



Gender equality in fisheries and aquaculture: female leadership and participation in decision making bodies



Dir. Gral. De Ordenación Pesquera y Acuicultura.
SECRETARÍA GENERAL DE PESCA. MAPA.



Cofinanciado por la Unión Europea



GOBIERNO DE ESPAÑA
MINISTERIO DE AGRICULTURA, PESCA Y ALIMENTACIÓN



Cultivamos la igualdad



RED ESPAÑOLA DE MUJERES EN EL SECTOR PESQUERO
SECRETARÍA GENERAL DE PESCA

**The Spanish Network of
Women in Fisheries
(REMSP).** What is it, goals,
milestones and lines of action

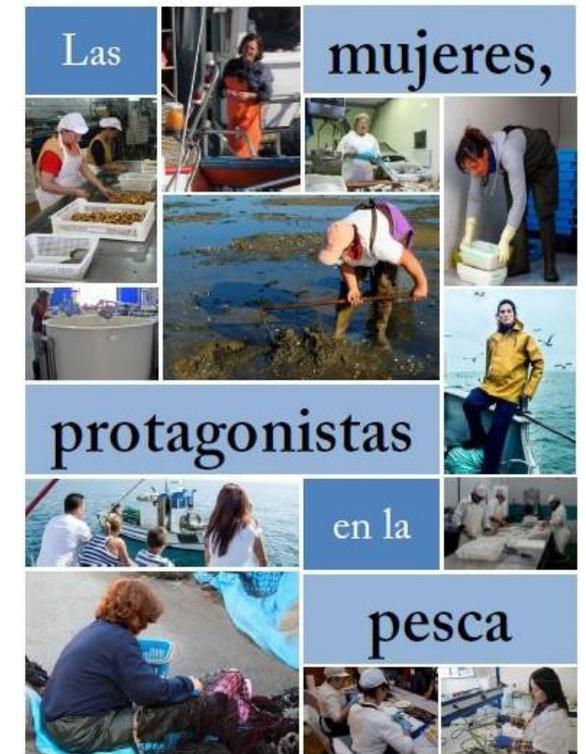
¿What is the **REMSP**?

The **Spanish Network of Women in Fisheries** is a national platform promoted by **the Ministry of Agriculture, Fisheries and Food** through the **General Secretariat of Fisheries**, within the framework of its competences regarding **gender equality in the sector**.

