sector

Category	Women	Men	Total	% women
Fishing overall:	4,771	147,890	152,661	3.1%
Aquaculture overall:	6,487	19,182	25,669	25.3%
Processing overall:	42,262	37,918	80,396	52.6%
Administration & management *	7,897	12,179	22,375**	39.3%
Sample totals	61,417	217,179	281,101	21.8%

* (e.g. Government and Producer Organisations, trade unions, scientists, trainers & fisheries NGOs)

** Includes some non-gender disaggregated data

The data was disaggregated by member state, and the respective key indicators for the main fishing nations of Europe are set out in table 8 below.

Table 8 Women's employment in fisheries by country (units: % of workforce female)

Country	Data cover	Women in:-				
		Whole sector	Fishing	Aquaculture	Processing	Management & admin
Belgium	national	30%	3%	-	45%	35%
Denmark	national	39%	0%	-	75%	50%
Finland	national	14%	0%	-	58%	-
France	4FDAs	15%*	2%	-	64%	28%
Germany	national	34%	0%	19%	55%	-
Greece	national	8%	7%	10%	11%	15%
Ireland	national	16%	0%	30%	45%	-
Italy	3FDAs	3%	1%	11%	37%	22%
Netherlands	national	26%	5%	3%***	43%	10%
Portugal	national	19%	2%	14%	60%	53%
Spain	2FDAs	43%**	1%	44%	75%	37%
Sweden	national	29%	4%	13%	48%	59%
UK	national	40%	1%	15%	46%	40%

* this figure is misleading in two ways: (i) some data is national (fishing) whilst other data is related to the FDAs (processing) or to segments (e.g. a single research establishment) (ii) if the 8,760 registered supporting wives are included (people who are probably registered in other countries as marketing/support) are added in, then the figure rises to 32% which is perhaps more representative

** The large aquaculture sub sector in Galicia where women have traditionally been prominent, coupled with a high level of involvement in processing is responsible for this high value which may not be representative of the country as a whole

*** Dutch aquaculture primarily involves mussel production, a seagoing activity perhaps more akin to fishing than fish culture

Key points

These tables make some important points clearly, particularly regarding the very different levels of female involvement in the different fisheries sub-sectors. These are set out below:

(i) Women clearly play a very small part in fishing per se, (i.e. the business of going out to sea in boats to catch fish), with their representation in the workforce averaging 3% throughout the EU, within a range of 0 to 7%. In short, their involvement is marginal in all countries

(ii) More women are involved in aquaculture, according to the available data. The average is 27% of the workforce within a range of 3 to 44%. The lower figure (for the Netherlands) is believed to be unrepresentative; possibly reflecting the fact that Dutch aquaculture mainly involves mussel culture, a seagoing activity more akin to fishing than farming. Indeed, as with much of this data, the generalised data inevitable disguises much regional variation, with aquaculture in regions like Galicia being a traditional female preserve.

(iii) As would be expected, processing is clearly the sub sector where women are most involved in fisheries, demonstrating a small majority of the workforce at 53%, but within a range of 11 to 75%. However women are mostly 40 to 60% of the workforce, with only Greece (11%) having markedly less than 40% female involvement.

(iv) Finally, women's involvement in the management and administration element of the sector is, at 39% perhaps higher than might have been expected in what has notoriously been a male dominated preserve. However, this does not necessarily mean that women have made inroads into the senior management roles, and anecdotal evidence suggests that indeed women are generally not represented at the higher levels. Indeed, it is legitimate to question what the 39% represents. In some cases, it is the public sector (regulation, research & training) that predominates in the data, and here conscious efforts to achieve equal opportunity have clearly borne fruit. The position in the commercial sector would seem to be one of less female emancipation, reflecting the still largely traditional structure of the industry.

(v) Overlying all of this is a clear overall difference between the Mediterranean/southern countries and the north. The involvement of women in the Northern countries averages 26% as opposed to 17% for the south. However, the reasons for this may lie more in the different structure of the fisheries than in any differential in discrimination: in the south, fisheries tend to have large fleet of smaller boats, and thus large fishing workforces. Fishing per se then predominates the sector's workforces in these countries, and so with women being universally poorly represented in fishing, there is an overall lowering of their involvement in the sector. The fact that women's relative (i.e. percentage) involvement in each segment of the workforce is approximately similar in both regions would support this view:

Table 9 Regional variations in women's involvement in the fisheries sector

	Southern & Mediterranean states	Northern States
Fishing	5%	2%
Aquaculture	30%	18%
Processing	52%	53%
Management	35%	40%

It seems then that within the wide margin of error that should be allowed and, given the limited amount of data available, these profiles are similar. This suggests that in spite of the different cultures and fisheries involved, the position of women within the fisheries sector is surprisingly similar throughout the EU.

Underlying trends: The general perception of the sector was not encouraging. Only a small proportion of respondents saw the sector as growing (17%), the majority seeing it as a declining industry (table 10). The reasons given varied, but resource-related problems were to the fore. There was a general consensus that production was likely to decline if anything, and clearly a broad resource/environmental pessimism pervaded discussion on this topic. Problems with North Sea and Mediterranean stocks, policies like vessel decommissioning and frequent trade press announcements that there were levels of overexploitation/excess capacity as high as 40% in EU waters had not gone unnoticed of course.

Table 10 General perceptions of changes in the workforce in the EU (TOR 1)

Question	Yes	No
Is fisheries employment growing?	17%	83%
Is the fisheries workforce ageing?	82%	18%

Other causes were also mentioned, though: increased fishing efficiency was seen as reducing employment opportunities, with the trend towards fewer, larger boats important. Increased mechanisation in processing (as well as transfer of jobs to low cost economies) was also noted as a reason for declining employment in the sector. However, there are some positive trends as well, most notably with aquaculture, which has clearly provided more jobs as culture of high value finfish (salmonids) has expanded.

The workforce was also believed to be ageing (particularly in the fishing sub-sector) as the young resisted entering the industry. 82% of respondents saw this as being the case (table 10), and so this was a perception that is held widely throughout Europe. The situation regarding both declining employment and an ageing workforce is similar for both southern and northern Europe fisheries, with approximately the same estimates quoted.

4.1.2 The informal employment gender perspective

Unpaid work by women in support of fishing family enterprises has long been seen as being significantly important. Indeed, in some regions it is probably the major connection that women have with the fishing (i.e. fish capture) sub-sector. There are two aspects to this

- Normal child minding and household management tasks
- Specific shore side management and other support provided to a family fishing concern (especially where the husband is at sea)

It is the latter that is studied here – i.e. support to fishing enterprises - the view being taken that child/household duties for fishing families do not differ greatly in from those for any other sector. Arguably the burden may be greater as fishermen may be absent for longer and during more unsociable hours, but that hardly makes fishing greatly different from many other occupations. It is in France that the importance of this role has been most acknowledged and practical action taken to recognise its value. Accordingly, we provide a brief synopsis of the French approach (see Box 1 below).

Box 1: Women acting as “collaborating spouses”: the French experience

From 1997 onwards, a social status has been created in France for women that recognises the contribution they make onshore to their husband’s fishing enterprise. This provides a legal status for the time that women spend working onshore in activities related to the fishing enterprise. This status gives them the right, in return for specific contributions, to a personal pension and a maternity allowance. However, this status:

- does not take into account partners (only wives in the legal sense);
- is not of financial interest, in particular for older women;
- does not provide cover for accidents in the workplace;
- is not appropriate for the legal situation of the wives of crew members;

It does allow women to participate in co-operative, mutual, and maritime credit organisations but not in professional organisations. As this status only concerns wives (and not partners or common-law wives) of owner-skipper (and not the crew) the constituency is relatively limited. This is also a relatively recently acquired right and so far the number of women signing up for the status of “collaborating spouse” stood at 175 in 2000, rising to 195 in 2001. Compared to the number of women potentially involved, the uptake rate (estimated at about 5%), clearly remains low.

Assessment of national adoption of the status of “collaborating spouse”

Total number of wives of owner-skipper (on the assumption that they are all married)	8,763
Total number of potential beneficiaries (wives and partners qualifying for the “Caisse générale de prévoyance”, i.e. no other salaried activity) =	3,793 in 2001
Total number qualifying for the status (wives only) =	3,541 in 2001
Number adopting the status of “collaborating spouse” =	175 in 2000 195 in 2001
Take-up rate	5% in 2001

Source: calculated from ENIM data

Regional differences in the take up of the formal status as collaborating spouse are significant as the table below shows, with the small scale fisheries of the west notably more active:

	Maritime “importance”	Potential collaborating spouses	Take up rate
Boulogne	100%	121	1 (1%)
Marennes –Oléron	56%	319	34 (11%)
Quimper	79%	264	45 (17%)
Sète	90%	369	1 (0%)

Sources: calculated from ENIM data and the Socio-economic studies of fishery-dependent zones.

The distribution, by type of fishing, of wives who could potentially qualify for the status of “collaborating spouse” highlights the strategic importance of the shellfish culture and small-scale fishery segments for women. These two segments represent around 80% of potential beneficiaries but only 61% of total maritime employment, whilst more industrial high seas fishing is underrepresented.

The types of activity involved fall into at least five main categories. They range from what are clearly senior management tasks to basic administration:

- **Overall management:** essentially allowing the spouse to concentrate on fishing per se, relieving them of all the financial, compliance/fiscal, supplies sourcing, crew/staff management and marketing responsibilities and duties
- **Communication:** providing an essential communication link whilst the spouse is at sea, formerly a critical requirement but now one made less so by communication technology – sea-going fishermen can communicate directly with better radios, mobile phones, satellite links and on-board fax or internet
- **Bookkeeping:** keeping track of expenditure and revenues, dealing with the bank and state fiscal or other requirements
- **Marketing:** from maintaining a marketing net work, keeping track of current prices to actively selling fish, finding the best deals and proactive market development
- **Practical backup:** at the lower end of the scale, women provide essential routine logistical functions, picking up equipment and crew (traditionally many fishermen didn't drive) etc.

