Women in Fisheries 2019 Forum: Summary Report

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Summary

The *Women in Fisheries (WIF) 2019* Forum, held on 8 March, was the very first such forum in Barbados. It was held to celebrate International Women's Day in association with the implementation of the Small-scale Fisheries (SSF) Guidelines. The event was linked to a case study on gender in local fisheries value chains and a women's fisherfolk organization. The *WIF 2019* forum marked the first time a cross-section of women gathered to discuss gender equity and equality in the Barbados fisheries sector and was in keeping with the overall purpose that guides many of the activities of the Gender in Fisheries Team (GIFT) led by the Centre for Resource Management and Environmental Studies (CERMES) of the University of the West Indies.

GIFT organized the forum to address the lack of gender disaggregated data and information on fisheries useful for assessing and comparing the differing roles and socioeconomic contributions of women and men. This information is critical to mainstreaming gender in fisheries social-ecological systems, which is the aim of GIFT under the SSF Guidelines. Women engaged in fisheries primarily as small-scale processors, a fisherfolk organization leader and female fisheries officers of government participated in the event. Interactive group sessions were aimed at understanding: firstly, the differences between women's and men's work and what differences make a difference in Barbados fisheries; and secondly, the fixes needed to remedy any differences in fisheries-related livelihoods that disadvantage either men or women. The majority of occupations within the support or pre-harvest and harvest segments of the fisheries value chain in Barbados are predominantly male-dominated, while processing occupations are dominated by women. Women's and men's work in the marketing and consumer portions of the value chain is perceived as less gendered with certain occupations thought to be equally undertaken by men and women. In the future we may repeat the forum with men in the Barbados fishing industry for comparison. For more information on GIFT, visit the website.

Key words: Women in Fisheries, value chain, SSF Guidelines, GIFT

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"We are feeding our nation; this is why we matter"

- Vernel Nicholls
President Barbados National Union of Fisherfolk Organizations (BARNUFO) and
Central Fish Processors Association (CFPA),
Chairperson, Caribbean Network of Fisherfolk Organizations (CNFO)
WIF 2019 Forum participant

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1 GENDER IN CARIBBEAN SMALL SCALE FISHERIES AND GIFT

Knowledge gaps on gender in small scale fisheries contribute to the poorly understood and documented characteristics of these Social-Ecological Systems (SES) in the Caribbean. Regionally, Caribbean countries typically lack gender disaggregated data and information on fisheries useful for assessing and comparing the differing roles and socioeconomic contributions of women and men; information critical to mainstreaming gender in these systems. The Gender in Fisheries Team (GIFT) coordinated by the University of the West Indies Centre for Resource Management and Environmental Studies (UWI-CERMES), aims to facilitate and support implementation of the *Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication* (SSF Guidelines) in Caribbean Regional Fisheries Mechanism (CRFM) member states. Within the SSF Guidelines our focus is on the section *Responsible fisheries and sustainable development*, sub-section 8 on *Gender equality*. This is the overall purpose that guides the many activities of GIFT.

The current scope of GIFT is centred on SSF fisheries value chains and governance arrangements at sub-regional, national and local levels. UWI-CERMES and partners have been conducting applied interdisciplinary and participatory action research and outreach since 2016 to better understand and assist with policy and practice concerning gender in Caribbean small-scale fisheries. GIFT is in its second three-year phase (Pahse I 2016-2018; Pahse II (2019-2021).

2 ORIGIN OF WOMEN IN FISHERIES 2019 FORUM

In Barbados, GIFT has been conducting participatory action research with a local fishing community and the only postharvest fisherfolk organization. This is to understand and document livelihoods, seasonality characteristics and daily time use patterns primarily in the flyingfish (*Hirundicthy affinis*) fishery – the most important species of the Barbados fishing industry, comprising nearly two-thirds of annual landings in most years. We have focused research initially on women, deviating from the typical focus on men in the harvest sector of this fishery. Regionally, GIFT outreach has included the promotion of gender in fisheries at conferences, learning exchange, communications products and in the celebration of special events such as International Women's Day (IWD). Since 2016, GIFT has put a particular fisheries intrepretation on IWD celebrations, highlighting women in the Caribbean fisheries industry. This year, GIFT members in Barbados decided that a local event was needed to bring further attention to, and assist in the documentation of the contribution of women's (and men's) roles in the Barbados fisheries value chain. Women's roles are largely undocumented locally and regionally and as such requires attention if gender is to be given higher priority in fisheries management, conservation and development. Inspired by the first Women in Fisheries Forum (WIFF) coordinated and organised by GIFT colleagues in Belize, GIFT members in Barbados organised the first ever Women in Fisheries (WIF) 2019 forum, on 8 March, at the Fisheries Division, Princess Alice Highway, Barbados. The event was linked to a case study on gender in local fisheries value chains and a women's fisherfolk organization (Central Fish Processors Association).

