



WWF

POLICY BRIEF

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**EMPOWERING WOMEN IN MARINE COMMUNITIES
TO MITIGATE THE IMPACTS OF CLIMATE CHANGE**

EXECUTIVE SUMMARY

Securing sustainable seafood for a growing human population relies heavily on the people of the global seafood supply chain, the majority of which are women.¹ Addressing the environmental and social challenges of climate change supports the sustainable management of our marine resources and helps secure a healthy and resilient ocean for generations to come.



**POLICY MEASURES
MUST INCLUDE GENDER
EQUALITY TO ACHIEVE
SUSTAINABILITY-FOCUSED
OCEAN GOVERNANCE**

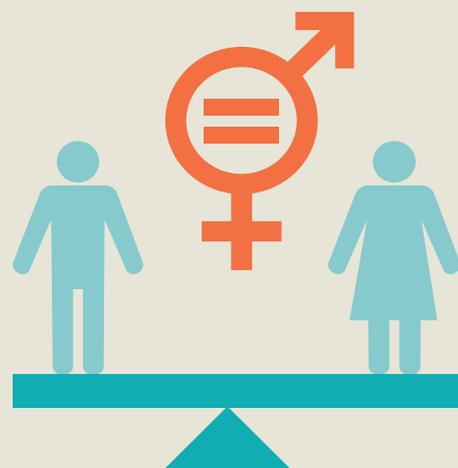
The most pressing issue of our time, climate change, is deeply interconnected with other major problems we face as a global society, including food security, social inequality, biodiversity loss and ocean health. **Scientific evidence has unequivocally shown how collaboration between conservation actors of all genders, cultures, ages and values contributes to both sustainable development and better environmental protection.**²

Dedicated studies on the role of women in natural resource management have found significant benefits when women's contributions and insights are incorporated beyond gender-traditional roles.³ When women and men are assigned different societal roles based on gender, resources are used differently by each sex, resulting in disparate and often disconnected

perceptions on environmental risk, on the vulnerabilities associated with resources being used unsustainably, as well as on the behaviour changes necessary to adapt to reduced resource availability and shifting climatic patterns. **Effective policies must address the diversity of gender roles and identities, as well as the underlying drivers of inequality, to harmonise how we evolve the sustainable use of marine resources.** In the face of unprecedented climate change, it is crucial to emphasise the role various gender perspectives have to play to mitigate the adverse effects. Policy measures must include gender equality to achieve sustainability-focused ocean governance, with due consideration to both social and environmental dimensions.

Gender equality, also known as sexual equality or equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision making. It is also the state of valuing different behaviours, aspirations and needs equally, regardless of gender.

If equality is the end goal, equity is the means to get there. According to the United Nations Educational, Scientific and Cultural Organization, **gender equity** is defined as fair treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.





When asked to picture how the seafood we eat makes it to our plates, consumers may readily imagine men at sea, hauling heavy nets and transporting their catch to market. In reality, **women are responsible for many pre and post-harvest activities but remain mostly invisible in the fishing narrative**, holding very little decision-making power in fishery organisations due to the lack of gender equality.⁴ Research has shown that when women, alongside men, are involved in decision making for natural resource management, including fisheries, the voice of the traditional caretaker role increases stakeholder opportunities to adopt more sustainable environmental management practices.⁵



GENDER EQUALITY IS AN INTEGRAL HUMAN RIGHT AND RECOGNISED BY UN SDG 5

Fishing communities who embrace sustainable development regard women as major actors with recognised inclusiveness skills and collaborative roles.⁶ Similarly, the advocates raising important yet historically neglected concerns for the common good in marine conservation are often women. Further, gender equality is an integral human right and recognised by the United Nations' (UN) Sustainable Development Goal (SDG) 5.⁷ **Efforts to level the playing field between genders have proven beneficial for environmental conservation and sustainability**, as knowledge, skills and decision-making tactics of both women and men bring different perspectives and experiences to natural resource management and use.⁴ Leveraging the talents, ideas and insights of all stakeholders is urgently needed at a global scale for sustainable social, environmental and economic development.

WWF calls for a conservation and development ethic that is diverse in its acceptance of genders, cultures, ages and values. Embracing all conservation actors and respecting fundamental human rights will advance our understanding of the natural world and increase exchanges of this knowledge across all relevant disciplines and contexts to support the delivery of effective resource management and preserve rich and resilient biodiversity on our planet.