The French experience is instructive: firstly it is evident that the take up of the “collaborating spouse” legal status has been very low (5%) suggesting much caution on the part of the wives involved. However, it is also clear that it is women in the smaller scale activities (inshore fisheries, shellfisheries) that have shown most enthusiasm with the small fishing ports to the west doing best. It is also clear that networking & organization amongst women is an important adjunct, as we discuss in a subsequent section.

The Dutch agricultural economics research organization LEI has attempted to calculate the value of supporting wives contribution to the cutter fleet. They estimated this at €0.9m, which compares with a net profit for the fleet of between €4 and €7million annually over the past decade (see the Netherlands's Country Report). Evidently the value of this unpaid work is very considerable.

4.1.3 Summary of the pattern of women's employment in the key FDAs

The main points concerning women's employment in fisheries are made above: women are minimally involved in fishing per se, but are much more represented in aquaculture. It is in processing that women make most impact upon the sector, but where data is sufficiently detailed to differentiate job levels, women tend to be found in the lower grade positions. However, women have clearly made significant inroads into the management & administration arena, possibly helped by gender equality within the public sector, this being well represented in this category.

4.1.4 Employment characteristics for key non – FDA fisheries sectors

Employment in the non-FDA areas effectively means processing in urban areas where all the alternatives to processing that would be expected in a city exist, and inland aquaculture (trout in particular) that provides additional scope for rural employment alongside agriculture and tourism etc. The findings for employment in processing and aquaculture are relevant here then, and the implications are as follows:

- Women slightly predominate in the processing sub-sector’s workforce, but do so by occupying mostly lower level positions (i.e. poorly paid shop floor jobs). This means that the workforce of urban fish processing plants are probably at the lower end of the skills/qualifications scale, and are in processing as it is this (alongside any other low grade occupation) that is available to them. The “ fisheries” nature of the activity actually has little significance, then.
- Aquaculture represents a primary productive fisheries activity where women have gained significant inroads. This is perhaps a function of the recent development of aquaculture, with concomitant minimal traditional taboos on women’s involvement, and a more gender aware environment to encourage women’s entry. However, there is really little to distinguish this form of aquaculture from terrestrial agriculture, and in this case what is occurring is probably simply a reflection of women’s wider involvement in agriculture.

4.2 WOMEN’S SOCIAL & LEGAL STATUS IN FISHERIES (TOR 2)

The key issue dealt with in this section is the question of what women’s aspirations are regarding the fisheries sector: to equal men’s involvement or to adopt alternative roles. In particular, the position of **fishermen’s’ wives**, especially those who support their husbands managing shore activities (accounts, sales etc) through “informal” work was considered. In this context, the critical issues covered three areas: **legal, socio-cultural and economic**

4.2.1 European Union legislation concerning gender rights re employment & related issues

The principal issues canvassed were (i) what, if any, regulations specifically define women’s rights (generally, or if relevant, specifically within the fisheries sector) and (ii) what protection system enforce/support these rights. We start by setting out the Community position, which in theory applies to all Member States. The following EU directives on equality are binding on all members of the European Union:

Key European Union gender-orientated directives

75/117/EEC OJ 1975 L 45

Council Directive on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women

76/207/EEC OJ 1976 L39

Council Directive on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions

79/7/EEC OJ 1979 L 6

Council Directive on the progressive implementation of the principle of equal treatment for men and women in matters of social security

86/378/EEC OJ 1986 L 225

Council Directive on the implementation of the principle of equal treatment for men and women in matters of social security

86/613/EEC OJ 1986 L 359

Council Directive on the implementation of the principle of equal treatment for 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

92/85/EEC OJ 1992 L 348

Council Directive on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding

96/34/EC OJ 1996 L 145

Council Directive on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC

97/80/EC OJ 1998 L 14

Council Directive on the burden of proof in cases of discrimination based on sex.

This legislation applies throughout the European Union, and consequently broadly expresses the legislative position in each Member State. However, there is variability in how this basic legal framework is interpreted within the different Member States. This variability is introduced through the various ways that the States have incorporated the EU directives within their own national legislation. Thus whilst the broad tenets hold good throughout the EU, the expression of the legislation does reflect national characteristics, especially in much of the detail. These variations are shown in the Country Studies where they are dealt with on a country-by-country basis in Annex V.

National systems for enforcing these rights

The presence of a legal framework for ensuring equality is only part of the solution to gender inequality –the rights also need to be enforced. Consequently the study sought to establish what institutions there were for supporting women in gaining access to their rights and for overseeing the legislation’s effectiveness. There are specialised institutions to do this in some EU countries. In Sweden, for example, there is a Minister for Gender Equality (who is also Minister for Agriculture & Fisheries), who is backed up by a Council on Equality Issues, as well as a Division for Gender Equality with a State Secretary and Political Advisor. There is also a Swedish Equal Opportunities Ombudsman, supported by a Commission for Equal Opportunities, and regional gender equality experts at county level. Part of the role of these institutions is to monitor women’s rights and act where these are infringed.

In another example, in Ireland there is an Equality Authority, which is backed up by an equality section in the Department of Justice, Equality and Law Reform. These institutions play a similar role to those in Sweden and indeed several other EU countries have comparable organisations. However, the principle recourse is of course the law itself, with

trade unions providing useful support in some cases. In some countries where tradition in fisheries tends to militate against women's equal rights, this recourse is of questionable effectiveness, although reform is underway throughout the EU, of course.

4.2.2 Overview of gender-related social & economic factors in FDAs

The task was to identify general biases & differentials relating to women's role in fisheries, if indeed these exist. The objective is to identify broad problem areas prior to detailed analysis in section 3.4 (TOR 4) identifying what, if any, cultural reasons are there to exclude women from fisheries. The question was whether fisheries related jobs were of high, medium or low status, and so attractive to new entrants. At the same time, it was necessary to establish:

- Whether women were in high, medium or low status jobs
- Whether there are gender-related salary differentials in the sector generally
- Whether there is equal pay for equal work
- Whether there is a gender differential in job security.
- What social benefit entitlements are available to women in fisheries communities, especially women supporting family fisheries enterprises.

The results are shown below, in tabular form where answers could be quantified, and in narrative form where numerical comparisons are inappropriate

4.2.3 An appraisal of the impact of legal or related aspects upon women's prospects in the FDA's fisheries

There are significant gender-related earnings differentials in fisheries. Whatever the reality (and in section 3.4 below we try to ascertain this on the basis of what data is available) that is clearly what is believed by women involved in the sector - by 73% to 27% (see Table 11 below). However, when the question was qualified by asking whether there was equal pay for equal work, the view was less clear cut - 64% to 36%, an acknowledgement perhaps that differential was at least partly a response to differentials in the demands of the work in question. Indeed, the difficulty of equating like with like in order to achieve a genuine earnings comparison was a common refrain from the field research team

Table 11 Key gender differential perceptions in the EU (TOR 2)

Question	Yes	No
Are there gender related salary differentials?	73%	27%
Is there equal pay for equal work?	64%	36%
Are there gender differentials in job security?	56%	44%

It would appear that as well as the macro-divisions of labour within the industry (e.g. fishing is mostly male) micro-divisions also exist with women and men doing different things even within the same job category. Of course, the differential could be mostly a matter of differential promotion, with men tending to rise faster, a view that would resonate with quite a few of the respondent's opinions. The position on job security was even less clear, with a 56% to 44% spread between those who saw this as manifesting a gender differential and

those who didn't. In view of the limited sample size, so small a difference is not significant, and the likelihood is that in this respect, there is now little discrimination against women.

Interestingly, the situation is apparently not the same in southern fisheries as those of the north. There was a much lower perception of pay differentials in the south (50%), matched by a higher belief in their being equal pay for equal work (75%). The situation regarding job security was apparently the same in both regions.

4.2.4 Legal and related characteristics for key non – FDAs Fisheries

The legal position for women in fisheries in non-FDAs is essentially no different to that for them in FDAs, in other words these are national (and indeed Community-wide) regimes, so applying mostly at this broad level. However, as non-FDA fisheries activities mostly concern processing and aquaculture, it is the legal connotations of these occupations that are relevant here. This means gender related labour rights and union legislation for fish processing (essentially industrial shop floor employment) and general gender equality legislation in the case of aquaculture.

4.3 WOMEN'S ORGANISATIONAL STRUCTURE IN FDAS (TOR 3)

In this section we characterise the fisheries representation organisations in terms of male and female membership, and their impact in fostering women's aspirations. This includes trade associations, producer organisations, unions etc, their memberships, roles in the industry and benefits for members etc. Key questions asked included whether women & men are represented by the same trade unions, and trade associations. Central to this is the organisations' openness to female membership, and its specific support for women's issues etc, as well as the question of whether women are mainly in leading or junior positions, and whether their positions reflect those of men.

On another tack, the study assessed whether there were fisheries or labour organisations specifically supporting women's interests, including trade union's divisions, women's groups, or informal associations such as fisheries women's clubs, NGOs etc. Finally, the availability of support facilities (e.g. crèche/kindergartens) to allow women flexibility to work was covered, as were education/training facilities (e.g. colleges, specific courses covering key skills such as fishing/seagoing, marine engineering, aquaculture, processing, marketing & management).

4.3.1 Main fisheries organisations in the FDAs

There are three principle types of organisation covering those involved in fisheries:

- **Trade unions**, but these really only apply where there is a sizeable workforce working for a common enterprise, i.e. at processing plants
- **Producer organisations/trade associations** (fisher's organisations, fish farmers associations, fish traders groups etc)
- **Specialist women's organisations**: women fisher folk associations, fish wives groups or clubs, mollusc or seaweed collector's associations

Subsequent discussion and quantitative analysis therefore concerns these three categories of organisation.