The WIF 2019 forum marked the first time a cross-section of women gathered to discuss gender equity and equality in the Barbados fisheries sector and was in keeping with the overall purpose that guides many of the activities of GIFT.

2.1 WIF 2019 forum aims and participants

The aims of the WIF forum were to:

1. Understand the differences in women's and men's work and what differences make a difference in Barbados fisheries; and

2. Determine the fixes needed to remedy differences in fisheries occupations that disadvantage men and women.

Twelve women engaged in the fisheries sector, primarily six small scale processors (also known as vendors), one fisherfolk organization leader, two fishers and two fisheries officers, and one representative from a national women's organization participated in this half-day event (Appendix 1). Representatives from the Bureau of Gender Affairs, FAO, UN Women, UWI Institute of Gender and Development Studies (UWI-IGDS) were also invited to participate in the forum but in spite of expressing high interest in the forum, regrettably were unable to attend due to competing activities for IWD. The president of the National Organization of Women (NOW) was the only representative from a gender-focused organization who was able to participate for a portion of the forum.

3 FORUM OPENING

The WIF 2019 Forum opened with a salute to women in song and videos on gender in fisheries. Maria Pena, organizer of the forum and GIFT Project Assistant, welcomed all participants to the forum and began the event with an overview of the programme for the forum (Appendix 2) and a round of introductions. Pena introduced participants to GIFT members – Kristie Alleyne, Sanya Compton, Shelly-Ann Cox, Janice Cumberbatch, Patrick McConney, Leisa Perch, Neetha Selliah and Bertha Simmons and indicated that some would facilitate the upcoming group sessions. Pena then provided forum attendees with a brief overview of GIFT activities since 2016 (Appendix 3).

Mr. Terrence Phillips, Regional Project Coordinator, StewardFish, UN Food and Agriculture Organization (FAO) provided opening remarks on behalf of Fishery and Aquaculture Officer/WECAFC Secretary, Dr. Yvette Diei Ouadi, who was unable to participate in the forum due to prior commitments. Phillips noted that global fisheries databases rarely capture the broader contributions of women to fishery livelihoods, nor do they consider women's engagement in fishery/shellfish harvesting activities. Knowledge and understanding of the very complex distribution of roles, power, access to resources and profits between genders are incomplete and vary greatly between regions and industry sectors; this is similar to the situation in the Caribbean.

He further remarked that, "gender equality is central to the FAO's mandate to achieve food security for all by raising levels of nutrition, improving agricultural productivity and natural resource management, and improving the lives of rural populations. FAO can only achieve its goals if it simultaneously works towards gender equality and supports women's diverse roles in agriculture, including fisheries, and rural development. Gender equality is not only an essential means by which FAO can achieve its mandate, it is also a basic human right."

Phillips then highlighted a number of events/interventions organized and implemented by FAO that have heightened women's visible in the fisheries sector by stimulating the production and dissemination of specific gender sensitive data, reports, articles etc. Such events/interventions included:

- The first global workshop on Women in Aquaculture, 1987
- Workshop on future directions for gender in aquaculture and fisheries action, research and development, 2011
- Adoption of the Voluntary Guidelines on Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (SSF Guidelines), 2014

He further indicated that "FAO's interventions are guided by its Policy on Gender Equality, with the goal being to achieve equality between women and men in sustainable agricultural production and rural development for the elimination of hunger and poverty. This Policy is supported by instruments such as the Small-scale Fisheries Guidelines; and the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests, which embed gender equality among the principles for implementation."

In closing Mr. Phillips provided participants with synopses of two FAO-led GEF-funded projects in which the needs and priorities of both women and men in small-scale fisheries are being represented:

1. *Climate Change Adaptation of the Eastern Caribbean Fisheries Sector* (CC4FISH) project in which attention is being paid to gender issues in vulnerability and post disaster analyses, value chain and reporting; and

2. *Developing Organizational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-Scale Fisheries (StewardFish)* project, through which gender analyses will be conducted throughout the fisheries value chain and capacity building of women to play lead roles in their organizations and in governance will be undertaken.