THE CROSSROADS OF CLIMATE CHANGE, GENDER EQUALITY AND FISHERIES



70%

OF THE AQUACULTURE PROCESSING WORKFORCE IS FEMALE, OFTEN PERFORMING TEDIOUS AND DETAILED WORK

The changes affecting our climate today are unequivocal and impact the ocean in different ways.⁸ Warmer water near the ocean surface affects circulation at greater depths, disrupting complex food webs; warmer seas also hold less oxygen, leading to changes in ecosystems and species populations. By absorbing more carbon dioxide from the atmosphere, the ocean is changing chemically at an unprecedented rate, resulting in an increasingly acidic environment.

A changing climate imposes social challenges such as forced displacement and economic hardship, exacerbated by changing weather conditions and environmental degradation. Changing weather patterns bring more frequent and severe storms with implications for both coastal habitats and fisheries. In addition to acute threats to marine biodiversity and ecosystems that fundamentally support life on Earth, increased human pressure threatens natural resources that power our economies and ways of life. Specifically, millions of people depend on a healthy ocean for their livelihood and billions for their food. The devastating impacts that overfishing, pollution and habitat destruction have already had on marine ecosystems are now being intensified by climate change.

People of different genders, geographic locations and segments of society are uniquely impacted by climate change. In low-income countries, climate change can worsen existing gender-based inequities that keep women impoverished and marginalised. In most societies, women and children are among the poorest segments, the most ill-equipped to cope with and adapt to climate change, and thus the most impacted by its effects.⁹ **Enhancing gender equality and human rights will help recognise poor and marginalised women as rights-holding citizens with skills and experiences which contribute to enhancing climate change adaptation.**

While the stereotypical fishing narrative is that of men at sea, women in fact play important roles across the entire global fishery supply chain, but their roles are, generally speaking, undervalued and undercompensated.¹⁰ According to the Food and Agriculture Organization (FAO) and the World Bank, 80-90% of the workforce in the seafood processing industry is female – mainly in low-skilled, low-paid and low-valued jobs. In the aquaculture sector, 70% of the aquaculture processing workforce is female, often performing tedious and detailed work.

WOMEN ACROSS THE SEAFOOD INDUSTRY¹²

% NOT AVAILABLE



FINANCE

12.4%



FISHERIES

14.2%



AQUACULTURE

85%



FISHERIES PROCESSORS

70%



AQUACULTURE PROCESSORS

57%



PACKAGERS

60%



VENDORS AND MONGERS

% NOT AVAILABLE



SUPPLIERS

75%



CONSUMERS

80-90%
OF THE WORKFORCE
IN THE SEAFOOD PROCESSING
INDUSTRY IS FEMALE

SOURCE: UN FAO, 2018



GENDER EQUALITY TO SUPPORT SUSTAINABLE FISHERIES

A considerable body of literature exists on the topic of women and fisheries, or gender and fisheries, including the 2018 International Association for Women in the Seafood Industry (WSI) survey, “Gender on the Agenda”.ⁱ This literature highlights substantial efforts to raise the profile of women’s role in fisheries. The survey shows that the first sex-disaggregated employment data were reported by Japan in 1970, with reporting by FAO Member Countries gradually improving in both regularity and quality since that time. However, many studies point to the fact that the **lack of gender-disaggregated data in fisheries-related activities remains a major constraint to improving gender equity and equality.**^{ii, 14, 18} To establish the worldwide scope of women’s various roles in fisheries, their activities must be included in annual fisheries data collection.

While reporting has improved overall, sex-disaggregated data on employment in the fishery and aquaculture sectors varies greatly between countries and regions worldwide (see map p6).ⁱⁱⁱ In every region, some countries reported only “men” or “unspecified”, and it cannot be determined whether these figures indicate that no women are employed in the sectors or whether sex-disaggregated data has simply not been collected.

The UN 2030 Agenda for Sustainable Development and SDGs call for an end to poverty, hunger and malnutrition, and for mitigation and adaptation to climate change. To ensure achievement of the SDGs, including SDG 5 on gender equality, efforts must urgently increase. Sustainable fisheries rely on empowering women – a group whose roles have been largely left unrecognised. A first step forward is a systematic collection of sex-disaggregated data, which will finally account for the impact and important contribution of a large proportion of the workforce which has, thus far, been largely ignored. **Given that over two thirds of global fish stocks are currently fully or overfished¹¹, it is important that fisheries management decisions are based on information that reflects the crucial role that women play in the sector.**

