

**WOMEN IN THE FISHERIES SECTOR OF
ARGENTINA, URUGUAY AND SOUTHERN BRAZIL**



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WOMEN IN THE FISHERIES SECTOR OF ARGENTINA, URUGUAY AND SOUTHERN BRAZIL

by
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PREPARATION OF THIS DOCUMENT

Women play a central role in the fish processing industry in Latin America. In an attempt to improve the situation of women working in the fish industry in this region, INFOPESCA, with the assistance of FAO, created a network of women working in the fishing industry in Latin America in 2000. All women working at all levels in the fishing were invited to join the network and, in 2003, the membership reached 400 participants. Each country has a focal point, who helps to coordinate the work in her country, and promotes the creation of local networks.

Up to now, two meetings of the focal points were held, both in Montevideo, one in October 2000 and the second in March 2002. In the first meeting, the lack of information on the role of women in fisheries was highlighted as a key element for further work. The second meeting highlighted in addition the need for concrete training in fish processing, handling and marketing for women from the artisanal sector. In response to the recommendation of the first focal point meeting, FAO commissioned three studies on the role of women in the fisheries in the southeastern part of the American continent, in Argentina (Patagonia and Mar del Plata), Uruguay and Brazil (Rio Grande do Sul). This work resulted in three major studies available in Spanish only on the webpage of INFOPESCA www.infopesca.org:

Diagnóstico sobre la situación del trabajo femenino en el sector pesquero y acuícola argentino: I – región Patagónica, 72 páginas, febrero 2002, Coordinación general Marcela Pascual

Estudio de la situación de la mujer en el sector pesquero uruguayo, 66 páginas, mayo 2002, coordinación general Graciela Pereira

Evaluación del cuestionario sobre la situación de las operarias que trabajan en el sector pesquero, 50 páginas, marzo 2002, Graciela Pereira.

This FAO Fisheries Circular summarizes in English the main findings of the three studies, to make the outcomes of the studies available to a broader public.

Josupeit, H.

Women in the fisheries sector of Argentina, Uruguay and southern Brazil.

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ABSTRACT

This FAO Fisheries Circular summarizes the main findings of the three studies, to make the outcomes of the studies available on a broader basis. In the processing industry studied the number of women exceeds the number of male staff. The number of women increases with the degree of complexity of the processing job. Women are considered by plant owners as more capable of carrying out more precise tasks. It was generally noted that a high share of women's salary is used for the purchase of food. Therefore the creation of jobs in the processing industry will improve food security in the local countries.

In response to the recommendation of the first focal point meeting of the Latin American Network of Women in Fisheries (LANWF), FAO commissioned three studies on the role of women in the fisheries in the southeastern part of the American continent, in Argentina (Patagonia and Mar del Plata), Uruguay and Brazil (Rio Grande do Sul). This work resulted in three major studies available in Spanish only on the webpage of INFOPECA www.infopesca.org.

Acknowledgements

The author thanks the original authors of the three country studies, and all the collaborators and the women in the artisanal fisheries and in the fish processing plants who responded to the questionnaires. More than 1 000 women were interviewed, and the author hopes that this short summary pays due attention to their expectations and needs.

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1. INTRODUCTION

This summary is based on three studies, carried out in Argentina, Uruguay and Southern Brazil between the end of 2001 and the beginning of 2002. These studies are available in Spanish as individual, substantive reports¹.

The main findings and associated recommendations could help to improve the situation of women working in the fisheries sector.

1.1 Women working in fish processing plants

All three studies take into consideration this type of employment.

Generally the number of female staff working in plants exceeds the number of male staff. The number of women increases in proportion with the degree of complexity of the processing function, since plant owners consider women to be more capable of undertaking more precise and complex tasks. The number of female staff is highest in the packaging sector (close to 100 percent), whilst lowest in jobs that involve carrying heavy items.

Most work in fish plants is carried out in the standing position, which creates a health risk especially for female staff. Much of this could easily be carried out in the seated position. The continuous exposure to water also creates health problems, especially for female workers. A number of them declared that they suffer from work induced illnesses such as back pain and arthritis. It is known that women are more prone to the latter.