4 PANEL DISCUSSION

Following the opening remarks, the forum proceeded with a short panel discussion in which panelists – Ms. Vernel Nicholls, President, Barbados National Union of Fisherfolk Organizations (BARNUFO) and Chairperson, Caribbean Network of Fisherfolk Organizations (CNFO); Mr. Terrence Phillips, Regional Project Coordinator, StewardFish (FAO); and Ms. Melissa Taitt, fish vendor and social scientist – were asked to discuss their varied perspectives on *Why women matter in Barbados fisheries?*

Phillips provided a global and regional perspective to the discussion based on three main points – women's roles in marine fisheries, challenges faced in terms of access to resources, participation in decision-making bodies, fisheries policies that disadvantage women. Summarized points include:

Women's roles in marine fisheries

- Women represent half of the total working population worldwide in the seafood industry and comprise a significant proportion in the SSF postharvest sector in the Caribbean area as well.
- Paid and unpaid activities include a full range along the value chain
- Women play key roles in managing finances at the household level and managing aquatic resources at the community level.
- Women in indigenous and local coastal communities have extensive local and traditional ecological knowledge, which contributes towards the sustainable use and conservation of marine and coastal ecosystems.
- All of this does not necessarily translate to decision-making power for women, as their roles in fisheries are generally ignored and undervalued.

Challenges faced in terms of access to resources, participation in decision-making bodies

- Women encounter difficulties securing their rights as workers since their role is often unrecognized; appear to be less organized in the postharvest segment of the value chain.
- Limited or no access to social security, capital and credit, and hardships in securing land rights and access to fishery resources.

- Unsafe, unhygienic, and unfair working conditions.
- Constant struggle for most basic facilities at landing sites and markets (postharvest activities)
- Cannot easily access capital in small-scale fisheries which means a lack of resources to buy necessary equipment for storing fish, maintaining quality and freshness, and results in less control over markets.
- In the workplace, and at the community and household levels, women are exposed to abuse.
- Access to education, healthcare and sanitation are not readily available.
- Particularly vulnerable to disasters.
- Poorly represented in decision-making and leadership roles in fisheries.

Fisheries policies that disadvantage women

- In many countries globally, women have been marginalized or even pushed out of the sector due to the focus of harvesting policies on industrialization and centralization of facilities in urban areas.
- Infrastructure development, capacity-building and marketing practices (both informal and formal) of the sector at village level, in which women play a key role, have also been neglected.

Phillips stated that, "the inadequate recognition of women's contributions hampers the sustainable development process, resulting in increased poverty and food insecurity." He told participants that in 2010, the International Collective in Support of Fishworkers (ICSF) facilitated an international agreement, *Shared Gender Agenda for Sustaining Life and Livelihoods in Fishing Communities,* that was adopted by a broad network of women in fisheries organizations, academics, practitioners, social activists and other civil society organizations.

The Shared Agenda was used to incorporate gender concerns in the SSF Guidelines and Voluntary Guidelines on Tenure, both of which recognize the critical role of women in small-scale fisheries. He emphasized that the guidelines should be implemented to provide an opportunity for women to secure tenure rights, equal participation in decision-making processes, protection from discrimination, and spaces for women fish workers and their organizations to participate in the monitoring of their implementation.

Nicholls, as leader of local, national and regional fisherfolk organizations, provided an organizational perspective to the discussion.

- In Africa women in fisheries who were fighting for their rights in the sector formed themselves into a fisherfolk organization to achieve progress.
- An organization on its own cannot do anything.
- Women in St. Kitts leading fisherfolk organizations; in Saint Lucia, a woman is now the head of the national fisherfolk organization.
- Proactive attitudes in the fisheries sector are needed.
- In Barbados, participation in organizations is lacking. Organisaton leaders are criticized for not doing anything but it is apparent that people do not want to be part of an organization.
- A leader needs members of the organization behind them for support and to achieve positive outcomes for fisheries.
- We are feeding our nation, that is why we matter.
- Being a part of an organization is how we get things done.
- We should start using Barbados as a model through GIFT research to show women participating in organizations and making a difference.

Taitt, a fish vendor and social scientist, covered the social aspect of the discussion by starting with the quote, “A nation can rise no higher than its women.”

- “I believe women in fish in Barbados play a very vital role.”
- Taitt used a family she knows in the fishing industry to exemplify the generational importance of women in fisheries. Elsa Small was involved in the fishing industry since 1955. As a result she brought her children and grandchildren into fisheries; two generations have benefited from fishing. This highlights the socioeconomic impact of women in fisheries is important. Women in fisheries therefore have a far reaching impact.
- Women process fish. They interface with the public. “As the face of the industry, I should look glamorous because even if I am going to get dirty to do the work, I still need to look and feel glamorous.”
- From a vendor’s perspective, women suffer most during the off season, especially in the flyingfish fishery. “We need to find a way to pool resources to carry us over the [flyingfish] off season when [flying]fish is not plentiful.”
- Women in the industry need to be certified – education is needed. Maritime is a big industry. We should be able to tap into available training, beyond that of BARUFO training.
- The stigma attached to the industry is why young people do not engage in the fishing industry. In order to bring in the next generation, we need to dress it up and glamorize it. If we are going to go into the schools, we need to show the children that the fishing industry is one where one can look good while working.