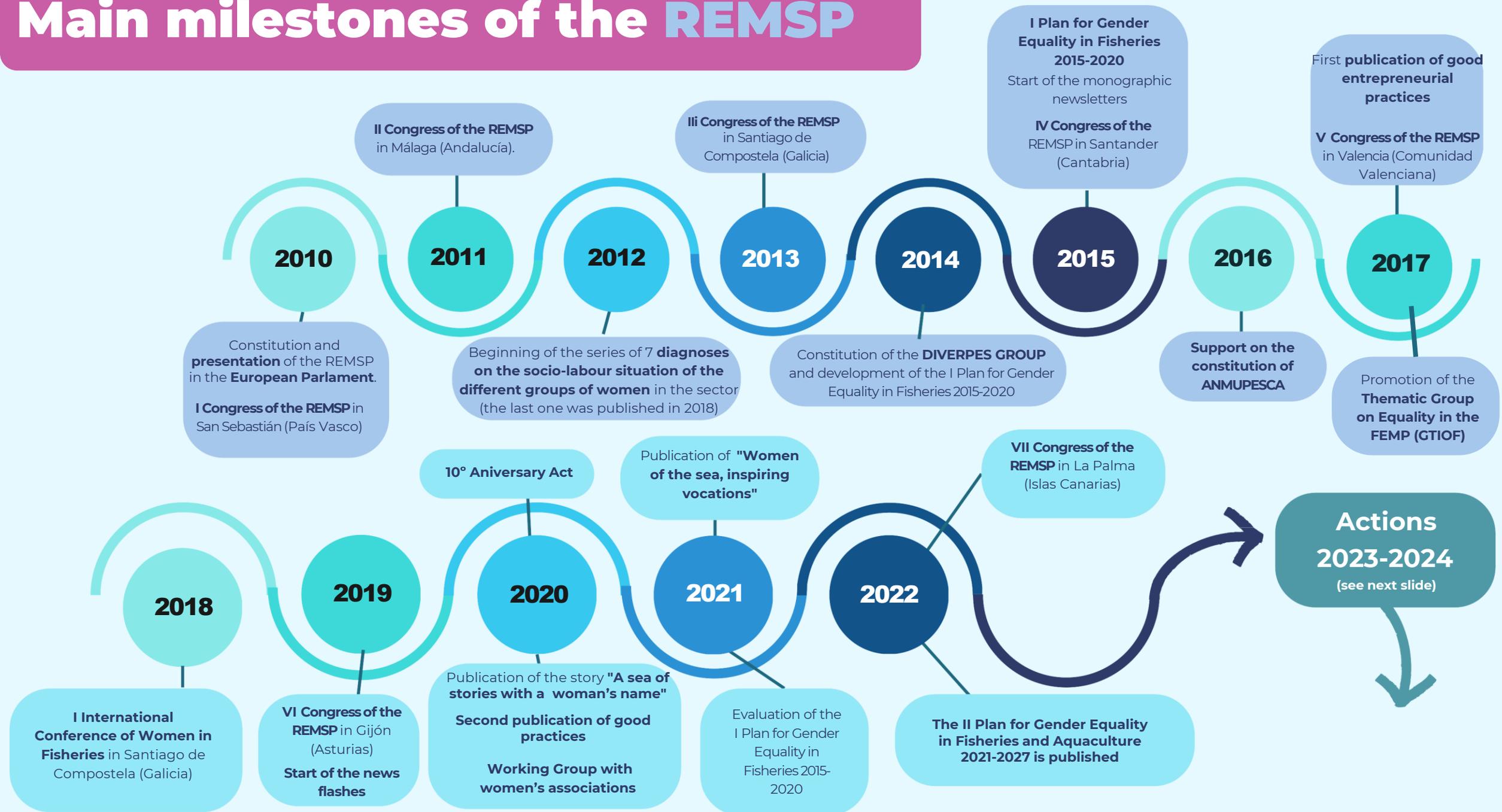
MEMBERS: At present, **more than 70 woman's associations and organizations**. The REMSP also works closely with sectoral entities and public bodies.

GOALS:

- To acknowledge the fundamental role of women in the sector.
- To strengthen women's associations and female entrepreneurship and leadership .
- To promote the exchange of succesful experiences and good practices.
- To build awareness of gender equality through statistics, publications, and other dissemination actions.



Main milestones of the REMSP



Latest initiatives of the **General Secretariat of Fisheries** regarding **gender equality**

2024

Evaluation of the II Plan for Gender Equality in Fisheries and Aquaculture 2021-2027

Questionnaires were submitted (to women's associations, sectoral entities and fisheries administrations) to gather **their assessment on the progress made through the main lines of action and objectives of the plan** as well as the different initiatives that they are implementing to promote gender equality.



Diagnostic study of the female leadership and representation in decision making bodies

Analysis to **identify the presence of women in positions of responsibility** and the obstacles that hinder female leadership in the sector..

+information in the next slide

2023

Collection of images of women in fisheries

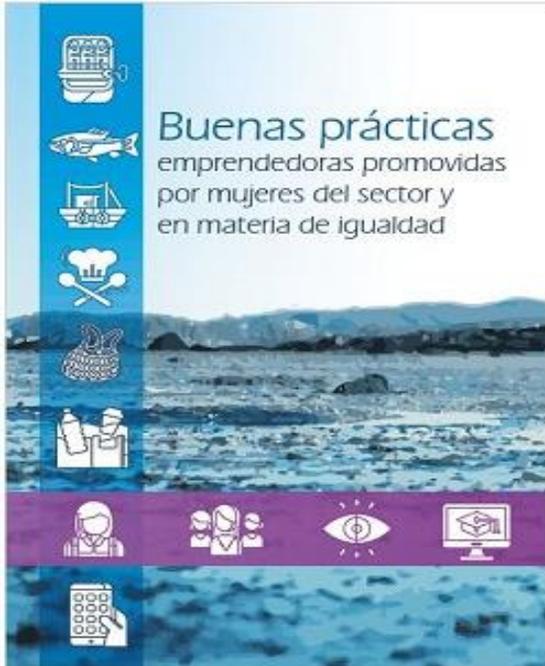
Compilation of **approximately 1.400 photographs and 2 hours of raw video footage** that show the work carried out by the women across the entire value chain, taking into account the territorial diversity as well as the variety of activities.