The majority of supervisors are male even though female workers are more numerous. The proportion is 1:10, even in those functions where the female participation in the work force is very high.

A major share of the salaries of female staff is used for the purchase of food (66 percent) and for their children, while male workers spend relatively less on food. In some cases male staff salaries exceed those paid to female staff for the same type of work.

In one case out of four, female plant workers are the heads of the household. The majority of the female workers have a permanent post.

¹The three reports are:

Diagnóstico sobre la situación del trabajo femenino en el sector pesquero y acuícola argentino: I – región Patagónica, 72 páginas, febrero 2002.

Estudio de la situación de la mujer en el sector pesquero uruguayo, 66 páginas, mayo 2002.

Evaluación del cuestionario sobre la situación de las operarias que trabajan en el sector pesquero, 50 páginas, marzo 2002.

1.2 Artisanal fisheries (only analysed in Uruguay and Patagonia)

Women are generally working in their family environment, the husband being a fisherman.

Women are responsible for the post-harvest activities, and for the maintenance of the nets.

Their work is not remunerated and generally not considered as work by their husbands.

Women manage the income and generally take responsibility for the repayment of loans.

They have a better record than men in this respect.

1.3 Aquaculture (only analysed in Uruguay and Patagonia)

As in artisanal fisheries, women are responsible for post-harvest activities. In addition, they take care of feeding the fish and the maintenance of the ponds.

Very few women are involved in marine aquaculture.

1.4 Marketing (only analysed in Uruguay and Patagonia)

About half the workers in fish monger stalls are women. Most of the artisanal fisherwomen are also involved in direct sale of part of the catch. The street fish sellers are mainly men.

1.5 University and research

Almost half of those working at a professional level in Universities and in Research are women.

Salaries are generally lower than in the private sector, often even lower than workers in processing plants.

1.6 Quality Control (QC)

One in four QC staff is a woman.

The average age of women working in QC is now relatively high, as no new entries are allowed into public service.

2. RECOMMENDATIONS

Technical and financial assistance is needed to train women in the artisanal sector in the field of handling and hygiene of fishery products, efficient food processing techniques, processing, packing and storage, as well as training in technical, social and business aspects. Additional fields of activity are quality control for fishery products from aquaculture and artisanal fisheries. Technical assistance is needed in project formulation and marketing.

Training for women from rural areas is recommended in the following sectors: aquaculture, in selection of species, and – similar to the artisanal sector – hygiene in the handling of fishery products, good food processing techniques throughout the processing chain to storage and marketing.

Training for women working in fish sales in supermarkets and other outlets is recommended especially in sanitation, hygiene and handling of fishery products and in their presentation, storage and marketing.

Training of women is also recommended in different and new technologies including the development of non traditional products, handicrafts and tourism based on the fishing community traditions.

Training of women is recommended in setting up and running micro-businesses.

Studies on risk and health problems faced by women working in the fisheries sector should be carried out, and health protection measure should be identified.

Social assistance in alphabetization and training in related economic activities is also needed, since women working in the fisheries sector are generally at the lowest end of the social scale.

Training in other fisheries-related economic activities (net making, clothes for workers, sales outlets, etc.) are other fields in which assistance is required.

Easier access to credit for women should be pursued.

3. ANALYSIS BY COUNTRY

3.1 Uruguay

The Uruguayan report gives an assessment of the gender distribution in employment in the country:

1 424 women and 4 668 men are working in fisheries, the latter mainly in fishing. This means that women represent some 23 percent of the total active population of Uruguay working in the fisheries sector. The percentage is highest in processing plants, and lowest (practically nil) in marine fishing. In employment in the secondary² fisheries sector, the share of women reaches 43 percent. (see table 1). It has also to be considered that an important part of the women in artisanal fishing communities are working in fish processing, but this informal employment is usually unrecorded and thus almost invisible.

Table 1: Uruguay: Gender distribution in the secondary fisheries sector.