Comments/questions for panelists

Following each of the panelists presentations, the forum participants had the opportunity to provide comments or ask questions. Below is a summary of such.

- Following on from Taitt’s comment about stigma associated with the industry, one of the female fishers provided the following account of what she must endure in order to make a living from the industry. “Sometimes I go fishing for 14 days without seeing my children. There is also the stigma one gets for going out on a boat for so many days with men; it is not easy. People in the market start saying something else because you are out there with two men. Men do not get this kind of talk. It is not easy work to pull net, taking fish out of nets and icing them. There is not much privacy. It is not easy. Then when you come back, yes the money is good, but I feel bad about the talk one hears as a woman. Out there it is life and death, hard work and then still [I] have to put up with the talk. It takes a toll on you as you hear people saying how you neglect your children, how you are not a good woman. I would like to captain a boat and have an all-female crew. I would like to have more females involved in going out to fish. I want to be the first Barbados female captain. My first dolphin was 25 pounds and it was my prized possession.”
- One of the GIFT members said they wanted to understand is why there are not more women like the female fisher. “Why are no more women going out to fish? I would like us to understand if this has always been so or if it has changed.
- Nicholls responded to this query by sharing with participants that years ago there two women fishers but since then she was not aware of any others until she met the lady in Consett Bay. She mentioned that the Caribbean Network of Fisherfolk Organizations (CNFO) was interested in developing women fishers but facilities onboard fishing boats were not conducive to women being at sea. Traditionally women have been vendors and have had to be there for their children since most women are heads of the household, therefore making it difficult to go out fishing. Changes are occurring and will be encouraged and supported.

- In terms of glamorizing the industry, a GIFT member felt that when people walk into a space and have to make a choice of who they deal with, it is the person who presents themselves well and who will "draw your eyes." The point of being the face of the industry and presentation of self is a big draw. The GIFT member stated she had observed this happen in the fish market. She further stated that women like Taitt and the female fisher should be featured in a full page interview in the Sunday Sun; "what they have to say will change the perception of women in the industry."
- Nicholls provided additional organizational perspective on the fishing industry. The Central Fish Processors Association (CFPA) was not intended to be an all-female organization but can now be an example of women organized in the fishing industry. "Central [CFPA] seems to have lost some of its focus, however, I know that even if we don't openly state some of the challenges, we hope that we can focus on finding alternatives for the off season as this is one of the main challenges. From an organizational perspective, we need more female leaders in Barbados to help push and sustain the fishing industry. Let's ask the question, if women in the fish sector strike, what would happen? We need to focus on education to push the fishing industry. We need to bring to the fore what women are doing. We are always told that we are important but then we are not showing that we are important.

5 INTERACTIVE GROUP SESSIONS

Following the panel discussion, participants divided themselves into four groups and were led by four facilitators through two interactive group sessions (Appendix 4):

- Interactive session 1: Women's work and men's work: what differences make a difference in Barbados fisheries
- Interactive session 2: Differences in fisheries occupations along the value chain that disadvantage men and women: the fixes.

For interactive session 1, each group was asked to respond to three questions about the Barbados fisheries value chain:

1. Which occupations are mostly male-dominated and female-dominated or equal?
2. How are the occupations trending, if at all? Increased/decreased involvement according to gender, age, other factors?
3. For historical context, groups will be asked to discuss where the division of labour originated? What factors have influenced the way it is? Whether anomalies exist?

Group consensus on occupations by gender along the fisheries value chain were recorded by colour coded dots - orange for females, yellow for males, green for equal, red for do not know/unclear/uncertain on a graphic display of the value chain. An occupation was considered male or female-dominated if groups thought 51% or more males or females are engaged in it. Trends in occupations – increased or decreased involvement according to age, gender and other factors – were discussed. Occupations from McConney et al. (2011) were used to guide the exercise. Participants were asked to review the occupations and add missing ones. Trends in occupations and historical context on where divisions of labour originated were discussed in plenary.

Based on the findings of the first session, the systematic inquiry planned for the second session was adapted and discussion occurred in plenary rather than in groups.