Following initiatives...

Publication “Good entrepreneurial practices promoted by women”

New publication that compiles different **projects and successful initiatives** promoted by women in the sector, a lot of them financed by the **European Maritime, Fisheries and Aquaculture Fund (EMFAF)**.



Publication “Women leaders in fisheries and aquaculture”

As a complement to the “Diagnosis of the female leadership and representation in decision making bodies”, a publication containing **interviews with professional women in the sector of different backgrounds** will be elaborated to strengthen and foster female reference figures.

8° Congress of the Spanish Network of Women in Fisheries

Due to take place in **Spring 2025**.



Diagnosis of the **female
leadership and
representation in
governing and decision
making bodies** in fisheries

Research context

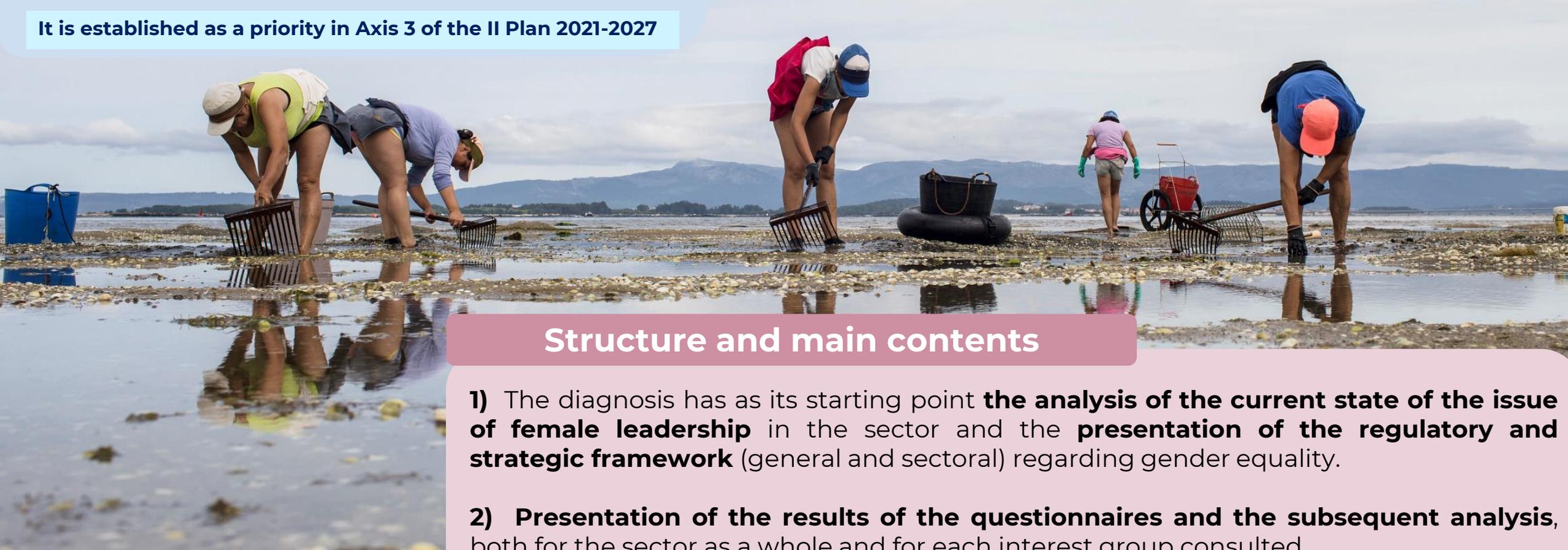
- There are **no official figures** on female leadership
- **One of the main challenges identified by women's associations** in the evaluation of the Equality Plan for Gender Equality in the Fisheries and Aquaculture Sector 2015-2020.



It is established as a priority in Axis 3 of the II Plan 2021-2027

A **direct consultation** was carried out through a survey, sent to sectoral entities: fisheries' producer organisations, fishermen's associations, business associations representative of the fisheries and aquaculture sector and women's associations.