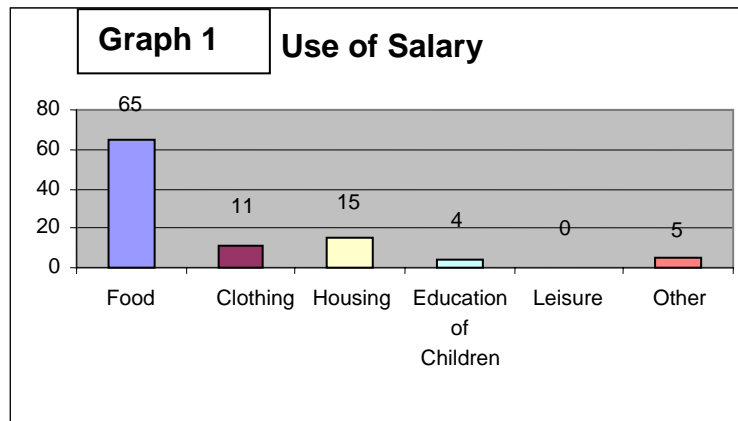
	Female		Male	
	Number	(%)	Number	(%)
Processing plants	1 042	52	960	48
Day markets	157	25	471	75
Fish mongers	63	66	32	33
Supermarkets	12	73	5	27
Street sellers	24	34	48	66
Researchers – University professors	7	47	8	53
QC officials	119	25	357	75
TOTAL	1 424	43	1 881	57

Average income is from US\$ 150 to 400 per month (the report does not compare this with male income, but from additional information collected it seems as if there is no difference in the income between genders, but there is between the different types of activity). It is interesting to note that the salary of a plant worker is higher than that of a university professor.

The salary of female plant workers generally only supplements the income of the husband or partner who is the main income earner of the family. But, research shows that the role of women as head of family is expanding. While in the artisanal community only ten percent of the women interviewed are the sole money earners in the family, among the women working in the processing industry the proportion increases to 27 percent.

The majority of women working in the fishery industry are married or live with a partner. The average age of women in fisheries is 39. The age is much higher in the professional sector such as in quality control where the generation change is missing due to the difficult economic situation in the country.

² Industrial fish processing, distribution and marketing, research and quality control



The above graph shows that 65 percent of the salary of female processing workers is used for food. This statement is important when measuring the importance of female income for food supply to the family. Even though the majority of women are only supplementing the salary of their husbands/partners, the major share of the food supply to the household is financed by the women.

Generally women working in the fisheries industry do not have a family tradition in the sector (except in artisanal fisheries). The majority of the interviewees have a permanent job. This status gives those women access to the social and healthcare services in Uruguay. These include maternity leave and return rights to employment.

The general educational level among the interviewed women is good, which creates a good basis for training. In addition they showed great interest in receiving it. Preferences go to the following:

- aquaculture
- hygiene
- marketing

Entry age is relatively low. Generally women working in the fisheries sector in Uruguay start the activity before 18 years of age. The exceptions are – obviously – the researchers, university teachers and QC officials, who have to complete their university cycle before entering the profession. In the case of artisanal fisheries, women become involved in the sector in childhood, helping their mothers in fish preparation and processing, sometimes also in selling fish.

Table 2: Salaries and working hours – of women working in the fisheries sector in Uruguay

	Salaries (US\$)	Working Hours
Plant worker	200	8 hours/day. 15 working days a month
Seller at day markets	150	6 hours/day 7 days a week
Seller in supermarket	150	10 – 12 hours/day
Seller in mobile street stores	150	10 –12 hours/day
Artisanal fisherwomen	– no salary – baiting hooks (US\$ 2 per line) each vessel has 35–40 long lines) ³	variable
University teachers researchers	300	40 hours per week
QC official	300	40 hours per week

It is interesting to see that generally salaries are relatively low in the fish sector. The salary of plant workers is US\$ 200/2 weeks, which means they are higher than those of QC officials or university teachers.

Work related health problems were also investigated. Most of the women did not suffer from such problems. The exception was plant workers who mainly suffer from joint problems or back pain. The QC officials and university teachers/research suffer from stress.