5.1 Interactive session #1 findings

Eighteen occupations from McConney et al. (2011) across the support, harvest, processing, marketing and consumer segments of the value chain were reviewed by all participants. Occupations were added and adapted after review. Three occupations were added to the support segment, one to the market segment and three to the consumer segment. One occupation in the support and two in the marketing segments were revised. Additional and revised occupations are shaded in Table 1.

Table 1 Occupations within the Barbados fisheries value chain investigated during Group session #1

	Occupation
ancillary	Boat mechanic
	Boat builder
	Fuel and ice supply
	Grocery supplies for the boats
	Gear and equipment **importers***
	Fisheries officers
	Net makers and pot builders
harvest	Boat captain
	Boat crew
	Boat owner
	Boat agent
postharvest	Fish vendor
	Fish boner
	Fish skinner
	Fish processor
	Fish cleaner
marketing/ sales	Hawkers (by vehicle) (transporter)
	Retailer
	Trade importer
	Trade exporter
consumers	Restaurateur
	Households
	Hotelier
	Tourists
	Fish fry
	Institutional users (e.g. school meals)

Occupations added by participants

Occupations revised by participants

* “importers” added to “gear and equipment” after review of occupations by participants

Within the support segment of the value chain, occupations such as boat builder, boat mechanic, grocery supplier for boats, gear and equipment importer, net maker and pot builder were thought to be overwhelmingly predominantly male whereas, fuel and ice supply engage both men and women, though not equally. Group consensus was split equally regarding the occupation of fisheries officer where half of the groups thought this was predominantly male and the other half felt that this occupation attracted both men and women (Table 2).

Boat captain and boat crew occupations characterize men's work in the harvest segment of the value chain. Although most male boat owners put their wife's or partner's name on the deed of ownership for the boat, boat ownership is typically male-dominated. There however appears to be a recent growing trend for women to own boats (Table 2).

Similar to global and local images of fisheries, the groups confirmed that women dominate the processing segment of the value chain as fish vendors, boners and fish cleaners. While there is gendered division of labour in fish skinning, this has been a traditional and deliberate occurrence since women note preference to pass this activity off to men due to economic rationale. Women would rather invest their time and effort in scaling and de-boning particular species of fish (e.g. the four-wing flyingfish, *Hirundicthys affinis*) for which there is greater return of up to US$ 12.50 for 10 (sold by count/number since weight is relatively uniform) than to skin other species (e.g. dolphinfish or mahi mahi, *Coryphaena hippurus*) for US$ 2.50 per fish (Table 2).

The gendered division of labour observed for the support, harvest and processing segments of the Barbados fisheries value chain are not as prominent across occupations within the marketing portion of the value chain. A tendency towards greater parity in this segment is observed especially for retail and hawker (a person who sells fish from vehicles) occupations. Trade importation and exportation of fish are still largely dominated by men, though a small proportions of the group believe importation to be divided equally among men and women in the sector (Table 2).

The consumer segment of the fisheries value chain warrants further investigation regarding gendered division of labour as most groups were unable to definitively indicate whether occupations within the segment were male and female-dominated. There was a fairly high level of uncertainty regarding gendered roles for institutional users, hoteliers and tourists. However, fish fries and households were thought to be driven solely by women (Table 2).

Figure 1 Participants discussing women's and men's work along the Barbados fisheries value chain

Table 2 Occupations by gender in the Barbados fisheries value chain as perceived by WIF 2019 Forum groups
% based on number of groups out of a total of 4 reporting the gender-specific occupation.
For fuel and ice supply (support segment), 6 instead of 4 dots were recorded indicating differences in agreement of gender dominance in the occupation within at least one group.
The fish processor (postharvest) occupation was disaggregated by one group into big vs. small processors, line workers and value added – each categorized with a coloured dot, resulting in 7 instead of 4 dots being recorded for this occupation.

Support	% male	% female	% equal	% don't know/ unclear/uncertain
boat builder	100	0	0	0
boat mechanic and other sources	100	0	0	0
fuel and ice supply	50	33.3	16.6	0
grocery supplies for the boats	100	0	0	0
gear and equipment importers	75	25	0	0
fisheries officers	50	0	50	0
net makers and pot builders	100	0	0	0
Harvest				
boat captain	100	0	0	0
boat crew	100	0	0	0
boat owner	75	0	25	0
boat agent	50	25	25	0
Processing				
fish vendor	0	100	0	0
fish boner	0	100	0	0
fish skinner	75	0	25	0
fish processor	57	43	0	0
fish cleaner	0	75	25	0
Marketing				
hawkers (by vehicle) (transporter)	50	0	50	0
retailer	25	25	50	0
trade importer	75	0	25	0
trade exporter	75	0	0	0
Consumers				
restaurateur	75	0	0	25
households	0	100	0	0
hotelier	50	0	0	50
tourists	0	25	50	25
fish fry	0	100	0	0
institutional users (e.g. school meals)	0	0	0	100
*occupations adapted from McConney et al. 2011[1]				