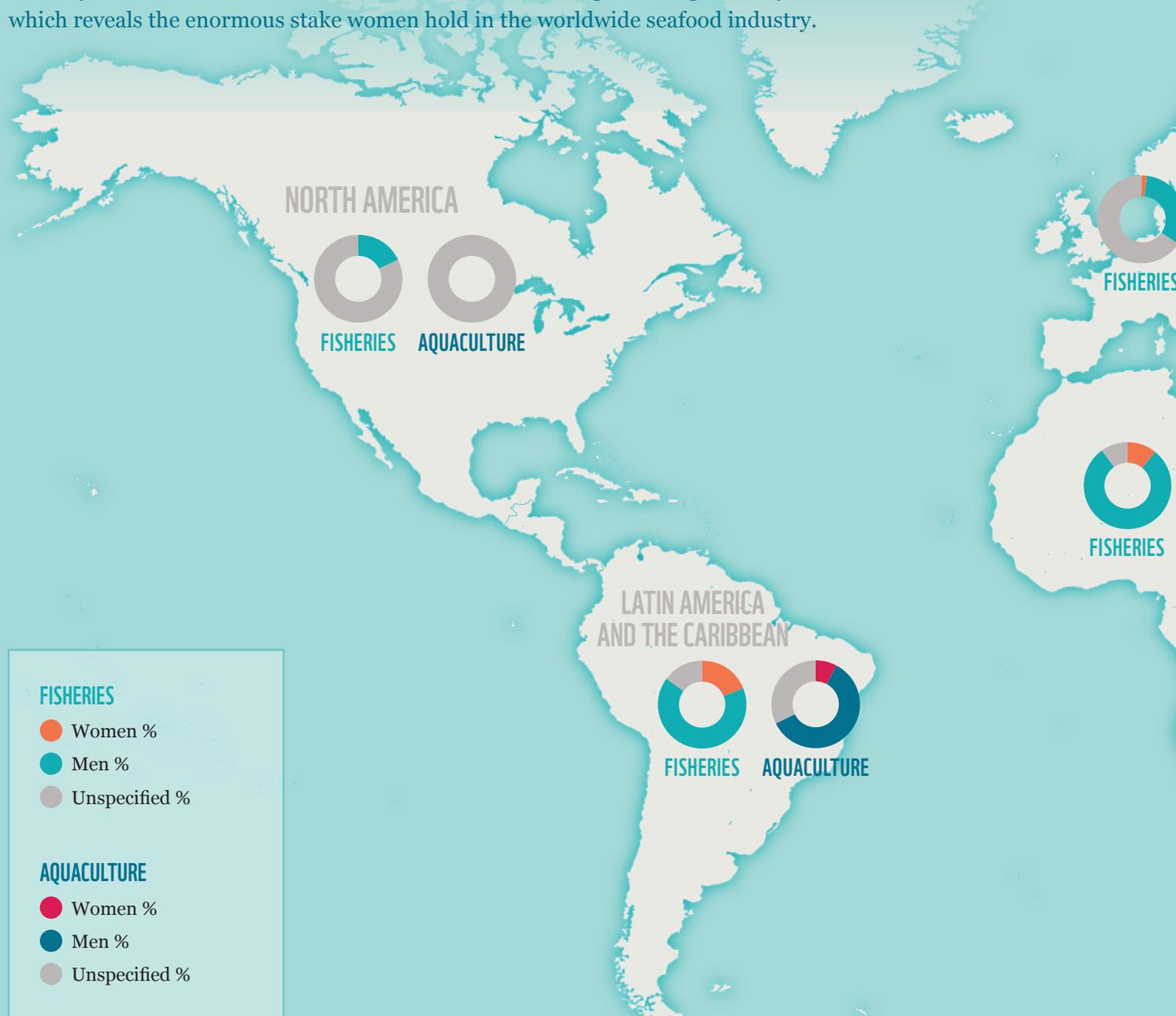
ⁱ <https://wsi-asso.org/wsi-reports/>

ⁱⁱ Biswas, FAO 2017 “Towards gender-equitable small-scale fisheries governance and development” <http://www.fao.org/3/a-i7419e.pdf>

ⁱⁱⁱ Tables 13 and 14, page 33-34 in FAO 2018 “The State of World Fisheries and Aquaculture” <http://www.fao.org/3/i9540en/i9540en.pdf>