The following follow-up actions were recommended by the Uruguayan research team:

1. Training of artisanal fisherwomen in hygiene, good manufacturing practices, processing, handling, marketing and presentation of products, transport and storage, quality and safety aspects of fishery products as part of better marketing.
2. Training of women working in the fish farming sector in basic aspects of fish culture, good manufacturing practices, processing, handling, marketing and presentation of products, transport and storage, quality and safety aspects of fishery products as part of better marketing.
3. Training of women working in fish sales points (fish mongers, wet markets and supermarkets) in hygiene, quality and safety aspects of fishery products as part of better marketing.
4. Diversification of activities:
 - non traditional fish products;
 - development of non fisheries activities such as handicrafts;
 - tourist activities in the fishing communities;
 - better knowledge of fishing history and tradition, in order to maintain an entity that can be used as a tourist attraction – development of fish-tourist accommodation.
5. Promotion of micro enterprises, including training in business transactions and book keeping.

³ On average the artisanal fisherwoman prepares one longline per week.

6. Improve the national knowledge of fish species, including a campaign to promote fish consumption.
7. Create a logo for the marketing of products originating from and processed by artisanal fisherwomen.

3.2 Argentina (Patagonia)

In Patagonia, 465 women and 766 men were identified as working in the fishery industry. About 252 women were interviewed, representing the majority⁴. Interviews were carried out by 19 interviewers in four different locations.

Table 3: Argentina (Patagonia): Gender distribution in the fisheries sector

City	Processing Plants		Cooperatives		Artisanal Fisheries		Aquaculture	
	Men	Women	Men	Women	Men	Women	Men	Women
San Antonio	175	108	41	13	88	14	11	4
Pto. Madryn	na	na	na	na	98	3	0	0
Pto. Deseado	144	62	167	165	4	0	0	0
Ushuaia	4	5	7	3	na	na	27	8
Total	323	175	215	181	190	17	38	12

na = not available

The role of women is most important in fish processing plants. However, in San Antonio and Puerto Madryn there is also other fish related employment available for women. The role of women in artisanal fisheries and aquaculture is relatively less important, however official statistics underreport the proportions (15 and 3 percent respectively).

Most employment is continuous, since for 68 percent of the women interviewed, temporary, seasonal and occasional work represents only 21, 8 and 3 percent respectively of their employment. Nevertheless the majority of the women interviewed have unofficial jobs and therefore no medical or social coverage. Only 12 percent of the plants give some sort of training to their staff.

More than two thirds (68 percent) of the women interviewed work more than five days a week, and 63 percent more than eight hours per day. Only a minority of workers have permanent/fulltime employment in the plants where full rights, including social security and maternity leave, are guaranteed by law.

Only five out of 24 of the plants have a majority of female staff. The share of women in fish processing plants is the lowest in San Antonio due to the type of fish processed. In fact in San Antonio it involves exclusively filleting of whitefish (mostly hake), whereas in the other cities other species such as shrimp, crab and squid are processed. These species need a more accurate and delicate processing than the hake fillets, therefore more women are involved.

⁴ Unfortunately it was not possible to find a statistical gender breakdown for Puerto Madryn.

There are some activities that are carried out exclusively or almost exclusively by women, such as classification/grading and packaging. Other activities such as management, driving, repairing, lifting of heavy goods, etc. are carried out only by men.

Table 4: Argentina (Patagonia): Gender distribution in the industrial fish processing

Selected city	Women %	Men %	Number of Plants
San Antonio	36	64	4
Pto. Madryn	34	66	7
Pto. Deseado	44	56	12
Ushuaia	45	55	2
Total	38	62	25

Plant managers declared that the tasks which were best carried out by women were in the field of quality control, sorting, packaging, supervision, cleaning of squid and laboratory work. The reason given by the managers (all men) were that women were more precise, meticulous, efficient, faster learners than men. The women interviewed had the same opinion. These women identified as disadvantages the lack of physical strength and the household tasks and responsibilities which create additional burdens for them.

The income of female plant workers varies from US\$ 117/month for the classification/grading worker up to US\$ 330/month for the filleter. In the majority of the cases (68 percent) the income of the female worker is the primary source of earnings in the family, but in many cases this is not enough to make a decent living. Only 17 percent of the women interviewed have some additional source of income from activities outside fisheries.

Three percent of the women interviewed were illiterate, 21 percent did not complete primary school. The pulperas (octopus collectors) were the most disadvantaged group with 20 percent of illiterates. Among domestic fish processors there is also a high percentage (21 percent) that has not completed primary school.