[1] McConney, P., V. Nicholls and B. Simmons. Gender in Caribbean fisheries: it's the women's turn. Unpublished paper presented at the Institute for Gender and Development Studies Biennial Symposium: Contemporary Issues in Caribbean Research on Gender and Feminism, UWI Cave Hill Campus, 24-25 February 2011.

Figure 2 Visualization of occupations by gender (columns) along the Barbados fisheries value chain (top row)
orange = females, yellow = males, green = equal, red = do not know/unclear/uncertain

5.2 Group session #2 findings

Trends in gendered divisions of labour are changing. Participants in the forum note that women are now more interested in entering non-traditional roles within the sector due to what some term as a ”new mindset” in which women want to be less dependent on men for economic security. The tradition of women putting their men forward as head of the household is changing. The growing trend for women to engage in new roles within the fisheries sector has been attributed to women observing their mothers and female relatives assuming non-traditional gendered roles as well as motivation from parents for their children to try new roles.

Disparity between male and female activities and livelihoods is quite acceptable in Barbados fisheries. The visualization of occupations by gender along the fisheries value chain developed during the forum indicating current divisions of labour were not seen as disadvantageous to anyone. Fixes for the Barbados fisheries sector are not viewed as being gender-related but rather are more institutional and operational in nature and include improved working standards, better communications and interactions with market management, improvements in professional presentation of self, reducing the stigma associated with fisheries and increased promotion of fisheries occupations to attract young persons to the sector, and the need for more persons entering certain occupations within the value chain (e.g. boat mechanics).

6 WRAP-UP

During the closing session of the WIF 2019 forum, Ms. Sanya Compton, CERMES PhD candidate, provided participants with a brief overview of current CERMES work with FAO for information purposes. Such work includes promotion of the SSF Guidelines, gender scoping in the Caribbean, and contribution to a FAO Technical Paper comprising a series of case studies on good practices and successful initiatives for enhancing small-scale fisheries; the collective action by women in the Barbados flyingfish fishery will be provided as a case.

In closing Ms. Pena, thanked all participants and facilitators for participating in the forum and said that GIFT looked forward to the annual hosting of similar forums in the future to continue to document and promote women in fisheries in Barbados locally, regionally and internationally.

7 APPENDICES

Appendix 1: Participants list

Name	Affiliation
WIF 2019 Forum participants	
Avelyn Brome Christie	President – National Organization of Women
Margaret Harding	Vendor/processor (CFPA)
Joyce Leslie	Deputy Chief Fisheries Officer – Fisheries Division
Judy Marshall	Fish processor (CFPA)
Therese Moore	Fisheries Officer – Fisheries Division
Vernel Nicholls	President – BARNUFO & CFPA Vendor
Kerry-Ann Nowell Browne	Fisherwoman
Lisa Oliver	Fish processor (CFPA)
Melissa Taitt	Vendor/distributor (CFPA)
Marion Tittle	Vendor/processor (CFPA)
Eutavine Weekes	Fisher
Sylvia White	Fish processor
GIFT participants and facilitators	
Kristie Alleyne	CERMES
Sanya Compton	CERMES
Shelly-Ann Cox	CERMES
Janice Cumberbatch	CERMES
Patrick McConney	CERMES
Maria Pena	CERMES
Leisa Perch	Gender and Environment expert
Terrence Phillips	FAO
Neetha Selliah	CERMES
Bertha Simmons	Independent consultant