MONITORING GENDER BALANCE IN FISHERIES AND AQUACULTURE PRODUCTION

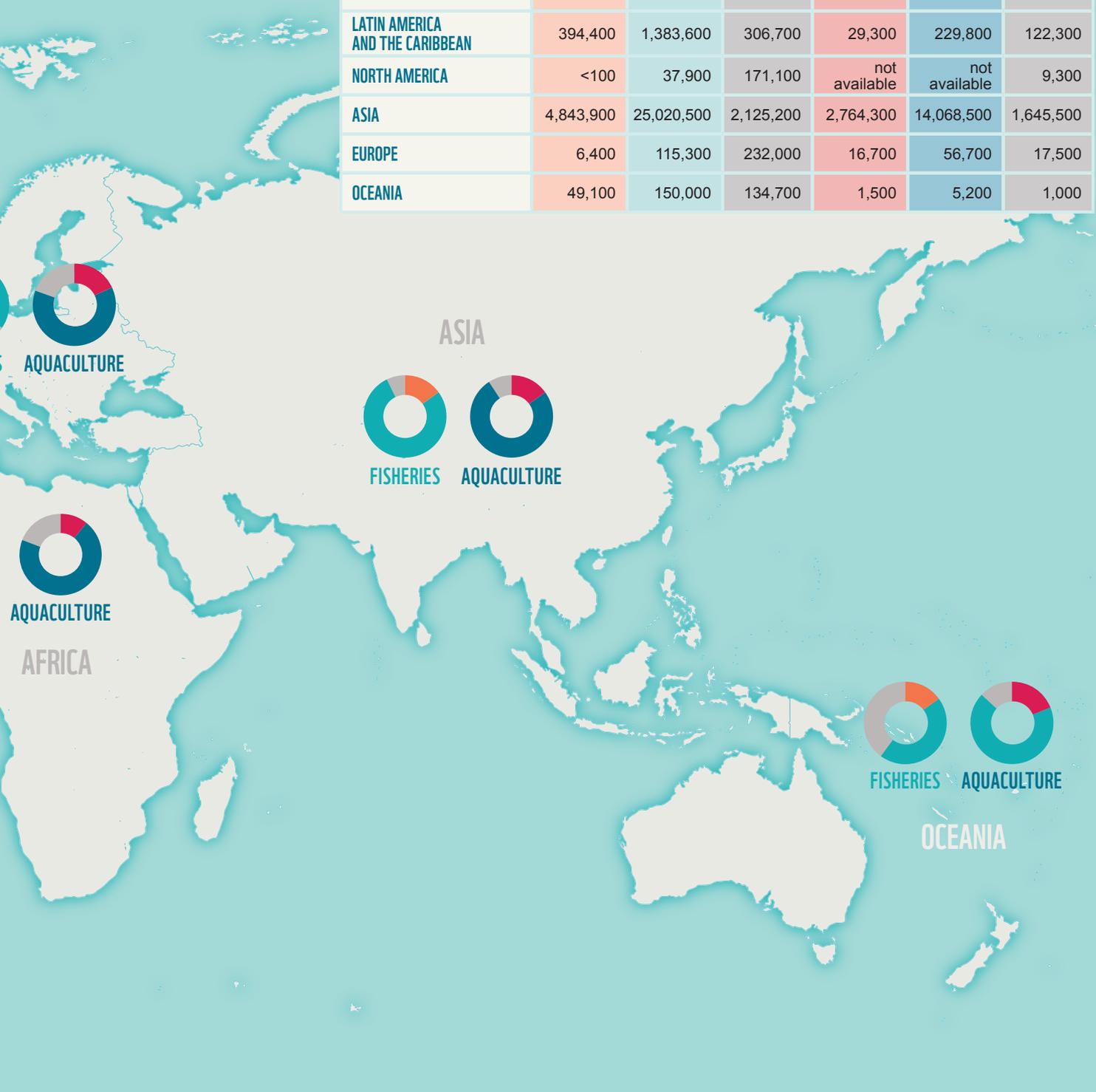
This map shows the distribution of men and women across the seafood industry's **primary sector** of catching fish at sea and managing farms. Data for the **secondary sector**, in which seafood is processed for sale and distribution, is not available at the regional level and thus not represented on this map. Globally, however, 80-90% of the workforce in the seafood processing industry is female (FAO, 2018), which reveals the enormous stake women hold in the worldwide seafood industry.



Groups of women are paving their own way in the seafood industry, working to provide for their families and communities, creating more sustainable fisheries, and delivering protein to a growing global population of seafood consumers.¹¹ While women are traditionally involved in activities which can be performed close to home and require low-cost equipment, such as collecting shellfish, they also embark on fishing expeditions at sea, organise the fishing vessel's logistics, prepare and repair the fishing nets and equipment, sell and buy seafood once in port, and prepare and process the catch by painstakingly cutting, de-boning and packaging the fish for the consumer's plate.

