

Meetings of America's and Oceania AwF Women's Network 27 August 2014 via Skype

We had some issues re time and connections but thanks to everyone who was able to engage and for sharing. The purpose of this document is to list all of the things we discussed – fill in some gaps of things we did not. The aim is to get this to all of the original people who were keen to get involved – give everyone the chance to add value to what we have. I will get these notes out 27 August and ask that you all give me your comments by end of day Fri 5 Sept (wherever you are) – that means I can try and put a coherent document together for W/C 8 Sept.

These are not formal minutes as such but are from notes that I took and I will try and put them under subject headings.

WHAT SHOULD THE GROUP BE CALLED?

- We currently have it as AwF Women's Network
- Should it be called AwF Women's & Gender Network instead?
- AwF Gender & Women Network?
- Or ?

WHAT ARE OUR AIMS?

- The aim of the network is to encourage women's role in aquaculture disciplines
- We want to be able to define Gender and Women issues as perception of gender, which is a social construction of male and female roles.
- We encourage critical analysis of the interplay of gender as it plays out in aquaculture.
- We need to consider the holistic approach to knowledge/education by infusing a new perspective to shape a better future for all the people.
- We encourage further research and analysis on women's status in Aquaculture equally in public and private sector and in-the services area.
- We want to create a long term sustainable Network which is well funded and resourced, and ensure we learn from previous stop-go attempts.
- We will consider a Community of practice which will have Local, Area/Regional and Global outcomes.
- We recognize the need to educate and support women and young people and foster the development of leaders within our network.
- We want to create programs to educate women and young people and foster the development of leaders linking with internships ensuring that we communicate well with these messages to males – which we see as essential for change.
- We need to ensure that all AwF projects have demonstrated benefits for women and/or young people.
- We need to create clear concise messages – important we do not project as victims but need to have due consideration that we are 'walking a line'.
- We will be transparent in all our activities.

WHAT IS OUR SCOPE?

- We need to act globally, regionally and locally - At all levels and in all areas from pond to plate covering Developed countries and Developing countries

- We need to act within AwF Scope, which is broad but does have some restrictions due to charity status.

FUNDING?

- Many of these types of activities have failed due to lack of funding rather than engagement or ideas.
- We need global funding and local funding – examples could be:
 - Global – e.g. The Global Fund For Women (Current Calls for Women Groups for Partnership In Empowering Women)
 - Local – e.g. FRDC (Australia); Sea Grant (USA)

NOTE: AwF has just signed a contract with a NY based group who are business development and bid management consultants, specialising in all areas of the procurement life cycle. Their role is to look at AwF opportunities to obtain Funding – Grants, Foundations, etc and create successful bids. They get paid on successful bids but nothing on unsuccessful ones. They come with an 83% success record.

We need everyone to think of funding sources and potential partners.

Roy will be in USA meeting with this group in October. Additionally will be in NY and Washington DC aiming to see funding organisations where AwF (remember this is an American Charity) can maybe gain some opportunities. If you have contacts, ideas etc then please advise.

COMMUNICATIONS

We need to communicate well and broadly.

What is the best way:

- Website?
- Blog?
- Facebook?
- LinkedIn?
- Surveys?
- Other?

AwF have:

- Website – www.aquaculturewithoutfrontiers.org
- LinkedIn - https://www.linkedin.com/groups?home=&gid=3950994&trk=anet_ug_hm (1200 members)
- Twitter - <https://twitter.com/AwFComms> (only started few weeks ago)
- Facebook – we have two sites, neither of which is controlled by us - <https://www.facebook.com/awf.aquaculture?fref=ts> AwF Aquaculture (911 friends) and <https://www.facebook.com/groups/53013352312/> Aquaculture without Frontiers (4871 friends)

Additionally Meryl has advised that much work has been done by an ‘informal’ group through Asian Fishery Society (AFS) – described by Meryl as “basically a group of people from all over interested in gender in aquaculture and fisheries from the perspective of promoting greater gender equality”. They have been working primarily from a research perspective, but have had involvement from grass roots groups at various events. Meryl has said there could be some collaboration as we agree there is no point in re-inventing things when they already exist.