Child care is a problem for many female workers, raising their children is their task, even if they live with their husband. Very often the younger children are left to the care of older children while the mother is at work.

More than half of the female workers in fisheries are using some form of birth control. The majority of women working in fish processing plants state that they suffer from some form of work induced health problems; the percentage is lower for artisanal fisherwomen and aquaculturists.

The quality of life is rated in relation to “work” and “health”. Only a fraction of the women interviewed mentioned harmony in the family, a decent salary, or money in general.

Housing is not a problem for the female workers, as the majority declare that they own the house they live in. These houses generally have decent sanitary installations, with the exception of the pulperas.

Around two thirds (64 percent) of the women interviewed work more than eight hours per day. This is especially true for the women working in the fish processing industry where 80 percent state that they have longer working hours.

3.3 Rio Grande and Mar Del Plata

The nine plants visited employed 1 420 people, 956 women and 464 men. Thus 67 percent of the plant workers were women. The share of female staff was slightly higher in Mar del Plata. The plants visited in Mar del Plata covered the full range of industrial processing carried out in this city: fish filleting, shrimp processing, squid processing, salted anchovy plants and one cannery. The two plants visited in Rio Grande do Sul are the only ones presently operating in this town and are involved in filleting and shrimp processing.

**Table 5: Argentina (Mar del Plata) and Rio Grande do Sul (Brazil):
Gender distribution in nine selected plants**

	Men	Women	TOTAL
Argentina	278	706	984
Brazil	186	250	436
Total	464	956	1 420

The typical female plant worker in Mar del Plata is over 40 years of age, has a household together with her husband and children, and has primary education. In more than half of the cases, the salary of the female plant worker is the main income in the family. The husband very often also works in the fisheries sector, and the wife's presence in fisheries is a family tradition. Female plant workers state that they do not participate in any social activity, due to lack of time.

In Rio Grande, the situation is not much different. The average age of the women also exceeds 40 years and their spouses also work in the fisheries sector. However while the majority of the female plant workers are married, there is also a large proportion of divorced, separated women or widows. In 64 percent of cases the income of female plant worker represents the main income of the family, and is mainly used for food, clothes and the education of the children. Also the Brazilian female plant workers do seem to find time for social activities, especially for dancing.

The average monthly salary in Brazil is very low (US\$ 90), compared to US\$ 221 in Mar del Plata. The salary is mainly used for the purchase of food, clothes and children's education. The main duties of female plant workers involve the more delicate tasks, such as placing the fish in cans, sorting fish by size, etc. The main skills of female workers relate to their manual ability, power of concentration, and cleanliness. With regard to health problems caused by the work itself, there were no specific complaints, but frequent colds, respiration problems, back problems, cystitis, were mentioned as general health problems.

Interviews with managers gave some interesting information: they declared that the work was distributed in a gender specific way, which means heavy work for men, more sophisticated activities for women. Management declared that the female work force does create some

problems with respect to pregnancies, maternity leave and domestic obligations, which might lead to absenteeism, keeping them away from the work place. However, for certain activities only female labour could be used. Managers said they preferred 18–35 year old workers, who were able to adapt to new technology and learn new techniques.

4. METHODOLOGY

4.1 Uruguay

The Uruguayan study was carried out over three months (January–March 2002) in the following sequence:

Formation of working groups

The working group was created in the project coordination unit. The work was divided among the individuals, based on their experience.

Bibliographic research

Search for statistical and socio-economic data in reports and books covering each region of Uruguay. The activities were organized based on the findings, trying to identify the maximum number of artisanal fisheries areas.

Interviews

Some 284 interviews were carried out, meaning that 20 percent of the women working in fisheries in the country were interviewed. This is a high percentage. However, no males were interviewed since it is difficult to get any real feeling of the difference in attitudes and priorities between genders in the Uruguayan fisheries industry and this is a shortcoming of the report.

All sectors of the industry were visited, including artisanal fisheries communities, fish processing plants, fish mongers, fairs and street fish sellers, supermarkets and fish selling points on the coast, research institutes, universities and government offices responsible for fish quality control.

The interviewees included

Fisherwomen, female plant workers, female fish sellers
Indirect workers: female fish researchers, female quality control and inspection workers and others.