POPULATION OF MEN AND WOMEN IN GLOBAL SEAFOOD PRODUCTION

NUMBER OF WOMEN IN PRIMARY SECTORS BY CONTINENT (SOURCE: FAO 2018)	FISHERIES			AQUACULTURE		
	WOMEN	MEN	UNSPECIFIED	WOMEN	MEN	UNSPECIFIED
AFRICA	585,100	4,249,300	532,600	33,100	211,800	58,600
LATIN AMERICA AND THE CARIBBEAN	394,400	1,383,600	306,700	29,300	229,800	122,300
NORTH AMERICA	<100	37,900	171,100	not available	not available	9,300
ASIA	4,843,900	25,020,500	2,125,200	2,764,300	14,068,500	1,645,500
EUROPE	6,400	115,300	232,000	16,700	56,700	17,500
OCEANIA	49,100	150,000	134,700	1,500	5,200	1,000



Abolishing gender-based violence¹³ and improving women’s human rights, including income, education, access to health care, reproductive rights, as well as access to information and participation in decision-making processes, will significantly reduce current gender disparities and enhance women’s capabilities to contribute to sustainable fishing and fisheries. **What is at stake is not only equity or a power-play between genders – as is often argued in the field of gender studies – but the effective achievement of social and environmental sustainability through good ocean governance.**

POLITICAL PROMISES MADE AND THE ROAD TO KEEPING THEM

All United Nations Member States have committed to the SDGs, including SDG 5 which focuses specifically on Gender Equality.⁷ **Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large.**

Implementing new legal frameworks regarding female equality in the workplace and eliminating harmful practices targeted at women are crucial to ending the gender-based discrimination prevalent in many countries.

In addition, the SDGs single out eradication of poverty and social inequalities in all forms as both the greatest challenge to overcome and an indispensable requirement for sustainable development. This undertaking relates to all 17 SDGs and goes hand in hand with the need to reduce demographic growth globally. Women play an important role in the task of eradicating poverty worldwide, and special attention to achieving human rights for all women and men should be advanced.

Since 2015, the European Union (EU) has volunteered to apply the FAO Small Scale Fisheries (SSF) guidelines¹⁴ to empower small-scale fishing communities, with an emphasis on vulnerable and marginalised groups,

including women. The SSF guidelines are a tool to inform dialogue, policy processes and action at all levels, from local communities to global fora. Thirteen of the guidelines' principles have gender highlighted as a cross-cutting issue, where equal participation of women in decision making is crucial.

Finally, the EU adopted a Gender Action Plan (GAP II) in 2016⁴ to reaffirm the importance of equality between women and men in the EU as a fundamental value enshrined in the EU Treaties, as a political objective, and as a driver of sustainable development and economic growth. The GAP II translates EU policy and political commitments to gender equality in external relations into a set of concrete objectives necessary for achieving results for women and girls, including promoting more efficient coordination, implementation and monitoring of EU activities in this area. Implementation of GAP II is mandatory for the EU and EU Member States. It contributes to achieving all of the SDGs, specifically delivering on SDG 1 ('no poverty'), SDG 2 ('zero hunger'), SDG 5 ('achieve gender equality and empower all women and girls') and SDG 16 ('promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels').

POLICY RECOMMENDATIONS



**WOMEN AND GIRLS
MAKE UP 60%
OF THE WORLD'S
UNDERNOURISHED
POPULATIONS**

**SOURCE: WORLD FOOD
PROGRAMME, 2012**

WWF stresses the need for policy makers and political leaders to take urgent action to achieve the SDG targets, as delays in implementing the UN 2030 Agenda will be aggravated by the climate crisis. Delivering sustainable fisheries, seafood and aquaculture production and consumption, and increasing our ocean's resilience will minimise the impacts of climate change on our ocean.