The various links to the electronic resources of Genderaquafish informal network:

1. Website: <http://genderaquafish.org/> [you can subscribe for an e-mail feed every time there is a new post]. Some colleagues of Meryl’s are starting to want to develop theme pages on this site, and the first one under early stage development is on small-scale fisheries. An aquaculture theme page could be created. We expect to use a theme page approach like the UN Atlas of the Oceans (see this page, which I am talking with one of the editors about upgrading: <http://www.oceansatlas.org/id/250883>]

For the present, it has regular posts on new publications, news, events, etc, and pages of past events (<http://genderaquafish.org/events/>) plus some resources including a Glossary. Meryl has yet to post the short report on the WAS2014 and IIFET2014 gender sessions/papers.

2. Facebook page: <https://www.facebook.com/pages/AFS-Gender-in-Aquaculture-and-Fisheries/18117655231544> [Please Like the page! It works as a community page, but anyone can Like it.]

3. Twitter feed: @Genderaquafish [<https://twitter.com/Genderaquafish>] If you are already on Twitter, pls Follow us.

4. A Google Group Genderaquafish that you have to be admitted to as a member. I shall add all of you next week unless you protest.

5. A Flickr site: <https://www.flickr.com/groups/genderaquafish/pool/>

6. Slideshare site: <http://www.slideshare.net/Genderaquafish> [we may use this more in the future]

GATHERINGS, MEETINGS, EVENTS

1. AQUACULTURE EUROPE 2014 Donostia-San Sebastian, Spain Oct. 14-17 – might be a little late for this
2. Guadalajara (Nov 5-7) this is a LACC WAS event and will be in Spanish/Portuguese
3. Lucknow (Nov 2014) GAF5 event coming up in Lucknow, India, 12-15 November. Papers can be presented – see <http://genderaquafish.org/gaf5-2014-lucknow-india/> Ideally AwF should have presence and make statement about plans/activities. Meryl will be going and happy to engage with others
4. AQUACULTURE AMERICA 2015 New Orleans, Louisiana, USA Feb. 19-22 We have been given 30 minute keynote in ‘Women in Aquaculture’ session – at

moment Roy has put in abstract as needed to lodge this for Program, BUT if anyone wants to do this Roy is happy to take back seat.

AwF is an Affiliate of World Aquaculture Society so we have a number of privileges including getting regular space for adverts and articles in WAS magazine, getting stands at event and running sessions – We can run both AwF (Poverty Alleviation, etc) and/or Women in Aquaculture Sessions at, New Orleans (Feb 19-22)

5. WORLD AQUACULTURE 2015 Jeju Island, Korea May 26-30 2015– we agreed we should try and make an effort to get as many people there as we can
6. Plus these into the future:
 - AQUACULTURE 2016 Las Vegas, Nevada USA Feb 22-26
 - APAC 2016 – Surabaya, Indonesia Dates not announced
 - AQUACULTURE AMERICA 2017 San Antonio, Texas, USA Feb. 19-22
 - WORLD AQUACULTURE 2017 Cape Town, South Africa, June 27-30, 2017
 - AQUACULTURE AMERICA 2018 Las Vegas, Nevada, USA Feb. 19-22
7. Additionally through Roy and his connection with Association of International Seafood Professionals there will be seminars connected with:
 - Indonesian Seafood Processing in Bali 29-31 Oct
 - SEAFEX Dubai, UAE 9-11 Nov
 - Plus others for 2015 are being confirmed at VIV Seafood Processing Bangkok, Thailand and events in China, South America and Vietnam

MARKETING

Clear and concise messages to be created

AWARDS, SCHOLARSHIPS, ETC

- Ensuring that we are putting women to the forefront in promotion
- Sponsorships and scholarships for women to attend meetings
- Promote woman of the month on website and have our own awards – establish criteria especially based on AwF strategy. Video or One pager. Monthly winners go to grand final and that is judged annually – need to set criteria. Could be the Nandeasha Award? (would need to seek permission)

WHAT PROJECTS ARE WE LOOKING AT?