Appendix 2: WIF 2019 Forum programme

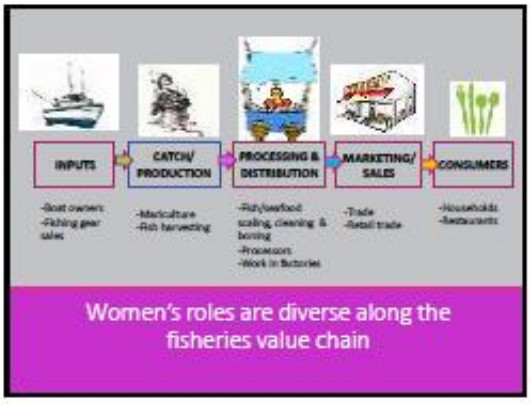
Women in Fisheries 2019

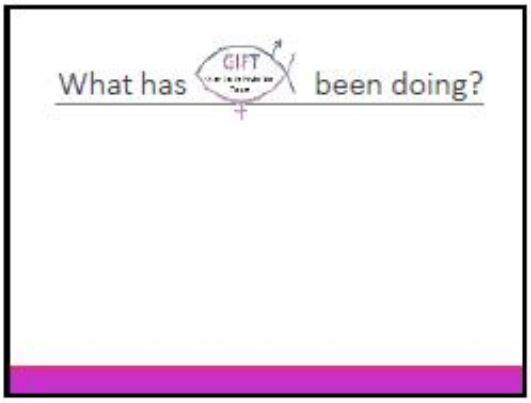
8 March, 2019 – International Women's Day
Barbados Fisheries Division, Princess Alice Highway, Bridgetown

8:30 – 8:45	Check-in
8:45 – 9:00	*Salute to women in Fisheries in video and song* • One Woman: A Song for UN Women • SSF Guidelines: Gender Equity and Equality • Girls who Fish in Petty Harbour • Guadalupe Lampella: Belize fisherwoman – Changing tides, making strides • Faces of Women Fisherfolk Barbados
9:00 – 9:10	***Welcome and introduction*** *What is the CERMES-UWI Gender in Fisheries Team (GIFT) up to?* Ms. Maria Pena, CERMES-UWI
9:10 – 9:20	***Opening remarks*** *What is FAO doing to make women in the fisheries sector visible?* Mr. Terrence Phillips, Regional Project Coordinator, StewardFish (FAO)
9:20 – 10:00	**Panel discussion** *Why women matter in Barbados fisheries?: varied perspectives* Ms. Vernel Nicholls, President, BARNUFO and Chairperson, CNFO Mr. Terrence Phillips, Regional Project Coordinator, StewardFish (FAO) Ms. Melissa Taitt, Fish vendor and social scientist
10:00 – 10:20	***BREAK*** Light refreshments will be served
10:20 – 11: 20	**Interactive exercise #1:** *Women's work and men's work: what differences make a difference in Barbados fisheries?*
11:20 – 11:30	**Some CERMES work with FAO** • FAO Small Scale Fisheries (SSF) Guidelines • Gender scoping: understanding relationships • SSF Guidelines case: Collective action by women in the Barbados flyingfish fishery Ms. Sanya Compton, PhD candidate, CERMES
11:30 – 12:30	***Interactive exercise #2:*** *Differences in fisheries occupations that disadvantage men and women: the fixes*
12:30	Wrap-up and join us for lunch

"Better the Balance, Better the World"

Appendix 3: GIFT activities presentation





Developing communication products

Our very own brochure!

Developing communication products

International Women's Day

Leading Ladies in Fisheries Calendar 2017

Developing communication products

Ternaya newsletter and Samudra report Jan 2018

Hosting special conference sessions

69th GCFI, Grand Cayman, 2016

Special Gender in Fisheries Poster Session at 69th Gulf and Caribbean Fisheries Institute

Leading Ladies in Fisheries calendar launch at 69th Gulf and Caribbean Fisheries Institute

Hosting special conference sessions

70th GCFI, Mérida, Mexico

Hosting special conference sessions

71st GCFI, San Andres, Colombia

Special Gender in Fisheries poster session

Fishing Her panel discussion & 2019 calendar launch

Conference participation

GAF 6 & 7, GCFI, MARE

Conference participation

GAF 7 – Caribbean Corner

IGDS biennial conference, Barbados

Local community research

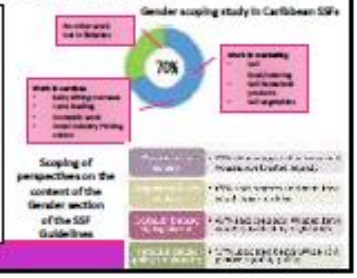
Silver Sands, Barbados 2016-2017

Research in Silver Sands – livelihoods and seasonality characteristics, daily time use

Seasonality impacts some fisherfolk more than others (e.g. fish vendors)

Regional research

Gender scoping in Caribbean SSF (2016-2017)



Scoping of perspectives on the content of the Gender section of the SSF Guidelines

Women in Fisheries Forum

WIFF aimed to:

- Increase awareness of women's roles & challenges in the fishing industry;
- Review the outcome of the study and identify issues, constraints and challenges related to topics identified;
- Disseminate information on gender equality in small-scale fishing, at the national, regional and international levels;
- Stimulate the development of networks for information sharing throughout the sector.