4.3.2 Women's participation in these organisations

Gender equality seems to have made progress within the various organisations that support the fisheries workforce, as well as the enterprises that this works for. Table 12 shows that in over 70% of the FDAs covered women are represented by the same trade unions or comparable organisations as men. Producer or trade organisations (which tend to support entrepreneurs rather than workers) showed a closely similar pattern. That said, there is a countervailing trend towards the development of specialist women's groups or other organisations within the sector. In over 40% of the FDAs covered, there are such organisations and this appears to be a growing trend, especially in some countries.

Table 12 Women's position in fisheries organisations in the EU (TOR 3)

Question	Yes	No
Do women belong to the same trade unions as men?	73%	27%
Do women belong to the same producer organisations as men?	69%	31%
Are there specialist women's fisheries organisations?	43%	57%
In these organisations, do women have a comparable status to that of men?	64%	36%

The situation where a majority of women belong to the same trade unions as men is true for southern and northern fisheries, but there is a difference where producer organisations are concerned. Here, there is a significantly lower incidence of common involvement in the south than the north. A possible reason for this is the larger numbers of small owner vessel businesses in the south, predominately male owned and managed, thus biasing the figures towards male dominance. Perhaps a more interesting and significant divergence occurs where women-only fisheries organisations are concerned. In these cases, in the north, 50% of the FDAs had such dedicated organisations whereas in the south, it was only 25% that reported women-only groups or organisations. Finally, where women do belong to the same organisations as men, it would seem that they do have comparable status.

4.3.3 Specific women's organisations

A small majority of member states do not have specialist women's fisheries organisations, but Finland, France, Greece, Ireland, Sweden and UK do. In some cases these are associations specifically devised to promote women's fisheries interests, in others they are fisheries versions of national women's networks (e.g. the Greek women's co-operatives, some of which are in fishing communities). With the former (specific organisations), Norwegian experience (given in the Literature Review, section 3 above) shows this to have

followed an evolution from a health and safety role towards active lobbying, firstly for their husbands interests and latterly for those of the women themselves.

The various national organisations are not described in detail here, but some countries recent experience is particularly instructive: France has taken a proactive role in developing these associations with success, but a comparable initiative in Belgium has failed so far. These two conflicting experiences are described respectively in Box 2 and Box 3 below. In both cases state/EU funding support was involved, but whereas the French initiative was based upon formal recognition of the value of women's role and some homogeneity in the organisations make up ("collaborating spouses") the Belgian one seemingly foundered on disparate interests of the wives of skipper's wives versus the wives of crew members. The predominance of smaller scale fishing operations in west France (where many of these organisations are based) is perhaps also a factor.

4.3.4 Comparative analysis

This section assesses the relative advantages or disadvantages for women provided by the current organisational structure in their own country. The intention is to highlight key national differences, so helping in the identification of key constraints/opportunities for improvement through developing improved organisational arrangements for women in fisheries. Table 13 below summarises answers to some of the key questions asked, on a country-by-country basis

Table 13 Comparative data on women's organisational status & support in the European Union Member States

Member State	Men & women in the same unions	Men & women in same trade organisations	Specialist women's fisheries organisations	Women equal to men in these orgs	Presence of child support facilities	Fisheries Education access equality
Belgium	Yes	Yes	Yes	No	-	-
Denmark	Mostly Yes	Yes	No	Yes	Yes	Yes
Finland	Yes	Yes	Yes	-	Yes	Yes
France	No	No	Yes	Yes	-	Yes
Germany	Yes	Yes	No	Yes	Some	-
Greece	Yes	Yes	yes (co-ops)	No	No	Yes now
Ireland	Yes	Yes	Yes	Yes	No	Yes
Italy	Yes, some areas	No	No	-	Yes	Training courses
Netherlands	Yes	Yes	No	Yes	Some	Yes
Portugal	Yes	Yes	No	No	Little	Yes
Spain	Yes	No	No	No	-	-
Sweden	Yes	Yes	Yes	Yes	Yes	Yes
UK	Yes	Yes	Some	Yes	Some	Yes

Women almost universally belong to the same unions and producer organisations as men, the one difference being France. Women are less likely to be in producer organisations in the

Mediterranean states, but this may well be a function of the prominence there of fishing organisations (as opposed to those for fish processing), so excluding women who rarely fish. Specialised women's fisheries associations are the exception rather than the rule, and this is the one area where significant change seems to be underway. Whether the absence of multi-gender unions in France was a spur for the successful development of these specialised women's organisations there, or is in fact a result of this development, is hard to say though.

Childcare facilities are a potential important factor in liberating women to take on a more active role in fisheries. As table 13 shows, these tend to be available in the North, and especially in Scandinavia, but less so in the south. However, the respondents noted that family networks play a large part in childcare in Mediterranean cultures, and so it may well be that informal arrangements remove this constraint anyway

Finally, **education and training** are likely to be critical in any moves to improve women's status in fisheries, and so the availability of fisheries/maritime training and education was questioned, as was its availability to women. It transpires that some form of vocational or specialised training is available in most Member States and is universally (where an answer was received) available to women. Thus, in principle at least the potential availability of training and education seems not to be a constraint.

Box 2: Specific women' fisheries organisations; the French example

The first women's associations were created at the beginning of the 1980s, but it was particularly during the 1993 fish price crisis that the movement was strengthened with a show of solidarity (creation of food banks) and the participation of women in demonstrations. Some women accompanied fishermen to the Rungis fishmarket and a delegation even went to Brussels to meet MEPs and civil servants from the Fisheries Directorate

The organisation of women has benefited from several European programmes for the exchange of experiences between regions and between countries (funded by DG XIV or the Community initiative NOW). These programmes also funded training, seminars and the development of skills reference documents, which identify the skills required for different tasks. In addition to the Regional Directorates for Women's Rights, which were active partners in several regions, the CEASM (Centre d'Etudes et d'Actions Sociales Maritimes) in Paris played a major role in liaison and technical support. These programmes led to significant advances in:

- the development of networks with an international dimension
- the exchange of experience
- formalisation of the economic role of women in enterprises through the definition of job skills
- training in management, computing, and general commerce
- social development and institutional know-how

To date, there are some fifteen local fishermen's wives associations and two associations of wives of shellfish producers. They are spread around the coast, and their activities are both "political" and organisational. There four key aspects they cover:

- lobbying institutional authorities.
- running and structuring national and international networks
- involvement and participation in establishing training programmes
- information and awareness building about the local environment and the maritime world

There are also two national federations:

- FIFEL, Fédération Interrégionale des Femmes du Littoral, created in 1998. It regroups 1,000 women through seven associations of fishermen's wives and two associations of shellfish producers' wives. It has a very important lobbying and representative role with the public authorities.
- FFFM (Fédération des Femmes et Familles de Marins —previously FFMAS, Fédération des Femmes et Familles de Marins de l'Atlantique Sud) created in 1999, federates 7 associations from the South Atlantic coast (from la Turbale to Saint Jean de Luz).

Most local associations belong to one of these two federations, but there remain two associations which are not federated: Les Femmes du Nord and Les Femmes du Littoral de Bretagne. The main results achieved at the national level are the Fishery Law of 1997 which recognises the status of "collaborating spouse", the development of a national skills reference document by FIFEL and CEASM and numerous training and other local activities. At the moment, the main objective of the associations is the collective representation of women in professional and decision-making institutions.

**Box 3: Fishing women’s associations - the Belgian experience
(PESCA Project “Fishermen’s wives”)**

In 1999, it proposed that a fishermen’s wives association should be created, financed with PESCA funds. Implemented was started by informing the wives of the constraints they faced, and the outlook for the sector. The aim was to improve the role of women a social point of view, and also financially and economically. In order to achieve this, it was necessary to be able to answer the wives’ questions concerning the institutional, regulatory and political environment of the sector by establishing a structure which would allow Belgian women to interact with one another and also with foreign dynamic associations such as those in France and in the Netherlands.

The association was supposed to operate through a network of three women’s groups (based in Nieuwpoort, Oostende, Zeebrugge) responsible for activities at the local level. A central group was supposed to co-ordinate the work of these three groups and be able to draw conclusions and provide advice for the industry and for the authorities. To begin with their work was concerned principally with the social situation of fishermen, but also with the role and recognition of fishermen’s wives in the sector. The first phase of the project was to undertake a diagnosis of the sector’s situation, to assess the role of women and evaluate their various skills in order to be able to propose appropriate training.

Awareness-building programmes for the women were planned, concerning the institutional regulatory and political environment of the sector. This was to have been broadened throughout the maritime sector in order to modify attitudes that many felt to be much too conservative.

Problems with the project

The director of the project, herself a fisherman’s wife, explained that initially the project benefited from great enthusiasm on the part of the women. Despite this, none of its objectives have been fulfilled. Two explanations have been put forward to account for the failure:-

- The project brought together owners’ wives and fishermen’s wives. It seems that the conflicts that appeared rapidly between the two groups made the setting up an integrated association impossible. The antagonism was considerable.
- It also appears that the men involved adopted a very negative attitude, which naturally did not help to achieve the goals of the project.

The history and outcome of this project is instructive, and should act as an important demonstration of how inappropriate schemes do not work.

4.3.5 Organisational characteristics for key non-FDA fisheries sectors

The non-FDA fisheries activities are mostly fish processing or inland aquaculture, and the organisational status of these reflects the broader national situation in all countries where non-FDAs were investigated. This means that in the case of processing, women normally belong to the workers unions as they do in other sectors. With aquaculture, producer organisations (fish farmers groups) provide the usual affiliations.

4.4 COMPARATIVE ANALYSIS OF PROBLEMS & OBSTACLES TO WOMEN'S WIDER INVOLVEMENT IN FISHERIES (TOR 4)

A key objective of the study is to identify and understand the principal factors that discourage women from a wider participation in the fisheries sector. The ultimate objective was to identify areas where ameliorative Community/Member State action can be taken (financial or legislative), and this has guided the enquiry here. The enquiry covers three areas: **Socio-cultural** (defined as constraints imposed externally upon women), **Psychological** (conversely, constraints imposed internally by women's concerns & aspirations) and **Economic** aspects (mainly concerning earnings, but also other benefits if relevant). These are discussed in turn below.