The questionnaire (Annex 1) was used for direct interviews. A complete picture was obtained by interviewing the managers of the supermarkets and fish processing plants, and supervisors of female staff.

The interviews were organized as follows:

Artisanal fisheries communities

Door to door interviews, and contacts with key figures in the community – both female and male – and chain interviews: starting with one woman who in turn introduced the interviewer to her neighbours and friends.

Fish processing plants

Female workers were interviewed during breaks or – if permitted by management – during working hours. Management was generally very positive and cooperative, since the interviewers were very familiar to them.

Various sales outlets

During selling periods, although this was not always easy since the interview interfered with selling.

University and research institutes

The research institutes were visited, interviews were easily carried out, since interviewers were well known, sometimes even working in the same institute.

Quality Control Office

DINARA, the Uruguayan competent authority, was visited. Again interviews were easily carried out since the interviewers were well known.

The study, based on the interviews, permitted an investigation of:

Work

The primary activities carried out by women were described, together with the complimentary activities of a permanent, temporary or seasonal nature, income from activities and work history. An analysis was made as to whether the income was sufficient to cover the basic needs of the woman and her family, and what funds were used to complement her income.

Work and gender

The advantages and disadvantages of being a woman working in fisheries were analysed, with specific reference to the specific work place.

Capacity building

The present educational level of female workers was examined, and their training needs and training interests were recorded.

Health

Information on medical/health coverage, work induced illnesses, health check-ups, birth control and accidents at work were recorded.

Domestic organization

Women and their role in the family were considered, including child care while at work together with working conditions during and after pregnancies.

Quality of life

Indicators of the current and expected quality of life were collected. Some indicators of the present housing situation were also evaluated.

Social groupings

Information was collected on participation of women in social gatherings and on the way they spend their free time.

4.2 Argentina (Patagonia)

The four cities selected for examination were considered to be the most representative of the fishing situation in Patagonia. These were San Antonio (Rio Negro), Puerto Madryn (Chubut), Puerto Deseado (Santa Cruz) and Ushuaia (Tierra del Fuego). In each city, data was analysed from the formal working environment, composed of fish processing plants, fish markets, stores/shops selling fisheries related handicrafts and fish preserves, research institutes, quality control centres, governmental organizations and cooperatives. Analysis of the informal sector covered fisherwomen and artisanal aquaculturists grouped in associations, independent fisherwomen and aquaculturists, women involved in fisheries related handicrafts, domestic processors of fish and/or coastal seafood, pulperas (octopus collectors) and collectors of other seafood.

Surveys at fish processing plants and cooperatives were carried out through interviews with managers or heads of personnel. This provided information on the proportion of women in the industrial sector and the distribution of tasks based on gender. An estimate was made on the size of the artisanal fisheries sector and the proportion of women therein.

The research was carried out between December 2001 and March 2002. The study was carried out in the following phases:

Establishment of a coordination group

This group was first created back in 2000. It was reconstituted as a group of ten women. The distribution of work within the group was discussed and decided upon.

Critical analysis of the work carried out in 2000

The strengths and weaknesses of the methodology used in the previous work were analysed. New research technology and other improvements were incorporated. A new questionnaire was developed based on previous experience.

Local workshop

On 10 January 2002, a workshop was organized in Puerto Madryn, where the revised questionnaire and the preliminary workplan were presented to local collaborators. The workshop discussed the workplan and the questionnaires and modified them accordingly.

Implementation of the workplan

The investigations were carried out between 12 January and 20 February 2002. In San Antonio and Puerto Madryn, the local network was sufficient to carry out the work. In Puerto Deseado and Ushuaia staff from San Antonio provided additional support.

A total of 252 women were interviewed, individually, by 19 interviewers in the four areas selected. The survey permitted an analysis of the work of women in the fisheries sector using nine different parameters: nature and characteristics of the work; work capacities by gender; current and expected training facilities; work-related illnesses and accidents; organization of domestic life; quality of life; social organization and housing. The questionnaire used can be found in Annex 2.

The interviews provided the following data:

Nature and characteristics of the work

This parameter identifies the main activities of women and any complementary activities, their permanent, temporary or seasonal nature, the disposable income and the working history of each woman interviewed. It also tries to identify whether the activity satisfies the basic needs of the woman and her family group, and which other complementary resources are used to make a living.