- We need to know where we are now (measurement so that we can see what benefits we have) so some survey work may be required.
- Develop Case Studies relating to educating women and young people and issues relating to gender (Participation of women in Norway has dropped significantly since smaller

farming has consolidated – see paper

http://genderaquafish.files.wordpress.com/2013/04/ppt_14.pdf by Bodil is now a senior advisor at NORAD but previously worked in aquaculture, including several years as a journalist for a national aquaculture magazine) – Thanks, Meryl

- Develop positive Case Studies relating to roles of women and young people – possibly including survey regarding what the roles of women are now and how they compare country to country
- Create communication and marketing strategy through all media
- Introduction to Gender and Women Studies as an education discipline through distance learning system (Gender 101)
- Development of courses, programs and meetings on Gender and Women issues.
- Conducting research, which is related to contemporary gender issues.
- Creating awareness and sensitization to gender issues at community level through seminars/conferences and workshops.
- Need to collect/collate photos and images of women in aquaculture which project positive status
- Research Required:
- Why did past efforts not lead to productive avenues of industry action? Were past efforts misdirected and so flopped?
- Are current institutes yet educated enough in what gender equality programs should entail? [Belief is the answer is no.]
- Where are the champions, leaders, resources, expertise to make efforts different this time?
- Does AwF have good experience to share?
- Training/Master-classes – connected with AwF Aquaculture Learning Centres
- Directory of Gender & Women Services – On line resource – what things do women need to know? This delivers those issues – on website, attracts advertising, can be downloadable
- Regular Annual Survey on certain aspects which we could then promote.

OTHER THINGS

- Global Schools Network – Nov – Roy will send details about this separately
- Establishment of AwF Australia – being organised now and should be registered in September

- Connect with FAO – Karolina to connect Roy with Alejandro in South America

FUTURE

- Global Committee – 5 to 7 people – to advise/liaise with AwF Board
Nominations please
- Regional Committees and or Country Committees – to advise/liaise with Global
Committee
Nominations please
- Others??
- Karolina (originally from Poland) is interested in creating connection with Eastern
European Women and connecting them with the Network
- Language issues?

INFORMATION THAT MIGHT BE USEFUL

"The Universal Declaration of Human Rights states that everyone has the right to take part in the Government of his/her country. The empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life."

UN has made significant progress in advancing gender equality and development

- The Beijing Declaration and Platform for Action
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

The social determinants of health that are known to be among the **worst causes of poor health** and inequalities between and within countries **in the world**.

- **income and its distribution**
- **social inclusion and exclusion**
- **employment and unemployment**
- **working conditions**
- **economic conditions**
- **early life**
- **education**
- **food security**
- **poor housing**
- ***Social determinants of health determine whether individuals stay healthy or become ill (a narrow definition of health).***

- ***Social determinants of health** also determine the extent to which a person possesses the physical, **social** and personal resources to identify and achieve personal aspirations, satisfy needs and cope with the environment (a broader definition of **health**).*
- ***Social determinants of health** are about the quantity and quality of a variety of resources that a society makes available to its members.*

Gender and poverty Reduction

Pakistan

- Fewer than three percent of signatories are women.
- Women perform 66 percent of the world's work,
- Produce 50 percent of the food,
- Earn only 10 percent of the income and own only one percent of the property.
- Only 19 percent of national parliamentarians are female.
- In UNDP, 35 percent of middle management staff are women.
- Female employees comprise 33 percent of the workforce in senior management.

"UNICEF aims, through its country program, to promote the equal rights of women and girls and to support their full participation in the political, social, and economic development of their communities"

- The ILO Action Plan for Gender Equality 2010-15 is the ILO's tool to implement its policy on gender equality and mainstreaming.

- Decent Work Country Programmes (DWCPs) are the main vehicle for delivery of ILO support to countries.

INTERNATIONAL LABOR STANDARDS

Promoting the four key gender equality Conventions

- Equal Remuneration Convention, 1951 (No. 100); the Discrimination
 - (Employment and Occupation) Convention, 1958 (No. 111);
 - the Workers with Family Responsibilities Convention, 1981 (No. 156);
 - the Maternity Protection Convention, 2000 (No. 183)
- Technical cooperation projects with the ILO gender network to support capacity building of constituents on gender
- Mainstreaming, conduct participatory gender audits and expand the ILO's global knowledge of gender issues in the world of work.
- Ensuring that a gender perspective is both visible and accountable in their implementation.

the ILO collects, monitors and analyzes labour market information and shares this data widely

- The Gender and Non Discrimination Programme of the ILO Training Centre in Turin includes regular training courses on gender mainstreaming
- ILO also publishes a wide range of gender-specific training materials.

