

# Decent work and gender equality two pillars of sustainable fisheries development: An international overview

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**Employment and decent working conditions** in fisheries are two major objectives of international agreements or conventions (SDG 8, SSF Guidelines/FAO, ILO etc.)

**Decent work and right to food** are both include under the **Human Rights Based Approach (HRBA)**

Definition of decent work: “**productive work for women and men in conditions of freedom, equity, security and human dignity**” (ILO)



# The following benefits should be delivered by productive work

- Fair income
- Security in workplace
- Social protections for the persons and families
- Better prospects for personal development
- Social integration
- Freedom for people to express their concerns and organize and participate in the decision making that affect their lives
- Equality of opportunity and treatment for all women and men.



# Gender division of labour in Small Scale Fisheries

- Women are seen as caregivers, associated to the tasks at private sphere, and men as wage earners associated to public sphere.
- Only the **act of fishing**, usually performed by men, is recognized and **valuable as work**.
- Fisheries **related work** usually realized by women is **considered as extension of the domestic work** and **under evaluated in economic sense**.

As a consequence, **women work in fisheries rarely appear in statistics** and **lack of disaggregated data give rise to gender blind policy-making**.



# Quantitative data including women employment

## Global level

- 59.6 millions of people involve in fisheries and aquaculture 2015 (SOFIA, FAO)
- 19.3 million were in aquaculture
- 40.3 million in fisheries
- 14% of the total workforce are women (SOFIA 2016, FAO)



@Castaldo



@Soejima



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# Women contribution in fisheries

## Harvesting/pre-harvesting

Capture bait, nets,  
sorting out fish,  
clean boats, etc...

Marine  
Fisheries/shellfish/  
Seaweed

Inland fisheries

Aquaculture

Low paid or  
simple wives of  
Fishers!

Limit Rights to the resources and Space (aquaculture)  
Barriers: Cultures norms and values, legislation  
and technology (aquaculture)

# Distribution and Processing of fish produce

## Market

Women fish vendors  
(ensure livelihoods,  
add value to  
products)

## First Processing

Dry, smoke, filets,  
etc...

New activities  
adding value fish  
mainly wives of  
fishers

Difficulties to access to resources, market and  
to space to sell fish

Women's income secure family livelihoods, gives visibility to  
communities

## Industrial processing (global)

Goods circulation (fish move to be processed in other countries eg. shrimps, salmon,  
tuna)

People circulation

Provide income to women/ inequalities in salaries

# Challenges past and current

- Work don't give access to decent income and when is the case is a complementary income / migration
- Often don't give access to social benefits (health, maternity leaves, pension, etc.) even within EU **eg. directive of 2010/41/EU**
- Often don't give access to decision making that affect their lives/ even in EU
- Freedom to be organized and be seen/ male usually look women's organisation as lower than their organisations



@frangoudes

# Gaps and opportunities



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- More innovative policies and gender sensitive in countries where such policies are implemented and apply changes are noticed (Galicia, Chile, Brazil,.. )
- Member States should apply the directive 2010/42/EU
- Avoid gender neutral policies such EMFF
- Use of new technologies in way to facilitate women work on board of fishing vessels
- However, with technology applications women are often seen only as end-users.
- Disaggregated data of employment and assisting spouses recognition



THANK YOU