4.4.1 Cultural & social constraints

This section starts by assessing the constraints imposed **externally** upon women by tradition and social values central to the communities they belong to. These could include factors such as the reaction of male participants, societally determined roles, family pressures etc. There are two key aspects to this: **cultural aspects**, reflecting tradition and accepted mores, and what are deemed as **social aspects** which relate more to the value society attaches to the occupations in question. These are dealt with in turn.

4.4.1.1 Cultural aspects

Defined as society-imposed **barriers to entry** to fisheries by women for reasons that relate to tradition, fishermen's attitudes etc. There is little data in the literature on this – at least for the EU - and so an alternative approach was required. The approach adopted has been to structure enquiry through use of a questionnaire. A point made in the introduction should be stressed here though: this was not a statistically rigorous survey, but more the result of canvassing key sources in the field. The results are summarised in the table below, and given in more detail in Annex III.

The Questionnaire survey:

A key part of the study was an attempt to understand women's motivation and perception in relation to employment in the fisheries sector. We approached this by asking two types of questions: firstly we inquired what **external pressures** women felt themselves to be under, i.e. how their decisions were informed by their social environment. Secondly we asked women what their own aspirations, concerns and expectations for the sector was - i.e. the **internal factors** that have guided their response to the sector.

The two questionnaires devised to answer these two sets of questions - internal and external - were used as guidance by the research team. The scope of the study simply did not allow for a formal statistical survey with concomitant sufficient number of interviews or random sampling procedure. The results should then be interpreted accordingly, i.e. as indications of what the true position might be rather than a definitive answer. Accordingly, we have taken special note of clear, distinct responses, i.e. where these showed a strong common correlation, whilst indeterminate findings are given little weight, as the margin of random error must be high.

The questionnaires (shown in the template in Annex 1) inquired whether, for a given factor, their perception was that this factor represented a high, low or non-barrier to entry for women. The rating is given on the basis of “ barrier level” - the higher the percentage, the greater the perceived barrier to women’s involvement. These ratings were categorised as i) no barrier (i.e. no discrimination) (ii) some degree of barrier (i.e. perception of some degree of discrimination, be it high or low), (iii) high barrier. The questions segmented the sector, as before, into five sub sectors: (i) fishing per se, (ii) aquaculture (iii) marketing & trade, (iv) processing and (v) management or administration. Within this framework, the questions described below were asked.

External factors that could discourage women from involvement (*Attitudinal questionnaire 1*)

The questions posed revolved around women’s reluctance to enter the fisheries sector for one or more of five key factors that might be discouraging them, namely:

- Family traditions
- Societies views
- Existing practitioners views
- Spouses’ attitudes
- Child caring responsibilities (i.e. family pressure to taken this role on)

These questions do of course in themselves determine the nature of answers received, but without the direction and prompting of the questions, there was little chance of getting coherent or comparable answers. However, in order to allow for alternative factors, an additional category was added - enquiring about “other” factors. The results are shown in Table 14 below, where the questions described above are taken in turn. We also asked the respondents to provide accompanying commentary on the questionnaire where appropriate, and this forms the basis for some of the conclusions reached below. The responses show the following:

Table 14 Summary of attitudinal questionnaire 1 results (external factors)

Questions asked	No barrier	Some barrier high or low	High barrier
General perception of discrimination	20%	80%	73%
Family traditions	46%	54%	27%
Societies views	48%	52%	26%
Existing practitioners views	47%	53%	25%
Spouse's attitude	38%	62%	25%
Child caring responsibilities	46%	54%	39%
Other key factor(s)	59%	41%	17%
All categories	47%	53%	27%
Difference with & without children	30%	70%	34%
Fishing	22%	78%	66%
Aquaculture	39%	61%	22%
Marketing/trade	57%	43%	13%
Processing	57%	43%	10%
Marketing/admin	60%	40%	21%
All categories	47%	53%	27%

1) There is an overall perception that there are external pressures that discourage women from entering the fisheries sector. This differs between sub-sectors, but nevertheless in no category was the perception that there were zero barriers to women's involvement higher than 60%.

2) Fishing per se stands out quite distinctly as an activity where women feel that are unwelcome: scores of 60-74% show fishing to be an activity where on all counts assessed, women felt highly excluded. The reasons for this are diverse, ranging from the pragmatic (lack of required strength, need for extra facilities on board, too dangerous) to the social (the disruptive impact of mixed sex crews on cramped vessels) and to the superstitious (women are "bad luck" on board)

3) The only other sub sector where significant discrimination is evident is aquaculture where 61% of respondents reported some discrimination (i.e. within the high & low categories combined)

4) In contrast, the other sub sectors are seen as having distinctly lower external barriers - i.e. there is less preventing women from entering processing, marketing of management with low barrier levels of 1 to 30%. Within this range, the only area where there was consistently higher levels of perceived external resistance to women's involvement was management & administration, but this is perhaps the more a question of the "glass ceiling" that is believed to frustrate women's advancement in management across all economic sectors

5) No particular external factor was seen as an across-the-board barrier (25-35% was the average discrimination rating), with the possible exception of their spouse's attitudes (62% high and low barrier level). However, clearly this does not mean that women in the FDAs do not feel discriminated against - they clearly do with an 80% perception that there was at least some degree of external resistance.

6) Finally, and unsurprisingly, it is clear that women with children felt that this did add to the external pressure preventing their involvement with fisheries, with a 70% to 30% balance between those believing child-rearing responsibilities prevented their free entry to the sector.

4.4.1.2 Social status

Social status was established by identifying the social categorisation within each fisheries sub sector (using the systems of social group segmentation adopted by marketing organisations or national conventions e.g. A, B, C1, C2 systems). The objective has been to categorise fisheries employment in terms of its social status (on an as objective as possible basis) to assess likely social motivation for seeking employment in the sector, so deriving a form of "status map" for the sector. A key underlying question is whether jobs in fisheries can meet the social aspirations of women who might wish to enter the sector (i.e. do they move up or down socially – are there any socio-cultural motives for entering the sector or barriers against doing so).

One result was that fishermen apparently have little social status, in spite of their sterling qualities of courage and endurance, and their achievement in obtaining highly valued produce from the sea. Shore based management positions are clearly much more highly prized. Indeed, for all the cultural diversity of Europe and its fishing industries, and the varying value placed upon seafood, there is a remarkably consistent common view regarding the status of working in fisheries. This emerged from canvassing key respondents on how the industry was perceived in their country or its key FDAs, and the results are set out in the table overleaf.

Table 15 Social status categorisation of the European Union Fisheries Sector

Activity	Social category, such as	A/1/I	B/2/II	C1/3/III	C2/4/5/IV
Fishing					
	Skipper at sea	10%	30%	40%	20%
	Crew at sea	0%	13%	25%	63%
	Support/admin ashore	6%	38%	31%	25%
Aquaculture					
	Stock husbandry	0%	20%	40%	40%
	Technical/lab	6%	31%	44%	19%
	Management/marketing	17%	44%	33%	6%
Processing					
	Foreman (factory floor)	0%	6%	50%	44%
	Worker (factory floor)	0%	0%	8%	92%
	Technical/lab	6%	28%	50%	17%
	Management, sourcing, marketing	17%	43%	30%	9%
Administration, management (e.g. Government and Producer Organisations, etc, etc)		23%	41%	32%	5%
Overall		8%	27%	35%	31%

What is very clear is that **fishing**, especially as a crewmember is universally regarded as low status. Apparently little respect is afforded to even the skippers of large fishing vessels, in spite of the very high value assets they command or their potentially high earnings in some countries. There are exceptions – a successful fishing entrepreneur in Ireland has become recognised nationally, for example. However, generally speaking the difficulty, danger and drama of their profession, and the stalwart personal attributes (courage, leadership, endurance) required, apparently count for very little in modern Europe. Similarly fish farmers, even as owners are not seen as high status, and again, those within the skilled or unskilled aquaculture workforce are viewed as low in the status ladder.

It is only the management functions of these two primary producing sub-sectors that provide high status opportunities -with around 6 to 20% of respondents putting shore based administration or marketing jobs in the top category. There is confusion here in that these categories actually include a great range of jobs, from top management to lowly clerical occupations, and so a wide spread of social categories is only to be expected. This is the case, as the table shows, and the significance lies in the fact that a sizeable proportion (50%) of respondents saw these functions in the top two social categories whilst 80% plus saw all other fishing and aquaculture jobs in the bottom one or two categories. Crewing fishing boats was relegated to the lowest category by over 60% of respondents.

Processing followed a very similar pattern to fishing: nearly 90% of respondents placed processing workers in the bottom category, with floor managers faring little better. Laboratory workers were mostly placed in the second and third category, and again management and marketing was the only top category occupation (nearly 20%). Indeed, the separate category for administration and management within the whole sector was put in the top two categories by over 70% of respondents, 33% in the top category and none placed these functions in the bottom category in spite of the wide range of employment levels involved.