Skills are central to:

- improve employability and livelihood opportunities,
- reduce poverty,
- enhance productivity,
- promote environmentally sustainable development.

Further Information

- ❑ www.unifem.org/gender_issues/
- ❑ www.unifem.org/worldwide
- ❑ www.un.org/womenwatch/daw/TechnicalCooperation/index.htm
- ❑ <http://www.undp.org/content/undp/en/home/ourwork/womenempowerment/overview.html>
- ❑ <http://www.unfpa.org/public/>
- ❑ <http://www.unido.org/>
- ❑ <http://undp.org.pk/>

CEDAW

- The Convention defines discrimination against women as "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."
- Condemns discrimination against women and pursues to adopt the policy of eliminating it

- to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;
- to establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and
- to ensure elimination of all acts of discrimination against women by persons, organizations or enterprises
- Providing for appropriate measures and legislation to ensure full dev. and advancement of women on equal grounds (Article 3)
- Adoption of special temporary measures aimed to accelerate de facto equality between the two sexes (Article 4)
- Any adopted measures aimed at protecting maternity shall not be considered discriminatory (Article 4)
- Modifying of social and cultural patterns of conduct eliminating prejudices and customary practices (Article 5)
- Understanding of maternity responsibilities and recognition of common responsibility for this (Article 5)
- Measures and legislation to suppress all forms of women trafficking and exploitation of prostitution of women (Article 6)
- Article 7, Political participation and representation
- Article 8, International representation
- Article 9, Nationality issues
- Article 10, Education and related matters
- Article 11, Employment matters
- Article 12, Health care facilities specially family planning and maternity related issues
- Article 13, eliminating discrimination in economic and social life
- Article 14, issues of rural women
- Article 15, equality of legal rights
- Article 16, marriage and family rights on equal grounds
 - Entering into marriage
 - Choice of spouse
 - Same rights during marriage and at the time of dissolution
 - Same parental rights irrespective of marital status

<http://awgsa.org.au/organisation/>

AUSTRALIAN WOMEN'S AND GENDER STUDIES ASSOCIATION

The history of AWGSA covers more than two decades, beginning as the *Australian Women's Studies Association* and becoming *Australian Women's and Gender Studies Association* at the 2006 Melbourne Conference Annual General Meeting.

AWGSA provides a focal point for all Australian universities offering women's and gender programs at undergraduate and postgraduate level. We maintain strong links with a range of women's and gender studies organisations, nationally and internationally. AWGSA sponsors a range of feminist events: details can be found here. The AWGSA PhD Award is awarded every two years to the best Australian feminist doctoral thesis.

**Australian Universities listed with
Women's and Gender Studies**

Australian Catholic University

Australian National University [Gender Institute](#) & [Dept of Gender and Cultural Studies](#)

Bond University

Central Queensland University

Charles Darwin University

Charles Sturt University

Curtin University [Maureen Bickley Centre for Women in Leadership](#)

Deakin University

Edith Cowan University

Flinders University [Dept of Women's Studies](#), & the [Gender Consortium](#)

Griffith University

James Cook University [Women's Studies](#)

La Trobe University [Gender Sexuality and Diversity Studies](#)

Macquarie University [Interdisciplinary Women's Studies, Gender and Sexuality](#)

Monash University [Centre for Women's Studies and Gender Research](#)

Murdoch University [Gender Studies](#)

Queensland University of Technology

RMIT University

Southern Cross University

Swinburne University of Technology

University of Adelaide [Gender Studies and Social Analysis](#)

University of Ballarat

University of Canberra

University of Melbourne [Gender Studies](#)

University of New England

University of New South Wales [Women's and Gender Studies](#)

University of Newcastle [Gender Studies](#)

University of Notre Dame Australia

University of Queensland [Gender Studies](#) & [Australian Women's Studies Resources](#)

University of South Australia [Gender Studies](#) & [Research Centre for Gender Studies](#)

University of Southern Queensland

University of Sydney [Dept Gender and Cultural Studies](#)

University of Tasmania [Gender Studies](#)

University of Technology Sydney

University of the Sunshine Coast

University of Western Australia [Gender Studies](#)

University of Western Sydney

University of Wollongong [Gender Studies](#) & [Centre for Research on Men and Masculinities](#)

Victoria University [Gender Studies](#)