The obstacles currently faced by women in fishing, fisheries and seafood production need to be addressed at many levels. There is a need to challenge unequal gender relations within the household, the community, the work place and within organisations. It is essential to seek recognition for paid (and unpaid) women's labour that contributes to sustaining marine communities, and to ensure that women's roles in the seafood sector don't remain 'invisible'. Finally, it is vital to recognise and incorporate women's participation in decision-making processes with respect to fisheries planning and management, as ignoring their input leads to poor project outcomes and unintended negative consequences for both marine resources and the people who rely on them.¹⁵

The EU's actions are crucial for strengthening global ocean governance and for guaranteeing the implementation of socially fair and ambitious climate and ocean policies that sustainably manage marine resources. As the world's largest market for fishery and aquaculture products, importing 70% of the seafood it consumes⁸, the EU's actions to influence global ocean governance and safeguard the human rights values set out in the Gender Action Plan can help ensure that global marine resources are sustainably managed while simultaneously setting a precedent for better social equality.

WWF URGES DECISION-MAKERS TO:



Elevate the role of women in decision making across all ocean governance fora and seafood production, as women's opinions reflect a broader range of experience relevant to the use of natural resources. Importantly, women's access to and participation in decision and policy making should not be confined to gender equality issues as a separate category from ocean governance. By separating and labelling gender equality issues, women's contributions are isolated from the real decision-making arenas.



Enhance capacity building among coastal communities to enable the knowledge of women fishers and seafood workers to be recognised and supported. The work done by women generates different kinds of expertise, solutions and benefits which are potentially more coordinated and sustainable (see examples p10-11). Only with an understanding of both gender experiences and expertise can we grasp the fishery sector in its entirety and manage its development appropriately.



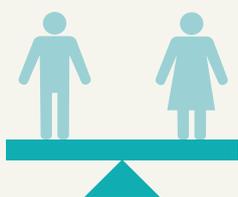
Promote the involvement of women in science and increase research on gender equality in the seafood sector, as the current lack of available data is significant. Further efforts are needed to develop gender indicators in project monitoring and evaluation to accurately report and measure progress to address gender inequalities, as well as reveal imbalances where they occur.



Ensure women's access to higher education and that women's educational achievements translate into equal participation in all economic, social and political spheres. The number of women holding managerial posts in the marine sector with decision-making powers remains very low and, if increased, may achieve significant socio-economic and environmental sustainability improvements.¹⁶



Ensure gender screening of all policies and programmes related to the seafood sector. There are very few policies or programmes within this sector where gender aspects are taken into account, resulting in a significant portion of stakeholders being excluded from programme development.



Mandate gender-balanced participation in all fisheries-related management activities. As a result of most fishing management projects being male-oriented, consideration of women's knowledge, expertise and values is currently limited, ultimately reducing the effectiveness of such plans and programmes. The shift for gender balance must occur in cooperation with fishing corporations to ensure safe working environments that respect equality and women's rights, and that are free from harassment, exploitation and discrimination.¹⁷



Make women in the seafood sector visible at all levels by acknowledging the role that both genders play throughout the entire seafood production chain, together with their respective contributions to increased social and environmental sustainability. This recognition will deliver better management strategies and interventions that address all activities in the sector, as well as make fishing professions more tangible for women.

EMPOWERING WOMEN PROMOTES SUSTAINABLE FISHING AND STRONGER ECONOMIC OUTCOMES

In the Galápagos Islands, Pescado Azul, a women's cooperative supported by WWF and USAID/WildAid, was created by local women to improve their employment opportunities and to provide local food security. The cooperative connects women to new markets for sustainably sourced seafood by selling tuna to tourists – the Islands' main economic drivers. The business model seeks to add value to tuna caught locally and within sustainable limits, thereby reducing the need to increase the amount of fish caught and ensuring the long-term viability of the local tuna industry. This is done by smoking the tuna, which not only improves its flavour but increases its shelf life for sale and export. To smoke the tuna, cooperative members burn wood from a destructive and invasive tree species, thereby

simultaneously protecting the unique biodiversity endemic to the Galápagos. By adding value rather than scaling up the tuna fishery, the Pescado Azul initiative has allowed local communities to deviate their resource dependencies away from declining populations of marine life such as coastal sea cucumber, lobster and shark. In 2006, this work was awarded a United Nations Development Program Equator Initiative prize for advancing innovative sustainable development solutions that work for people and for nature.ⁱ

ⁱ UNDP Equator Initiatives, Local sustainable development solutions for people, nature, and resilient communities, https://www.equatorinitiative.org/wp-content/uploads/2017/05/case_1348069674_EN.pdf, 2017