The conclusion must be that whilst management within the fisheries sector is generally respected, the productive jobs that underpin these management positions are universally poorly regarded. This appears to be the case in spite of the high level of responsibility, the very sizeable assets managed and in some cases the relatively high earnings achieved. Moreover, it is also apparently the view of societies as culturally different as Sweden, France or Spain

4.4.2 Psychological constraints (*Attitudinal questionnaire 2*)

In a matching but contrasting enquiry to that described immediately above, this section investigates the mirror-image question of what are the constraints imposed upon women **internally** by their perception of the sector and their roles within it – i.e. **self-imposed bars to involvement**. Thus, in this case it was women's own aspirations, interests or concerns regarding participation that were surveyed. This could involve peer pressure, self-perceived roles, preferences for alternatives, career prospects, concern about family reaction etc. Again, the chosen approach has been to structure enquiry through use of a questionnaire, and again the point should be stressed that this was not a statistically rigorous survey, but a more the result of canvassing key sources in the field. The results are summarised in the table below, and given in more detail in Annex III

Internal factors that could discourage women from involvement (Questionnaire 2)

The questions posed revolved around women's reluctance to enter the fisheries sector for one or more of five key reasons:

- They simply don't wish to participate in the fisheries sector
- The view that fisheries is a male preserve
- Perceived lack of career prospects within fisheries
- Perceived better economic alternatives to fisheries
- Child caring priorities (i.e. the woman's preference being to look after children)

Table 16 Summary of attitudinal questionnaire 2 results (internal factors)

Questions asked	No barrier	Some barrier high or low	High barrier
Reluctance to participate	53%	47%	35%
View it as a male preserve	53%	47%	27%
Lack of career prospects	25%	75%	60%
Perceived better alternatives	23%	77%	56%
Child caring priorities	33%	67%	22%
Other key factor(s)	59%	41%	21%
All categories	40%	60%	37%
Difference with & without children	20%	80%	56%
Fishing	18%	82%	71%
Aquaculture	29%	71%	35%
Marketing/trade	52%	48%	22%
Processing	46%	54%	32%
Marketing/admin	62%	38%	20%
All categories	40%	60%	37%

The result of this survey, given in Annex III and summarised in the Table 16 above are set out below as a series of key points, taking the questions in turn. We also asked the respondents to provide accompanying commentary on the questionnaire where appropriate, and this forms the basis for some of the conclusions reached below.

(1) It is evident that as well as feeling generally unwelcome by the fishing sector, women equally significantly generally have little wish to become involved with fishing. This varied between sub sectors but the highest positive response (i.e. no internal barrier) was 60%.

(2) This negative response is particularly true for fishing per se - it does seem that few women actually want to go fishing, especially offshore marine fisheries. The reasons given for this provide few surprises, generally revolving around the unattractiveness of seagoing activity (discomfort, danger, lack of facilities, low status and “rough” male company).

(3) In aquaculture, the barriers were lower, but still significant. Whilst the level of high internal resistance to involvement in aquaculture was much less than that for fishing (35% rather than 70%) but overall resistance differed a great deal less (71% as opposed to 82% for fishing). The desire to enter this more “agricultural” activity is then low, in spite of the perceived lower external barriers to entry.

(4) There is also a clear general perception that the whole sector presents poor career opportunities for women. This is especially true of fishing, but also applies to processing and aquaculture and to a lesser extent marketing & management. This is demonstrated by a strong perception of a lack of career prospects (75%), and of there being better alternatives (75%). This is not necessarily a gender differentiated response though - women were clearly aware of the generally declining employment prospects for the sector, problems with the resources and the way that lower grade jobs most open to them (processing labour) are trending downwards (to immigrant labour, being replaced by machinery or being migrated out to low-cost economies) rather than becoming more worthwhile. Thus there were repeated statements that mothers were keen for their children not to enter the sector, and were taking pains to ensure they didn't have to.

(5) Of the alternatives available, one, the preference for child caring rated highly (67%) and again unsurprisingly, the belief that women with children were more discouraged from entering fisheries than those without was very high at 80% to 20% against.

4.4.3 Economic constraints

This section investigates the difficulties women face due to **economic factors** such as pay differentials and lack of (or better) alternative opportunities, etc. Specifically, the team investigated income patterns (actual values for women, and how these relate to those of men) for employment in each sub sector. Key indicators adopted, in order of perceived validity/accuracy were:

- (i) Public income statistics,
- (ii) Negotiated union labour scales
- (iii) Recent one-off surveys
- (iv) Lacking these, guesstimates, after discussion with sources.

The intention for this part of the study has been to provide some hard data on earnings gender-differentials to compare with the perceived situation described in preceding sections. The data is sketchy, as gender disaggregated earnings statistics are the exception rather than the rule. This has meant that whilst some countries do provide official disaggregated data (Denmark, Germany, Portugal, Sweden, UK to a greater or lesser extent), guesstimates have been used elsewhere. The analysis and conclusions should be viewed accordingly. Table 17 shows EU average fisheries sector earnings (for countries where data is available) for women and men separately, together with an estimate of women's earnings as a percentage of those for men. The latter column is based upon averaging two calculations: the first being an estimate of the differential factors for each country, whilst the second is simply a comparison of the two salary levels in the other columns in the table itself.

Table 17 Earnings differentials in the European Union Fisheries Sector

Activity	Women's average annual earnings (€)	Men's average annual earnings (€)	Differential (% Male level *)
Fishing overall:	17,570	20,910	91%
Skipper at sea	No data	27,250	-
Crew at sea	No data	19,280	-
Support/admin ashore	19,520	22,800	93%
Aquaculture overall:	19,270	22,140	87%
Stock husbandry	13,730	15,590	89%
Technical/lab	16,990	18,880	88%
Management/marketing	27,300	29,780	89%
Processing overall:	17,630	21,190	84%
Foreman (factory floor)	13,760	16,130	85%
Worker (factory floor)	12,850	14,990	85%
Technical/lab	15,290	17,500	85%
Management, sourcing, marketing, trading	21,230	25,110	86%
Admin., management**	24,190	27,080	91%
Overall average	19,660	22,830	88%

* i.e. women's average earnings as a percentage of male earnings for equivalent jobs

** e.g. Government and Producer Organisations, trade organisations, scientists, trainers & fisheries NGOs
Sources: The respective salary levels are taken from estimates given in Annex III, table 3. NB. The % differential is estimated from an average of the differentials in the respective countries rather than representing a simple calculation based on the two other columns (from which it differs).

Fishing: there is particularly little data on differentials in fishing earnings, which is hardly surprising given the very small degree to which women actually participate. Such figures as can be obtained show a small differential though, with sub sector median annual earnings at €17,600 for women compared with €20,900 for men. The one area where women are significantly involved - shore based administration and support - actually shows relative parity of earnings, albeit at a fairly low level.

Aquaculture: There is a clear gender differential amongst aquaculture employees, but it is relatively small at 13% (ranging between 11% & 13%), depending upon employment level (median annual earnings are €19,300 for women and €22,140 for men). This differential is maintained between different employment grades fairly consistently, i.e. for the skilled labour husbandry level (€13,700 vs €15,600), the technician level (€17,000 vs €18,900) and management (€27,300 vs €29,800). However, the table also demonstrates that grade differentials (i.e. between job categories) at up to 100% greatly exceed any differential attributable to gender. This means that whenever like job is not compared exactly with like to ascertain gender differential, a slight miss-match will disguise any gender differential.

Processing exhibited the largest differential at 16% across the board. Average earnings were similar to those in other sub-sectors in this sample (€17,600 for women, €21,200 men). The unskilled grade (at €12,900 vs €15,000) is the lowest paid occupation in the sector whilst the technical and floor manager grades are apparently not much more highly rewarded (in the €15,300 to €17,500 range).

Administration & management: The male/female differential is maintained in the management grade at 9% (€24,200 vs €27,100), but such is the wide range of occupations encompassed by this category that this is probably at least partially obscured by grade differentials. Also, public sector employment is included in this category and here the formal requirement for equality of pay in most countries has the effect of narrowing the differential. However, the fact that there is a high degree of consistency with the differentials for the different sub-sectors provides some comfort that these are real, and do reflect a genuine feature of fisheries earning structure. Furthermore, there is consistency amongst the countries covered with none showing women receiving a significant premium in any category, and average levels of discount mostly in the 80 to 90% range. This accords broadly with national (all sector) gender pay differential estimates given in table 4 (section 2) above

4.4.4 Comparative analysis for both FDAs and non-FDAs

In this section we draw the forgoing surveys to a close by providing a comparative analysis of the various problems and constraints imposed upon women in the fisheries sector in the EU. This presents a real challenge because, firstly the diversity of fisheries and cultures within the EU is such that comparing like with like is frequently impossible. Furthermore, this study has been spread widely but inevitably thinly, so the amount and reliability of information collected in each Member State is open to question. That said, a series of data sets have been collected in a fairly consistent manner and so the basis for a comparative analysis exists. The point to mention though, is that the results should be viewed in the light of this concern about the data's quality. Two areas were subjected to this comparative analysis:

- (i) The results of the **socio-cultural surveys** (i.e. questionnaires on the social and psychological impediments, plus the social status ranking of fisheries occupations).
- (ii) The relative **economic differentials** in men's favour in the Member States

In short, the intention has been to provide an assessment of key positive and negative factors, ranked by category (social, economic psychological etc), identifying member state variations, so providing the basis for determination of key constraints/opportunities for improvement in the subsequent section.

Socio-cultural comparison

Table 18 below provides three measures of socio-cultural inhibitions that constrain women from entering the fisheries sector. Each is presented in the form of an "index" taken from the data presented in Annex III. The basis for the three indices is as follows:

- ***The Index of women's perception of external discrimination:***
Questionnaire 1, the level of perceived high discrimination across all categories in each country (the higher the number, the greater the discrimination)
- ***Index of woman's perception of internal resistance to participation:***
Questionnaire 2, the level of high resistance to participation due to subjective factors, across all categories in each country (the higher the number, the greater the resistance)

- **Index of social status imputed to the fisheries sector:**

The proportion of fisheries occupations deemed to be in class 3 and below (the higher the number, the greater proportion of low class occupations)

Finally an “index of indices” is produced (a simple average of the three forgoing) in an attempt to provide some form of objective comparison – and here again of course the higher the number the more the impediment to women’s involvement in fisheries.