- **Quantitative information:** female presence and participation.
- **Qualitative information:** analysis of the factors that hinder female leadership, internal actions promoted by the sector and proposals for improvement.

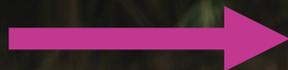


Structure and main contents

- 1) The diagnosis has as its starting point **the analysis of the current state of the issue of female leadership** in the sector and the **presentation of the regulatory and strategic framework** (general and sectoral) regarding gender equality.
- 2) **Presentation of the results of the questionnaires and the subsequent analysis**, both for the sector as a whole and for each interest group consulted

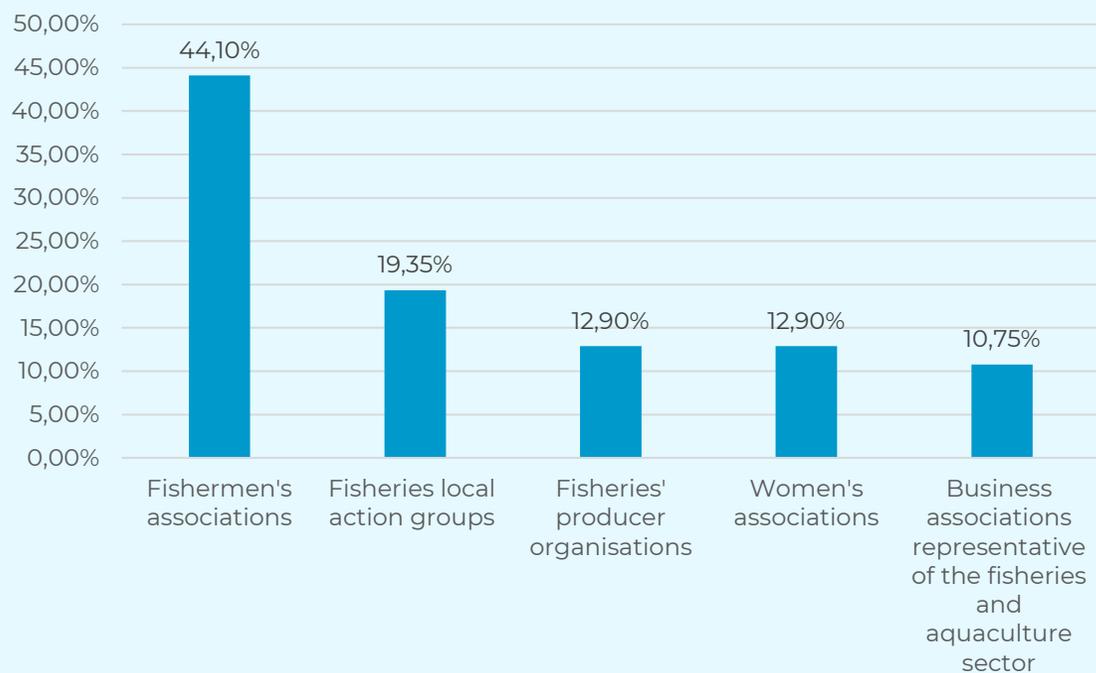
The study sample

Total responses received



93

BY TYPE OF ORGANIZATION



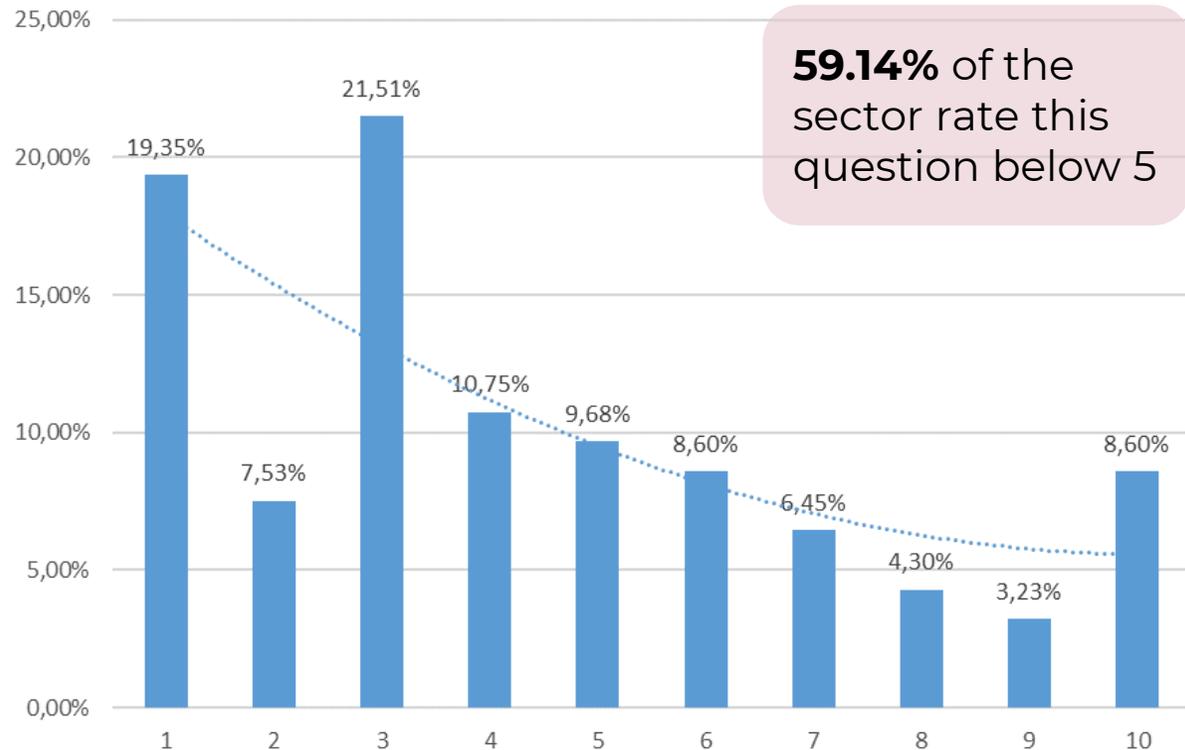
BY TERRITORY



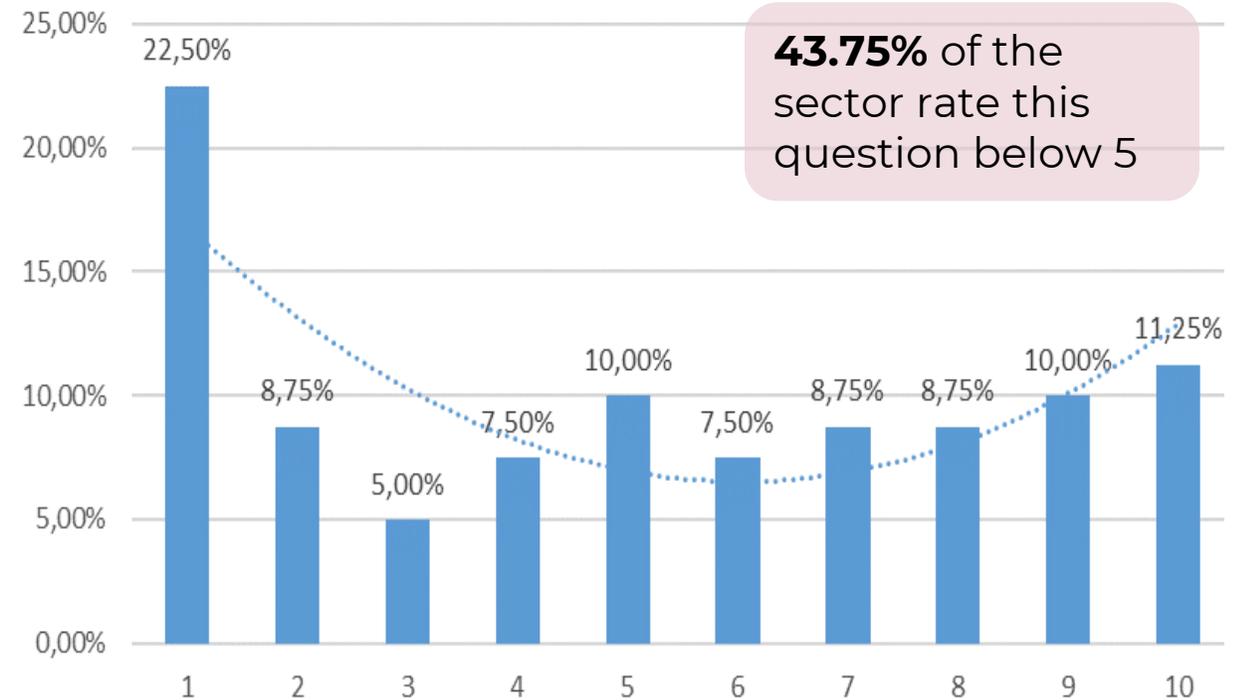
Main conclusions

- There is a general reduction in the presence of women in the governing and decision-making bodies of the sector as a whole, but an increase in female participation in other advisory bodies.
- There is a certain **disparity in evaluations depending on the interest group**. A more positive assessment is also obtained if one asks about the participation of women in the governing and decision-making bodies of the entity itself.