DEVELOPING COUNTRIES
FACE UP TO
50% REDUCTIONS
IN THEIR ANNUAL CATCHES
AS THE OCEAN WARMS

SOURCE: CHEUNG ET AL., LARGE BENEFITS TO MARINE FISHERIES OF MEETING THE 1.5°C GLOBAL WARMING TARGET, 2016





CLOSING THE GENDER GAP COULD
INCREASE GLOBAL GDP BY AN
AVERAGE OF 35%

SOURCE: INTERNATIONAL MONETARY FUND, 2018

THE END OF GENDER-SPECIFIC ROLE PATTERNS

Many examples of women working to support community-level sustainable development processes can be found in research conducted in Africaⁱ, Asiaⁱⁱ, the Pacific Islandsⁱⁱⁱ and Central America.^{iv} Recently, gender-specific female roles in fisheries have been assessed for their potential contribution to sustainable practices. For instance, economic experiments conducted among fishers from the Mexican and Colombian Pacific coasts found that women had more sustainable catch practices than men.^v Similarly, women in charge of small-scale artisanal fisheries in Brazil were found to use systems that meet higher standards of sustainability for geographically and quantitatively limited resources.^{vi}

In Turkey, WWF is working closely with the fisheries sector to support community-level sustainable development processes. In March 2019, the Fisherwomen Society was established by women who specialise in marine and inland conservation, and/or fisheries. The group includes fisherwomen, academics, political science experts and

ecosystem services specialists. The Fisherwomen Society works to shift ingrained traditional gender roles in the Turkish fisheries industry. Training sessions for education and advocacy with the fishers are conducted to elevate women from marginalised roles in the workforce, to protect coastal ecosystems, and to empower women to become change makers in their communities and in their own lives.

A recent benchmark achievement for the Fisherwomen Society was the successful creation of a Fisherwomen Commission in Turkey's biggest fisher cooperative union, SURKOOP, which previously did not accept female members. The Fisherwomen Society has also started working with the SURKOOP management team to prepare a programme of long-term capacity building for women in the fisheries sector. The Fisherwomen Society in Turkey strives for a sustainable fisheries sector where men and women exist with equal rights and equal involvement in decision-making mechanisms.

ⁱ Gustavsson et al. (2014) "Procedural and distributive justice in a community-based managed Marine Protected Area in Zanzibar, Tanzania", *Mar. Policy* 46: 91–100

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^{iv} Hanson (2017) "Women's environmental health activism around waste and plastic pollution in the coastal wetlands of Yucatán", *Gend. Dev.* 25, 2: 221–234

^v Mina et al. (2016) "Economic behavior of fishers under climate-related uncertainty: results from field experiments in Mexico and Colombia", *Fish. Res.* 183: 304–317

^{vi} Fonseca et al. (2016) "The women role of the marine artisanal fishery: a study of a fishery community of the City of Rio das Ostras, RJ, Brazil", *Rev. Gest. Coste. Integr.* 16: 231–241

WAY FORWARD



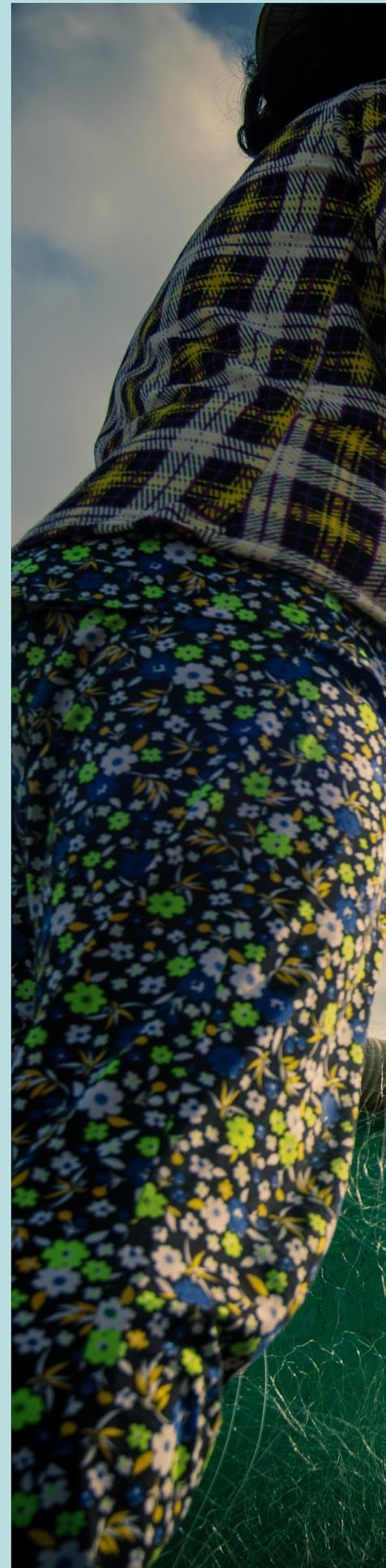
THE EU'S ACTIONS ARE CRUCIAL TO STRENGTHENING GLOBAL OCEAN GOVERNANCE AND GUARANTEEING OUR MARINE RESOURCES ARE SUSTAINABLY MANAGED NOW AND IN THE FUTURE