Table 18 Comparative socio-cultural data for the European Union Member States

Member State	Index of women’s perception of external discrimination ¹	Index of women’s perception of internal resistance to participation ²	Index of social status imputed to the fisheries sector (% in class 3 and below) ³	General “socio-economic index” ⁴
Belgium	100%	83%	63%	82%
Denmark	6%	50%	63%	40%
Finland	0%	43%	92%	45%
France	42%	22%	63%	42%
Germany	38%	32%	82%	51%
Greece	37%	44%	67%	49%
Ireland	19%	27%	54%	33%
Italy	19%	30%	-	38%
Netherlands	66%	57%	-	63%
Portugal	16%	13%	47%	25%
Spain	44%	32%	53%	43%
Sweden	25%	53%	63%	47%
UK	19%	27%	58%	35%
EU 15 Average	27%	37%	66%	41%

Sources: 1 the country data sets given in Annex III, Attitudinal Questionnaire 1
 2 the country data sets given in Annex III, Attitudinal Questionnaire 2
 3 the country data sets given in the social categorisation survey, Table 2 Annex III
 4 a simple mathematical average of the three preceding columns

Economic comparison

The second exercise was to compare fish earnings differentials with national average wages differentials (taken from Table 17 above, and Table 3 in Annex III). Average national earnings are given on an hourly basis and comparative figures for the respective fisheries sectors follow where the data collected is sufficiently comprehensive to provide a comparison. Similarly national gender-based earnings discounts are provided for comparison with those in the fisheries sector.

Table 19 Comparative economic (earnings) data for the European Union Member States

Member State	<i>Average earnings industry & services, 1995 (€/hour)¹</i>	Average earnings of women in fisheries (€/hour)²	<i>Women's pay as percent of men's³</i>	Women's pay as % of men's in fisheries⁴
Belgium	12.0	-	82%	-
Denmark	15.6	14.2	87%	85%
Finland	11.0	-	82%	-
France	10.2	-	80%	-
Germany	13.0	14.8	79%	72%
Greece	5.0	4.4	69%	85%
Ireland	9.8	-	77%	93%
Italy	7.8	17.6	80%	97%
Netherlands	11.0	-	73%	69%
Portugal	3.8	5.6	79%	93%
Spain	6.9	8.5	75%	88%
Sweden	10.4	13.1	90%	92%
UK	8.7	-	77%	91%
EU 15	10.3		79%	88%

Sources: 1 Table 4, in section 2 above

2 Table 3 in Annex III

3 Table 4, in section 2 above

4 Table 3 in Annex III

What this exercise shows is that (accepting the analysis' lack of rigour and thus wide margin of error), the differences between the Member States are actually relatively small. Belgium does appear to be present more impediment to women's involvement than most but this is in a very small fishery, which is mostly large vessel-based and so is on grounds discussed above unlikely to offer much to women. Perhaps the difficulties of setting up a women's fisheries group in Belgium mentioned above bears witness to this. Germany exhibits some similar characteristics, whilst Scandinavian countries show low external discrimination, but high resistance by women to entering the sector (which clearly has low social status there).

France, UK and Ireland all exhibit low barriers, especially Ireland where the sector is clearly viewed well, and women seemingly are relatively keen to enter fisheries (aquaculture & management) particularly. The situation in the southern and Mediterranean region is particularly confusing: with some countries exhibiting high barriers (Greece) whilst others present a much more positive outlook (Portugal).

What is probably happening here is a cancelling out of positive and negative factors, with, say, high perceived discrimination (a negative) being countered by high social status for fisheries or limited earnings differentials (both positives). That said, the important points here are twofold:

- (i) **National differences are clearly marginal in comparison with the sub sector differentials (e.g. between fishing and processing for example).**
- (ii) **Interventions need to be at the micro and specific level, taking due account of the communities' particular characteristics, as broad generalisations evidently provide little useful guidance here.**

Table 19 suggests that **fisheries earnings reflect national averages but are somewhat higher** (given that the fisheries figures are for discounted women's salaries compared with averages). The table also shows that **gender differentials within the fisheries sector (12% overall) apparently undershoot the EU all sector average of over 20%.**

However, it would be rash to draw too many conclusions from this analysis, as the national average data is historic (5yrs old, so deflated from current values), whilst guesstimation has played a significant role in calculating the fisheries equivalents. What is clear though is that the **differential between fisheries earnings and national averages is clearly small in relation to those between the member states** (of over 400%). Indeed female salary discounts are themselves minor in comparison with these national differences.

5 ANALYSIS & RECOMMENDATIONS (TORS 5 TO 6)

5.1 THE POTENTIAL FOR WOMEN TO INCREASE THEIR INVOLVEMENT IN FISHERIES (TOR 5)

The essence of this task is, through comparative analysis, to determine women's potential contribution to the sector. This required a qualitative assessment involving a literature review and interview of key respondents – i.e. the preceding analyses. The intention was to determine **how women could add value to the fisheries sector** by broadening their involvement or entering fields not normally involving women etc. In this regard, key aspects to determine were:

- Whether there are significant alternative prospects for women to widen or deepen their contribution within the sector
- Whether there are significant prospects outside the sector in Fisheries Dependent Areas, especially involving “adjacent” activities such as coastal tourism

We start with a brief comparative analysis of the prospects for achieving this, because this determines how we feel that the subject should subsequently be approached, i.e. on a community wide rather than purely Member State focused manner.

5.1.1 Comparative analysis

One of the most interesting broad results from this study has been the surprising homogeneity of the sector throughout Europe. We say surprising because of (i) Europe's cultural diversity and (ii) Europe's currently wide economic differentials (i.e. average earnings). With fishing being so traditional a sector, relict differentials might be expected to prevail more in this industry than most, and so commonality would be expected to be less evident here than in many areas.

We believe that this is a real finding, rather than one imposed by research bias. One of the reasons for the way the study was organised - with numerous in-country field researchers each covering their own territory - was exactly to counter such bias. A small team covering the whole of the EU would have been easier to manage but could have imposed a bias, especially in a study where so much reliance has to be placed upon opinion in the absence of hard data. The result has been diversity in reporting style, approach and focus by the field team and a real challenge to editing (somewhat alleviated by the use of the template approach). The benefits are, we believe, a much better chance of encompassing the real range of issues and aspects involved in this sector.

An important corollary of this finding of homogeneity is that Europe-wide solutions have more relevance than might have been expected at the outset of the study. There does then appear to be good reason to take a pan-European approach, i.e. to adopt the following strategies:

- (i) To apply methodologies successful in one Member State to others, in spite of the Europe's cultural diversity and fragmented, complex fisheries sector.
- (ii) To build networks to link fishing communities (and especially their women folk) to foster both cross-border learning processes and to help build up solidarity amongst the emergent women

That said, two key caveats should be borne in mind. Firstly, whilst these characteristics may cross Member state's borders, so justifying a broad brush approach, individual communities need to be addressed in a specific and sensitive manner – i.e. broad agendas should be applied to individual communities with a sensitive understanding of their specific requirements and problems. Attempts to transpose some interesting initiatives to new communities in the past (mentioned below) may have foundered for just this reason.

Secondly, the position of men should not be ignored. They tend to be viewed as the villains of the peace, and indeed are clearly frequently guilty of resisting women's emancipation in many fishing communities. However, experience in Scandinavia and elsewhere suggests that riding roughshod over fishermen's concerns (reactionary as these may be) does little to help women. The men feel threatened and alienated, social strains increase, and whatever the rights and wrongs, the ensuing family strife does little good for women or children. The guidance must then be to promote the introduction of measures that favour women at a pace that the communities can accept, in tune with the rate of broader EU Community acceptance of the unquestionable need to improve gender equality. The whole community needs to be involved then, this means that communication and public awareness will play an important part in the process. In short, failing to bring the men folk along with proposed reforms risks threatening these reforms' value to women, and their sustainability.

5.1.2 Review of women's contribution to the sector FDAs & non-FDAs

The data and its analysis in the preceding sections show that, for all the complexity of this subject, and the diverse arenas where it finds expression, the underlying issues are actually relatively straightforward. They are best expressed in terms of the sub sectors through which we have defined fisheries: i.e. (i) fishing per se, (ii) aquaculture, (iii) marketing & distribution, (iv) processing and (v) administration/management. To this should be added (vi) the informal sector – mainly unpaid spouses' contributions. Taking these in turn, the implications for women, from the fishing industry's viewpoint, are as follows:

Fishing: women have traditionally rarely participated in fishing, and are minimally involved now (3% of the workforce). There is clearly resistance to their greater involvement by the established male incumbents, but perhaps more importantly, little inclination on women's part to press for greater involvement - they mostly don't wish to fish at sea, for a number of clearly articulated and rational reasons. **It would then be perverse to seek to promote women's involvement in this problematic sub sector**, the more so because:

- The Community is actively trying to find ways of significantly reducing capacity in the EU fleet in order to bring the current resource and the means of exploiting it into a more rational balance.
- Technology is continually challenging this objective by rendering vessels more effective and efficient, and so the industry is anyway having to reduce man power requirements (and would have to do so, even in the face of nominally static capacity)

Thus, whilst supporting women's involvement, and removing constraints to this where a strong drive for such involvement exists would only be right and proper, pro-actively encouraging this involvement makes little sense at this juncture.

Aquaculture: In fairly direct contrast to fishing, aquaculture is growing (especially for fish culture) and new technology is leading to expanding rather than diminishing employment prospects. There is of course no reason why these should not include women, and indeed not doing so could risk excluding half the workforce in remote rural areas where labour is scarce. As women are underrepresented in aquaculture at less than 30% of the workforce, there is a challenge to meet here then; alerting women to the both the prospects within aquaculture and the possibility of their involvement – an eventuality that may not have occurred to them. This is not just a question of the **availability of employment** for women though, as the **quality of employment** (i.e. access to higher grade positions or the prospects of eventually achieving this) is also important, especially if women are to be encouraged to join the industry though the inducement of positive career prospects.

Marketing & distribution: women are already much involved in marketing fish, though this tends to be an informal (i.e. largely unpaid) role supporting seagoing spouses. As such it forms part of the package of informal activities of fishermen's wives and these are dealt with in an integrated fashion below as part of the "informal" segment.