VALUATION OF FEMALE LEADERSHIP IN THE SECTOR AS A WHOLE

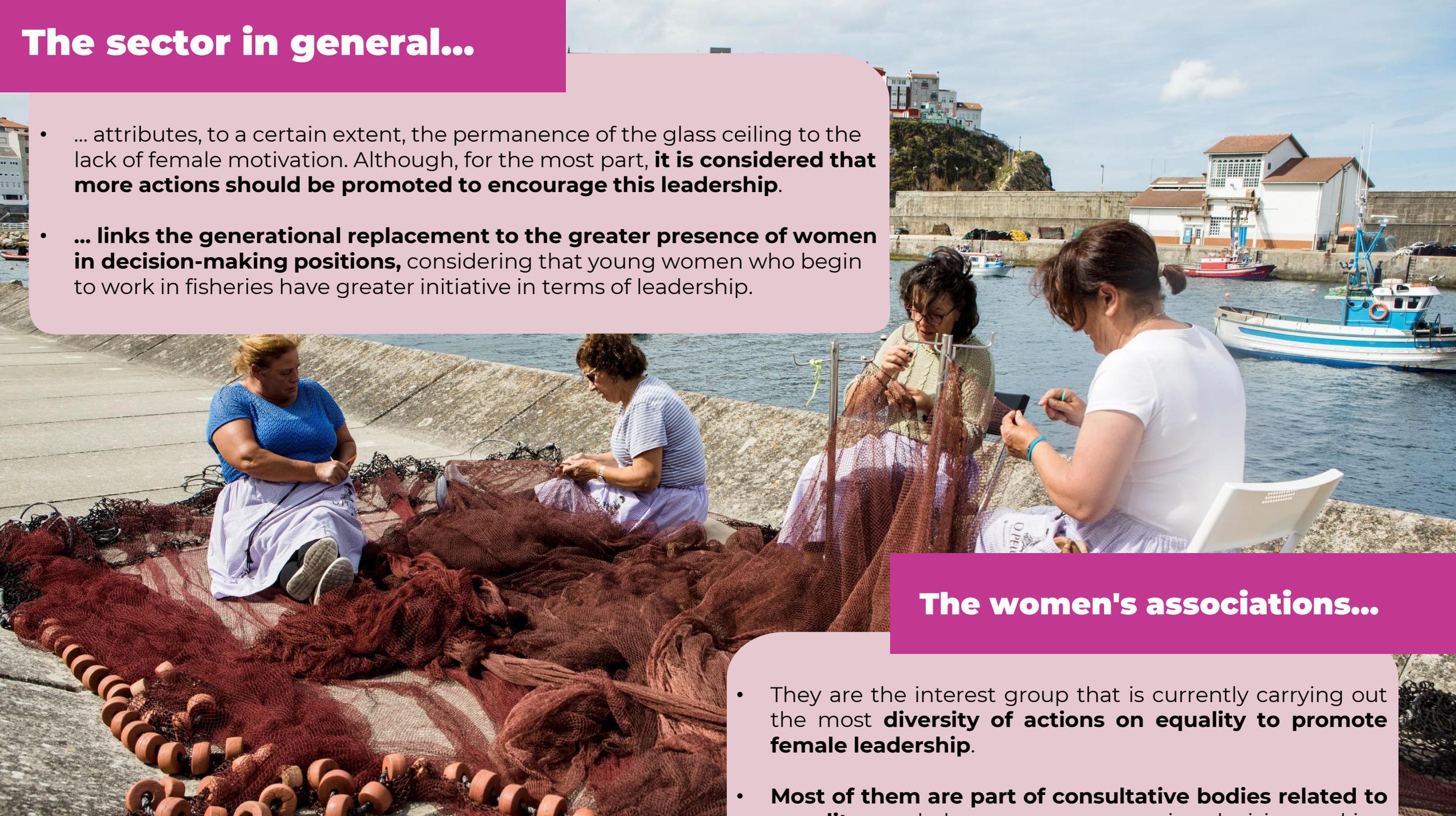


VALUATION OF FEMALE LEADERSHIP WITHIN THE ENTITY ITSELF



The sector in general...

- ... attributes, to a certain extent, the permanence of the glass ceiling to the lack of female motivation. Although, for the most part, **it is considered that more actions should be promoted to encourage this leadership.**
- ... **links the generational replacement to the greater presence of women in decision-making positions**, considering that young women who begin to work in fisheries have greater initiative in terms of leadership.



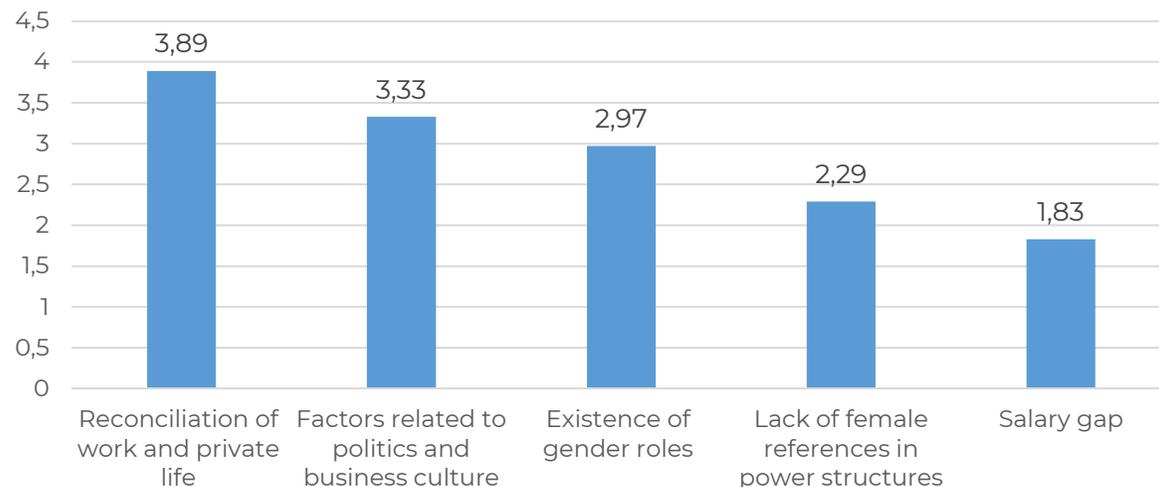
The women's associations...

- They are the interest group that is currently carrying out the most **diversity of actions on equality to promote female leadership.**
- **Most of them are part of consultative bodies related to**

Analysis of barriers to female leadership

- It is considered that the **difficulty in reconciling work, personal and family life** is what most limits female promotion.
- **The salary gap is not valued as such an influential factor when it comes to leadership**, given that the sector believes that there is equality in the remuneration of men and women when they perform the same job.

Average assessment of the entire sector of the factors that affect female leadership



- Women's associations point out that **the lack of female references in power structures** (or their low visibility) makes it difficult for other women to reach decision-making positions.
- Both women's associations and fishermen's associations give great importance to **the existence of gender roles** in the sector as a limiting factor for female leadership..

Proposals and recommendations to promote female leadership

Improve women's access to the sector, especially in extractive fishing on board, as a first step to increase their presence in decision-making bodies.