To ensure food security for a growing population, policy makers and political leaders need to deliver sustainable fisheries, seafood and aquaculture production at a global scale. The roles of women in marine policy, governance and science are evolving, and the potential for women's voices to contribute in these areas, particularly for reaching key sustainability goals, is significant. Timely decision-making processes for mitigation and adaptation to climate change are crucial to avoid the costs of inaction and to ensure environmental, social and economic sustainability of seafood production. It is high time to erase barriers placed on women for access and input to governance arenas.

The EU's actions are crucial to strengthening global ocean governance and guaranteeing our marine resources are sustainably managed now and in the future. Our marine-associated industries are ripe with opportunities for improving gender equality. There is a role for all stakeholders to play in protecting our marine ecosystems and improving industry practices in order to ensure industry transformation and to respond to growing consumer demand for sustainable seafood. The acknowledgement, encouragement and support for women's achievements in all marine sectors are long overdue. Now is the time to see long-term behaviour changes and to mobilise the capacity of our entire society, from individuals to communities and nations, to respond to current and projected impacts of climate change.

The policy recommendations outlined in this document aim to further gender equality while addressing both climate change and the interconnected social challenges we face as a global society. First, an urgent intervention by all actors to significantly reduce the carbon footprint of seafood production is essential to mitigate the adverse effects of climate change. Further steps on climate change adaptation must build on the experiences of all stakeholders if we are to protect and restore our ocean's resilience to the impacts of mismanagement and climate change that are already being observed.

WWF stresses the importance of women empowerment to mobilise communities in coping with the impacts of a warming ocean, as well as to eventually recognise the opportunities presented by climate change. WWF has learned that enduring progress in conservation and natural resource management is only possible when it tangibly benefits and is sustained by all stakeholders. Enhancing our understanding of gender differences and addressing inequities are critical for improving the effectiveness and sustainability of our use of the ocean. To this end, WWF calls on decision makers to embed gender equality in all development and conservation policies to empower women in effectively fulfilling their roles as providers and environmental managers.





**PROGRESS IN CONSERVATION
AND NATURAL RESOURCE
MANAGEMENT IS ONLY POSSIBLE
WHEN IT **TANGIBLY BENEFITS**
AND IS SUSTAINED BY ALL
STAKEHOLDERS**

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WWF – WORKING FOR THE WORLD’S OCEANS

WWF is working globally for resilient oceans with functioning ecosystems that support rich biodiversity, food security and sustainable livelihoods all over the world. We work with fishers, scientists, businesses, authorities – and we also need your help!



For more information
please visit the Fish
Forward website:
www.fishforward.eu

WHAT CAN YOU DO?

Everyone can help in the fight to save our oceans. The most important thing consumers can do is to buy sustainable fish:

- Sustainably managed fish stocks will cope better with the changing environment.
- Healthy stocks and sustainable fisheries governance means fishing has a reduced footprint on the ecosystem: this leads to more resilient ocean populations and habitats.
- Healthy stocks mean less fuel and other resources needed to harvest them.
- Fish from responsible aquaculture don't destroy coastal habitats – such as mangroves – that are key as critical ecosystems supporting communities adapting to climate change.

WWF is one of the world's largest independent conservation organisations, with over 5 million supporters and a global network active in more than 100 countries. WWF's mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by conserving the world's biological diversity, ensuring that the use of renewable natural resources is sustainable and promoting the reduction of pollution and wasteful consumption.

The WWF European Policy Office contributes to the achievement of WWF's global mission by leading the WWF network to shape EU policies impacting the European and global environment.

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THE ENVIRONMENTAL AND SOCIO-ECONOMIC BENEFITS OF CLOSING THE GENDER GAP IN GLOBAL FISHERIES

100%
RECYCLED



1/100

Out of the 100 largest seafood companies in the world, only 1 is run by a female CEO

35%

Under high CO₂ emission scenarios, global fisheries revenue could drop by over 1/3



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2030

Deadline to achieve all United Nations' Sustainable Development Goals

80-90%

The majority of the seafood processing workforce is female



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