Processing: In fish processing, women tend find themselves in low-grade positions (as unskilled labourers), accepting these jobs where either the local economy, or their own circumstances, deny them any alternative. These jobs are mostly lowly paid, low status, low interest (monotonous) and have little potential for upwards graduation (this being frequently stymied by demarcation arrangements favouring men). Furthermore, the jobs have little long-term security, as they are being increasingly replaced by automation, cheap immigrant labour or by the jobs themselves are being migrated out to low labour cost countries. This rather dismal scenario has different implications for different types of community:

- **In FDAs where processing is on a large industrial scale or in non-FDAs** where processing occurs in multi-sector economies, there is probably little scope for upgrading women's roles. Indeed, the only way upwards is probably outwards, i.e. into new more dynamic areas of the economy. This means education and training, but in a non fisheries-specific sense in that it will be training in new fields that will be required
- **In FDAs where processing is more fragmented, diverse and specialised**, then perhaps an alternative exists: i.e. for women to take an increasing role in the management and development of these SME type enterprises. This will entail training, but perhaps also a paradigm shift in some regions where women currently do not feel able to take on such a role. This is tied in with their informal roles, discussed below.

Administration, management & public sector. Women have made significant inroads into this more desirable segment of the fisheries sector. Public sector appointments – where government policy on gender equality has had to be implemented perforce - has probably assisted in this significantly. At the same time, improved education for women and a more liberal environment have allowed capable women to reach the upper levels in some commercial fisheries organisations. However, the women in question have probably had to be better qualified and more determined than their male equivalents to do so.

Expanding women's involvement is really more a question of broader national agendas and outlooks – i.e. supportive policies (education, gender rights enforcement) and instilling the appreciation in women that the possibility exists and should be exploited. That said, areas where women might be seen as playing a greater role would be in the broader environmental/resource management arena as this accords with some of their concerns. There is also the question of formalising the implicit management role played in their informal family activities, dealt with immediately below.

Informal: supporting or “collaborating” spouses. This is perhaps the most interesting and important area to address. It should be said at the outset that women’s support for their seagoing spouses is and always has been a role of critical importance. The problem has been that (a) until recently (and still in many areas) this has not been recognised – formally or informally. (b) Secondly, no financial value is normally attributed to it and (c) it has no legal status in circumstances where women need to assert their independent rights (e.g. divorce, state pensions etc). So the issue here is (i) firstly one of actually attributing real value to an involvement by women that is already vital but largely unacknowledged, and (ii) secondly a question of expanding and enhancing this role where appropriate.

5.1.3 Analysis of the key constraints and opportunities in fisheries for women

The foregoing section sets the scene for identifying the prospects for expanding and improving the quality of women’s participation in fisheries. Below, we briefly compare the potential advantages and disadvantages within the system before going on to assess the ways the sector could provide greater benefit to women. We do this undertaking a brief, modified form of a conventional SWOT (strengths, weaknesses, opportunities and threats) analysis.

Advantages/opportunities

- Women have an interest in areas where opportunity exists and their contribution is most valued, especially in shore-side support to fishing
- This involvement is of significant (albeit unrecognised) value, and is potentially capable of being expanded to both the women’s and the family unit’s economic benefit
- Women are not particularly interested in the segments of the sector where they are most unwelcome – particularly marine fishing
- Women can find employment in the fish processing industry where there are no alternatives
- Improved education is already allowing women to enter the better management positions in the sector generally and within the sub sectors – evidenced by women’s success in entering the state sector

Disadvantages/weaknesses/threats

- The generally poor outlook for the sector, due to the current fish resource vs fishing capacity balance in EU waters
- A lack of status for shore-side supporting wives (or indeed acknowledgement of the role itself) and thus opportunity for reward or security in this crucial support role
- Scope within the processing segment is limited: it is a recourse for those with little alternative – liable to be replaced by automated machinery/lower cost immigrant or guest workers or work being outsourced to lower cost countries
- The women generally have to outperform men to gain comparable fisheries management positions, especially in the commercial world

Requirements

- Wider appreciation of the real value of women’s informal/shore support role
- Better linkages between women to form local self-support groups, and to link these groups regionally, nationally and pan-EU Community

- Formal recognition of the shore support role to give this legal status so gaining normal entitlements and legal rights afforded to most other participants in the broader economy
- Better technical and managerial training to enhance women's value and ability in the shore support role, expanding this to improve family revenues, so clearly demonstrating the value of their contribution
- As parts of broader national gender equality programmes, better education of women in FDAs and in non-FDAs to allow them to seek alternatives to low grade occupations such as unskilled fish processing
- Involvement of husbands and the wider community, so that all are carried along with the emancipation process and its benefits are not thwarted by domestic stress

5.2 COMPARATIVE ANALYSIS OF PROSPECTS FOR IMPROVING WOMEN'S POSITION IN FISHERIES (TOR 6)

This section takes the reverse position to that adopted in the preceding section - in short the enquiry here **looks at the sector from a women's perspective**, asking what is the fisheries sector's potential for contributing to women's welfare, as well as what are the prospects for improving women's position and improving the sector's value to women. Again this was based upon a qualitative assessment, using data collected in the forgoing sections. The analysis required was structured as follows

- Identifying women's **aspirations** within the sector or externally: i.e. do they want to be involved, and if so how?
- Distinguishing what are perceived as the major **constraints** to such involvement
- At the same time determining what are perceived as the main real **prospects & opportunities** for such involvement

The underlying goal was to lay the groundwork for identifying the key **actions** that would most assist matching aspirations to prospects – i.e. specific recommendations for further involvement in fisheries as well as diversification to other activities (e.g. training, micro or other credit, institution building, co-operatives)

5.2.1 Review of women's benefit from involvement in the sector

In this context, the implications of the opportunities described above are briefly reviewed in terms of their implications for women below, taken in turn:

Fishing: given the lack of prospects and the reluctance of women to participate, as stated above, there seems to be little point in promoting women's sea-going involvement. However, there are more peripheral areas where women might become involved, especially in areas identified elsewhere as being generally accepted (i.e. by women and by the industry) as being of interest to women – i.e. resource management and environmental protection. This is of course partially an Administration matter, dealt with as such below. However, there is a specific role, which could more widely involve women in small-scale, dispersed coastal fisheries – Community Based Management (CBM) of these fisheries. This approach is gaining increasing credibility in fisheries where it can be applied (i.e. small inshore fisheries that are largely self contained - and so effectively beyond the remit of the CFP or other large scale management regime). In effect, the community involved takes both "ownership" and concomitant responsibility for their resource. There is then the potential to generate a more enlightened management regime, albeit fragmented, in some coastal areas. It is essential that

the resources are not impacted upon by external fisheries (i.e. are non-migratory inshore demersal species, for example) and are fished by distinct and cohesive communities. Some shellfish fisheries and small-scale inshore fisheries in the Mediterranean or Northern Europe might respond to this approach. CBM requires considerable intra-community communication, consensus building as well as practical tasks of data collection and analysis, and these accord well with the roles women have been adopting in the broader administration of the resource.

Aquaculture: This is a question of not just **availability of employment** for women, but of the **quality of employment** (i.e. access to higher grade positions or the prospects of eventually achieving this). This is important, especially if women are to be encouraged to join the industry through the inducement of positive career prospects. Thus there are prospects for increasing women's involvement in aquaculture, but training to promote better career prospects is needed. There are some shellfish culture activities that are clearly specifically within the domain of the women in the communities concerned. Shoreline mollusc culture such as the mariscadores of Galicia exemplifies this. These activities (which lie somewhere between natural harvesting – i.e. fisheries - and culture) already demonstrate elements of Community Based Management (CBM, as discussed immediately above), and supporting and developing this would be worthwhile.

There are other motives for seeking employment in activities like aquaculture that emerged from enquiry in some more affluent areas. The opportunity these jobs provide for a sustainable rural existence, often in attractive areas, was clearly valued by some who viewed the quality of life enhancement or advantages for young children (safety, environment) as priorities. This “escape from the rat race” option should of course be kept as open for women as men.

Processing. From woman's' point of view, processing is not an occupation of choice but one of necessity. Scope for career improvement within the sector seems to be limited, at best reflecting the overall process of women's' commercial emancipation, but probably undershooting this in many cases. As with fishing (but for different reasons) the longer-term outlook does not look encouraging, and so the best strategy here is probably to seek to assist women, through education and training, to exit the industry in many cases. However, a universal “council of despair” is not appropriate because this is a highly diverse industry and one not devoid of opportunity. So in cases where processing is undertaken at a scale where women can take meaningful ownership (e.g. in smaller fishing ports, with specialised products) and where it is locally a key occupation, opportunity exists. The underlying logic for this is the fact that, whilst seafood resources and output remain static or are declining in some cases, the demand for the products - and thus their value - is increasing. Thus, rather paradoxically, economic growth in the sector is possible, but through downstream added value, and it is this that presents opportunities.

Administration, management & public sector. As mentioned above, it is the public sector that has tended to offer the best prospects for women to gain higher-level positions within the sector, and also of doing so with greater pay equality. Furthermore, it is the resource management and environmentally focused areas that are seen as particularly appropriate. However, there is no reason why women should limit themselves to these fields and all administrative roles are potentially of interest as women achieve a more equitable participation within public sector bodies. Within the commercial arena, though, it is again through the informal shore-side support role that we believe real potential is to be found, i.e., the genuine management functions taken on by women need to be both acknowledged and enhanced, and this is discussed immediately below.

Informal: shore-side support: this is probably the most important area where women's benefit from the sector can be enhanced. Briefly, this complex role includes:

- **Overall management** of the family enterprise
- **Marketing, distribution & selling** the concern's fish
- **Financial administration & bookkeeping**
- **Communication & networking**
- **Crew & workers** administration and relations
- **Victualling** and supplying the vessel(s) key inputs
- **Safety at sea issues:** lobbying & practical support (communication network maintenance)
- **Expanding the family enterprise** into added-value areas such as processing for example

What is needed as a priority is acknowledgement of the role, and the realisation of its real economic value. This probably entails achieving formal legal status so that women can access rights (state and civil), gain the needed recognition and enhanced status, so leading to financial independence where necessary. This could be a two-phase programme – firstly to establish the status of supporting wives formally, and secondly to expand this role through upgrading the capabilities of the women involved and increasing the range and level of commercial activities they undertake. This means:

Firstly the **increasing of public awareness**, but perhaps more importantly, developing networks, and networking between supporting wives, and between their groups, nationally and across the Community.