Organisational research

Central Fish Processors Association (CFPA), Bridgetown

Case study research

Learning exchange to Costa Rica

Thank you

For more information on gender in Caribbean fisheries, and related activities, visit the GIFT web pages at http://www.cavehill.uwi.edu/cermes/projects/gift/overview.aspx

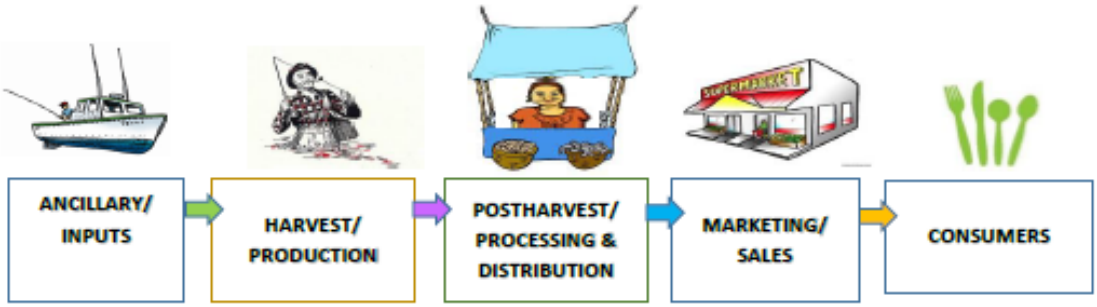
Appendix 4: Interactive session outline

Women in Fisheries 2019: Interactive sessions outline

Interactive session 1: ***Women's work and men's work: what differences make a difference in Barbados fisheries***

Estimated duration: 1 hour

- Multipurpose exercise involving group consensus on occupations by gender along the fisheries value chain by gender.
- Graphic (see below) will be used to visualise the segments of value chain.



- Occupations by value chain segment will be tabulated according to male, female and equal. Occupations from McConney et al. (2011) will be used to guide the exercise. Participants will review the occupations and add missing ones.

	Occupation	male-dominated	female-dominated	equal	unclear/uncertain/do not Know
ancillary	Boat mechanic				
	Boat builder				
	Fuel and ice supply				
	Gear and equipment				
harvest	Boat captain				
	Boat crew				
	Boat owner				
	Boat agent				
postharvest	Fish vendor				
	Fish boner				
	Fish skinner				
	Fish processor				
	Fish cleaner				
marketing/sal	Trader				
	Retailer				

1

consumers	Restaurateur				
	Hotelier				
	Householders				

Adapted from McConney et al. (2011)

- Participants will divide themselves into 3 or 4 groups and will be asked to respond to 3 questions about the generic value chain, then discuss.
  1. Which occupations are mostly male-dominated and female-dominated or equal?
  2. How are the occupations trending, if at all? Increased/decreased involvement according to gender, age, other factors?
- Each group will place one dot per occupation – orange for females, yellow for males, green for equal, red for do not know/unclear/uncertain.
- An occupation will be considered male- or female-dominated if groups think 51% or > males or females are engaged in it.
- For each of the areas of inequality identified by participants, discuss if the difference matters and if any group is at a disadvantage because of the difference? (Facilitators should emphasize that we are not seeking parity; that differences can be perfectly acceptable
  3. For historical context, groups will be asked to discuss where the division of labour originated? What factors have influenced the way it is? Whether anomalies exist?

Interactive session 2: *Differences in fisheries occupations along the value chain that disadvantage men and women: the fixes.*

Estimated duration: 1 hour

- Groups select a few (3-5 max) unequal occupations in which differences lead to problems and list those differences that disadvantage males and females (use coloured cards for displaying differences and dots to indicate male and female)
  Groups could be divided by value chain segment with focus on at least one occupation per segment. Depending on level of attendance, facilitators will have to determine on site allocation of segments per group.
- In mainstreaming gender equity and equality in the fisheries sector, how should the differences that were confirmed to be a problem be addressed?
- Groups prioritise the fixes per selected differences. Dot vote the top 3fixes –identify a mix of those easy and not so easy to fix. List the fixes on coloured card. Groups would focus on at least 1 of the 5 occupation groups.
- Groups then discuss who does what and when? Are the fixes something fishers, fisherfolk organisations and/or fisheries management authority could/should be doing? Use different coloured dots to symbolize the doer (management authority, organization and or fisherfolk) and coloured card to list the "what" should/could be done and "when".
- Only if there is time remaining, discuss and list opportunities and barriers to achieving fixes and also share these in plenary with the other groups.

Appendix 5: WIF 2019 Forum in photos