



International Collective in Support of Fishworkers (ICSF)
National Commission for the Strengthening of Extractive Reserves (CONFREM)
Linha D'água Institute (LDA)
Latin America and the Caribbean Workshop IYAFSA 2022:
Celebrating Sustainable and Equitable Artisanal Fisheries
2-5 November 2022, Ilha do Cardoso State Park, Cananéia-SP Brazil

GENDER EQUITY ACTION PLAN

Artisanal fishworkers' representatives from 16 Latin American and Caribbean countries have convened on Ilha do Cardoso Island (State of São Paulo, Brazil) for the regional workshop organized by ICSF in collaboration with CONFREM as part of the International Year of Artisanal Fisheries and Aquaculture (IYAFSA - 2022) to discuss the regional challenges and strategies for the sector.

During the "IYAFSA 2022 Workshop in Latin America and the Caribbean: Celebrating Sustainable and Equitable Small-Scale Fisheries" – fishers, both men and women, jointly crafted an action plan for gender equity in the region, following the provisions for implementation of the Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (the SSF Guidelines).

The participants acknowledged that public policies for gender equity are not on the same level of implementation across Latin America and the Caribbean. Where legal systems are lagging, efforts must be made to advance new legislation, projects and actions to support women's rights to protect their mental, physical and occupational wellbeing. The importance of safeguarding women's traditional and customary knowledge and practices, vital to sustaining economic and social welfare was highlighted, along with the way of life of traditional fishing communities. It is critical that women's contribution to fisheries management and environmental governance be fully recognized, and their role in food security acknowledged.

The participants highlighted the following strategies, to be further developed by fishermen and fisherwomen's organizations, supporters, and policymakers:

- Create or resume public policies for women, with efficient monitoring and evaluation mechanisms demanding effective implementation of these policies.
- Ensure that all fisherwomen know their rights and protection laws from childhood, promoting training actions in women's rights themes, which must be implemented as government public policies in all spheres, also by the artisanal fishing organizations;
- Make sure governmental and non-governmental organizations gain capacity and full appreciation of fisherwomen's protective laws and rights, their application and the formulation of new regulations;

- Strengthen the debates on violations of women's rights in the region in order to foster new paths towards a new culture of respect and appreciation of women;
- Recognize the customs and rules established by the communities as traditional rights and guarantee that customary and traditional tenure systems accommodate constitutional or legal reforms that strengthen the rights of women;
- Advance projects and norms securing women's participation and leadership capacity in decision-making roles in fishers' organizations and other decision-making arenas;
- Make women's work in artisanal fisheries' value-chains more visible and valued, compensate their domestic services, and support their economic diversification if needed. The various stages in the value chain should guarantee equal payment for women and men for the same work;
- Promote peer-to-peer learning among women about egalitarian integration of women in fisheries-related work and to mutually support their economic activities.
- Develop strategies for valuing and developing knowledge and skills of fisherwomen, who take care of the household finances with a broad vision on their engagement in the fisheries value chain;
- Create and implement strategic plans for gender equality at all levels (community, organizations, and public authorities)
- Discuss and implement division of tasks in the communities' work routines, with the objective of avoiding work overload on fisherwomen;
- Provide economic instruments (programmes and projects) exclusively for women, according to their interests and capabilities;
- Negotiate with the banking system for favorable treatment of women, with differentiated financing prioritizing women and supporting women-led initiatives.
- Ensure gender equity as a fundamental criterion in the design and support in all initiatives to be implemented in artisanal fishing territories across Latin America and the Caribbean. Programmes and projects exclusively designed to support gender equity in artisanal fisheries should be prioritized.
- Advance learning on gender equity for all generations through family education programmes and school curriculums.
- Build capacity and develop educational strategies directed towards men on sexual violence, drug abuse, alcoholism and conflict resolution, highlighting the impact of alcoholism on violence against women;
- Promote adaptation of new technologies by women and secure adequate access to these (such as fishing craft and gear, personal safety equipment, infrastructure);
- Mobilize media to communicate about the importance of women's participation in artisanal fisheries and help to end existing taboos and resistance in regard to the participation of women in harvesting or any other role along the fish-chains;
- Contribute information to dispel myths and stigmas that disadvantage women (e.g. menstruating women cannot go fishing);
- Promote sharing of information and learning in schools about the role of women in artisanal fisheries.

- Demand specialized and humanized health services and programme implementation, highlighting that women fishers are subject to specific occupational health risks in artisanal fishing (e.g. skin, uterus, ovaries, infections, etc.), as evidenced by studies that indicate the diseases caused by fishing activities that directly impact women's health;
- Combat water and air pollution to promote fisherwomen's health;
- Protect social security rights of all women fishers and fishworkers, whether documented or not;
- Denounce all forms of violence, and the culture of violence, against fisherwomen. Femicide must be firmly dealt with at all levels of society;
- Disseminate information about legislation, psychological services, self-defense competences, specialized legal protection to women and their families, and victims of violence, and implement fisherwomen support networks, with shelter, financial support, and protection for their children;
- Highlight the institutional violence that affects women fishers and the need to ensure protection of children and providing maintenance to affected families of fishers;
- Ensure conflict resolution training for fisherwomen and create programmes for young women in situations of conflict arising from any type of violence;
- Guarantee access to counselling services for fisherwomen, assuring home or community-based care;
- Ensure psychological care for women who suffer all types of violence, in connection domestic services' demands, labour participation and child care;
- Promote access to justice system and its services (public prosecutor) in cases of violence against women;
- Facilitate access to organizations that provide preventive health and legal services to women;
- Promote gender training to governmental or civil society agencies that serve women;
- Promote educational programmes to advance sexual self-care and support in all artisanal fishing territories;
- Deepen discussions about women's bodies, violence, health, and reproductive rights;
- Preserve and value women's traditional knowledge on medicinal plants in public health policies;
- Create new laws and policies on gender equity in solidarity with fisherwomen;
- Establish regular exchange of information and specific training to empower fisherwomen to exercise their rights whilst disseminating lessons learned on the implementation of different national strategies in relation to gender equity (e.g. gender quota in Mexico; food security initiatives in several others), thus ensuring the development of adequate tools for women and capacity building for fishing women leaders.