



Focus Group on Equal Opportunities

Summary of the work carried out by the Focus Group

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DATA

Although different studies often use different criteria:

- Almost twice as many women in aquaculture as in fisheries, but still below 30% of the total workforce.
 - Above 50% of the total of the industry's processing sector.
 - Many more women than those visible (precariousness and vulnerability)
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DATA

Invisibility of women in fisheries is a persistent issue in both the Mediterranean and Black Sea basins: lack of systematic collection of sex-disaggregated data

Catching and aquaculture activities are dominated by men; higher presence of women in processing activities as well as sale of fish, fishing-tourism and gastronomic activities.

Women are predominantly found in lower-level jobs with less pay than men.

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The presence of women at the leadership level is very much in the minority.

Their presence as speakers at industry conferences and seminars is in the minority.

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Dedicated studies emphasize:

- The role gender perspective can play to mitigate the adverse effects of climate change.
 - Blue economy governance needs to be focused from a sustainability perspective, that includes gender equality policies.
 - Climate change can worsen existing gender-based inequities to the detriment of women
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Other gender data:

- care gap
 - stereotypes
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DATA Questionnaire 1

- **Statistics with gender-disaggregated data in extractive fishing, aquaculture, transformative industry, and diversification activities derived from fishing**
 - **Statistics regarding the percentage of men and women in organizations and decision-making bodies of fishing companies**
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DATA Questionnaire 2

- **Legal measures aimed at achieving a more inclusive and equal participation in the fishing sector and related activities**
 - **Women associations in the professional fishing sector and related activities**
 - **Events held related to the presence of women in the professional fishing sector and related activities**
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DATA Questionnaire 3

The number of responses received did not allow us to elaborate much.

In any case, they showed:

- **Different understandings of the scope of the data available**
- **Recent events on women and fisheries**

Thank you again!

Gender Equality: mainstreaming and policies

Gender Equality Strategy for 2020-2025 period has set the objectives of ending gender-based violence, challenging **gender stereotypes, **closing gender gaps** in the labour market, **achieving equal participation** across different sectors of the economy, addressing the **gender pay and pension gaps**, **closing the gender care gap** and achieving **gender balance in decision-making and in politics****



Gender Equality Plan (GEP)

An equality plan is a **set of ordered measures**, proposed **after the diagnosis** of the company or organization, **aimed at eliminating the barriers** that limit and hinder equal opportunities between men and women and discrimination based on sex within the workplace.

EU Gender Equality Index

Country	Rank 2020	Since 2010
Croatia	20	5
Cyprus	21	6
France	3	4
Greece	27	0
Italy	14	8
Malta	15	4
Slovenia	11	-1
Spain	8	0

Succession of the fishing enterprise

- Family businesses are the most common form of entrepreneurial organization in the fishing industry.
 - They seem to be the invisible infrastructure responsible for the sector to produce and move forward.
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Succession of the fishing enterprise

Successor selection in families is very much biased by gender.

Factors: primogeniture, gender stereotypes, industry affiliation and incumbent-successor relationship

There is a need to raise awareness on these matters among the fishing family businesses.

Economic diversification

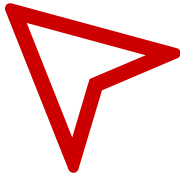
Diversification of fisheries activities: complementary activities to production, but linked with the product, the job or the business that fishers practice

Target: additional income but also promotion of products, job or port.

New strategy: to practice fishing activities (capture or extraction) simultaneously with other activities in continuation with the production activity or based on the fishing business.

EU in the "Farm To Fork Value Chain

European Green Deal has 5 relevant key initiatives linked to the Common Fisheries Policy (CFP):

- **Climate neutrality by 2050**
 - **Sustainable Food systems – Farm to Fork/Net to Plate**
 - **Preserving and protecting biodiversity**
 - **Clean planet - Zero pollution ambition**
 - **The EU as global leader**
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EU in the "Farm To Fork Value Chain"

F2F as an **opportunity** for the fishing industries:

- **Extractive sector to participate more and more in the value chain**
 - **Women and young people to expand their presence and contribution to the added value**
 - **Creativity and innovation**
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Conclusions

- Need to have further complete and updated data**
 - Need to empower and give visibility to women in the fishing sectors.**
 - Gender equality is linked to a sustainability-focused fisheries policy and governance.**
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**Thank you for your
attention**