Secondly this will require **training and access to capital** (i.e. credit - soft or hard, grant funding etc).

This has been recognised in some countries for several years (most notably France) but attempts to take practical action have met with a slow response. Moreover, attempts to translate this approach to other Member States (e.g. Belgium, Greece & the Iberian Peninsular) have apparently failed so far, and clearly good intentions need to be based upon a very dispassionate appraisal of what actually is possible, and introduced with an enlightened understanding of the local culture. Finally, this role could provide a platform for wider development within the communities – added-value to the basic fish producing business (e.g. specialised processing, foodservice, retail or seafood restaurants) or possibly expansion into alternative but appropriate fields (e.g. tourism/fishing tourism).

These are prospects that apply to the Community as a whole, but the point is made above that tailoring them to the individual circumstances of the various FDAs and Member States will be essential. However, there was a high degree of consensus from the field team members that these were the priorities. The only other prospects raised by the team were (for Sweden and Ireland) the introduction of formal gender rights recognition systems within fisheries. These would be devised and enforced by the national authorities concerned and would apply to the private and public sectors (requiring targets for women's employment by companies above a certain size etc). However, this form of positive discrimination goes against the direction of Community thinking in this arena, as we understand this. Furthermore we take the view that this would be highly counter productive in most FDAs, providing a focus for male resentment against women's emerging emancipation, so greatly frustrating progress.

5.2.2 The scope for the enhancement of women's role in fisheries and potential mechanisms to achieve this in FDAs and Non-FDAs.

Some prospects and requirements for improving women's position with the fisheries sector have been defined above and so the next question is what recourses do the Commission or the Member States have to promote these changes. The TOR and our original proposals expected to find these mobilising mechanisms in two areas:

- **Legislative measures**, where new legislation is introduced to support women's rights in the sector
- **Funding mechanisms**, where the Community funding instruments are used to promote the changes, subject to the regulations governing the applicability of these funds.

However, now the study has been completed and after reviewing the situation and the requirements, it is the funding mechanisms that seem to be most relevant. Legislation tends to be a heavy handed and blunt instrument, to be used where lighter mechanisms fail, and anyway in no country were legislative failings cited as significant contributors to gender discrimination. So whilst legislation may be important in formalising women's support role, it is unlikely to be the main driving force. The question then becomes a matter of how Community funding can be brought to bear on the problems, and this we see in terms of a number of tools that it could furnish. These are discussed below:

5.2.3 Key tools for intervention

- **Training & education**: This is a dual aspect in that it encompasses:
 - (i) National education and training facilities – and their role in generally widening the horizons for women's economic emancipation, and
 - (ii) Specific training, narrowly targeted on women in the fisheries sector in a given FDA dedicated to generating skills that are lacking, but required to promote a specific outcome.

It is the latter that is relevant here, and topics such as accountancy, management, marketing, IT and computer technology, resource management etc could be involved.

- **Network development**: supporting the development of networks between women in similar positions or predicaments. Support to the formation of such groups could include funding, inter alia: for their establishment, for workshops/seminars and study tours to spread knowledge about them, or for consultancy to advise communities on how to set up and manage them.
- **Communication**: the essence of network development, and much of shore-side management is communication. Assisting in improving communication within the fishing communities will then be of central importance, and this could involve assistance with access to modern IT (computer-based email/internet access etc). This might entail training (already mentioned), assistance in designing web sites, or even funding communication centres (e.g. cyber cafes) in communities where women are otherwise denied access to the Internet.
- **Public awareness**: the need to both spread messages about economic emancipation to women in FDAs and to involve men in the process is an important one, and this means that public awareness campaigns are likely to be crucial. A key requirement is to generate a community-wide acknowledgement of the value of women's support role.

There is also a wider need to establish in people's minds the acceptability of modern women playing a core role in fisheries.

Shore based jobs, particularly technical/managerial in aquaculture and processing, as well as those in fisheries administration, lend themselves best to flexible working, a key factor for women with young children. There is no particular justification to mark out fisheries sector businesses from those of other sectors as failing to encourage flexible working practices. However, fisheries remains a traditional activity and raising public awareness of the needs (and rights) of women regarding flexible/maternity working among fisheries sector employees would be worthwhile.

There is a clear, cross-cultural, EU wide consensus in regarding seagoing women as anomalous, and so by inference, in any central role for women in fisheries. This is maintained in spite of high profile examples of women's ability to cope with extreme maritime conditions (e.g. the women recently competing in solo or single-gender groups in round-the-world sailboat races). There is then a story to tell, and one that now needs to be told to support the required changes in women's roles.

- **Credit or grant funding for investment:** an expanded role for women, especially as shore-based entrepreneurs will have connotation in terms of investment. For example marriage breakdown is increasing throughout Europe, and so there is also an increasing likelihood that women entrepreneurs will find themselves on their own. Getting finance for their enterprises will be as challenging as it will be novel, and normal lenders (banks etc) are notoriously conservative. Thus assistance in funding (soft or hard, according to specific conditions on the ground) could eventually prove crucial.

5.3 RECOMMENDATIONS (TOR 5 & 6)

Finally, we conclude by interpreting the arguments set out above in terms of a number of specific recommendations for action that the Commission or Member States governments could promote and support. These apply variously to FDAs & non-FDAs, and are set out as follows:

1 Fishing: Women on the whole don't wish to go to sea and aren't particularly wanted, so whilst ensuring that women can participate if they so wish (i.e. no unfair barriers) there is little point in pushing for greater involvement. Also, this is clearly not an expanding area with significant career prospects, and so unlikely to repay an investment in effort or funding.

There are more peripheral areas where women might become involved though, especially in roles identified elsewhere as being generally accepted (by women and by the industry) as being of interest to women – i.e. resource management, environmental protection and promotion of safety at sea. The former are partially covered in the Administration recommendation (no 4), whilst the latter is perhaps more a function of the Shore-side support role (recommendation 5). However, there is a specific role, which could more widely involve women in small-scale, dispersed coastal fisheries – Community Based Management (CBM) of these fisheries, where in effect, the community concerned takes both “ownership” and responsibility for their resource. The recommendation here is then to explore the scope for CBM in selected coastal regions (e.g. in Greece, Portugal, NW France, Ireland, Scotland and Denmark)

with a view to supporting credible initiatives that have a significant gender component.

2 Aquaculture: Aquaculture is an expanding sub-sector and the barriers to entry are lower than for fishing although not as low as processing. Interventions here could include focussed training to allow women greater opportunity to enter the more desirable technical/laboratory and managerial positions in the industry.

A few components of the aquaculture industry, such as some shoreline mollusc culture, are mainly controlled and undertaken by women. Community Based Management (CBM) is already in place in some cases, and expanding and developing this (alongside the CBM mentioned in recommendation 1 above) would repay support, as these activities are particularly appropriate for this sort of management approach. Training in management skills (e.g. productivity and effort monitoring, recruitment enhancement, marketing, consensus building and community involvement techniques etc). However, it should be recognised that scope here will be limited to a few specific, mainly sessile organisms, culture activities (molluscs, seaweeds etc).

3 Fish Processing: there is clearly discrimination in processing, but it is perhaps best to help women exit the industry rather than concentrate on upgrading what are likely to always be low grade jobs. So in non-FDAs there is little justification for special support other than the general education/training that will allow women to move out of these undesirable jobs, which are probably insecure anyway. In short, this is part of general national gender-support and overall development programmes. In FDAs, though, there is justification in assisting women to take “ownership” of some added value or processing functions so that they can maximise and upgrade their shore based role as co-managers of family businesses.

4 Administration: This is an area where women have made significant inroads, a process likely to continue. The field team identified environmental and resource management issues as becoming key themes for women’s involvement and this might provide useful guidance to inform educational and training choices. Public sector administration and research are identified as key areas where women’s involvement and equality are relatively high, and probably where there are the best prospects for further enhancement. Thus training directed towards the public sector will probably yield best results.

5 Women’s shore-side support role: “Collaborating spouses” Our principal recommendation concerns acknowledging, upgrading and expanding women’s support role in the sector. This would be a multi-stage process, and the first priority would be to learn from the French experience in developing a formal legal status for the role, as this is where pioneering work has been done, from the Belgian experience of difficulty in this regard, and from the southern member states as to why comparable initiatives there have not apparently generated sustainable benefit.

A package of support should be devised to promote the enhancement of this role for women, possibly containing specific support for (a) enhanced mutual support networks, (b) assistance with improved communication (especially internet-based), (c)

public awareness campaigns to enlist wider community support (especially from fishermen) for the process, (d) training that could include a mix of specific local technical and managerial courses plus internet-based learning to encourage women to become the internet managers for their family enterprises (perhaps fancifully viewed as a move from mending nets to managing the net) and improved safety at sea support. This would reinforce the networking capabilities of shore-based women as well as generating transferable skills in a marketable area, should fisheries fail the family, or the women require greater independence. Topics that training would need to cover (as well as IT skills and safety at sea) could include: management, marketing, selling, quality control, modern processing, business planning, accountancy & bookkeeping, employment regulations and taxation, environment and long term resource management.

Eventually, the increased entrepreneurial attitude and skills would lead to expanding SME businesses that would need funding, and providing a catalyst for this, for example through seed capital, could be a useful future avenue for Community/Member State support.

Annex I
Template

Annex II
Terms of Reference

Annex III

Questionnaire survey results and other numerical data

Annex IV
Literature Review

Annex V

**Country reports: all member states,
based upon completed templates, including questionnaire-based tables**