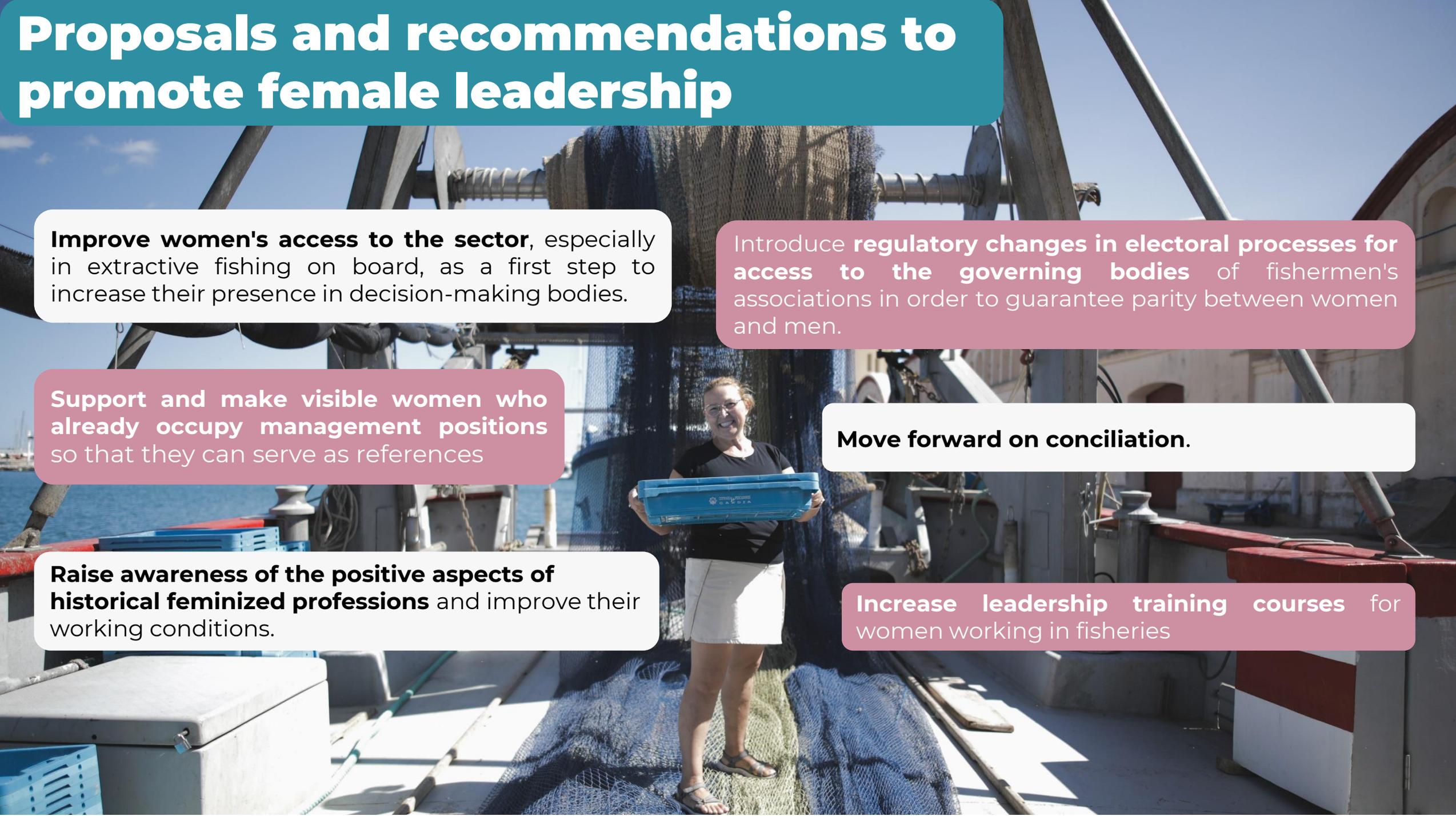
Introduce **regulatory changes in electoral processes for access to the governing bodies** of fishermen's associations in order to guarantee parity between women and men.

Support and make visible women who already occupy management positions so that they can serve as references

Move forward on conciliation.

Raise awareness of the positive aspects of historical feminized professions and improve their working conditions.

Increase leadership training courses for women working in fisheries





Thank you for
your attention



Cofinanciado por
la Unión Europea



Cultivamos
la **igualdad**