Work capacities by gender

This parameter identifies the advantages and disadvantages of women working in fisheries.

Current and expected training facilities

This parameter gives an indication of current education levels and training needs, the existence of training programmes and expectations for the future.

Work-related illnesses and accidents

This parameter analyses the medical coverage, health control, birth control, health problems caused at work stations, and accidents at work.

Organization of domestic life

This parameter describes the role of the female workers in the family, especially as income providers, but also as far as child care, birth control, and maternity leave are concerned.

Quality of life

This parameter defines the quality of life of women and their expectations for the future.

Social grouping

This parameter analyses the participation of the woman in social gatherings.

Housing

Finally, the housing parameter is taken into account as an important indicator of the quality of life.

4.3 Rio Grande do Sul (Brazil) and Mar del Plata

Work was carried out between May 2001 and October 2001. Female workers in nine fish processing plants were interviewed together with the plant managers, supervisors and quality control personnel. For each plant the following information was collected: total number of employees by gender, type of product produced, main markets and outlets. Out of a total of 953, some 112 female workers were interviewed (12 percent of total). The full range of production and processing tasks were covered. While management generally indicated who to interview, a certain degree of freedom of selection was possible once the interviews started.

The questionnaire used for the interviews was the same as that prepared for Uruguay (see Annex 1). As one aim of this exercise was to test the questionnaire, a revised version of the questionnaire was an important outcome.

ANNEX 1: Uruguay

Questionnaire for women working in the fishery industry

1. Worker personal information:

-	<i>Name and Surname:</i>	_____
-	<i>Place of birth¹:</i>	_____
-	<i>Time of residence in the work place</i>	_____
-	<i>Age²:</i>	_____
-	<i>Civil Status³:</i>	_____
-	<i>Generic Role⁴:</i>	_____
-	<i>Education⁵:</i>	_____
-	<i>Type of contract⁶:</i>	_____
-	<i>Type of work⁷:</i>	_____
-	<i>Description of work:</i>	_____
-	<i>Place of work:</i>	_____

2. Home characteristics:

- <i>Family members</i> ⁸ : _____
- <i>Family sustainment</i> ⁹ : _____ <i>Type of work</i> _____
- <i>Number of children</i> ¹⁰ : _____
- <i>Education of children</i> ¹¹ : _____
- <i>Expectation for future of son/daughters</i> ¹² : _____

3. Working history:

- <i>Age of starting work</i> ¹³ : _____
- <i>Age of starting work in fisheries</i> ¹⁴ : _____
- <i>How long in fisheries</i> ¹⁵ : _____
- <i>Reason for starting to work</i> ¹⁶ : _____
- <i>Salary level</i> ¹⁷ : _____
- <i>Health problems due to work</i> _____
- <i>Salary use</i> ¹⁸ _____
- <i>Social activities</i> ¹⁹ : _____
- <i>Any handicraft work?</i> : _____
- <i>Supply of work equipments ?</i> _____
- <i>Health care in plant?</i> _____

4. Any comments:.....

.....

.....

.....

.....

1. Personal information :

Table 1 <i>Place of birth.</i>
1. capital city 2. interior 3. foreign 4. same place as the plant 5. other place

Table 2 <i>Age</i>
1. < 15 2. 15 to 29 3. 30 to 39 4. 40 to 49 5. 50 or more

Table 3 <i>Civil Status</i>
1. married 2. separated 3. divorced 4. widow 5. single

Table 4 <i>Generic Role</i>
1. head of family 2. wife and mother 3. daughter and mother 4. daughter and single

Table 5 <i>Education</i>
1. none 2. infant school 3. pre-school 4. primary incomplete 5. primary complete 6. secondary incomplete 7. secondary complete 8. university incomplete 9. university complete

Table 6 <i>Type of contract</i>
1. permanent 2. temporary 3. seasonal 4. daily 5. bi - weekly

Table 7 <i>Type of work</i>
1. filleter 2. packer 4. cleaning 5. administration 6. quality control 7. production 8. other

2. Home characteristics:

Table 8 <i>Family members</i>
<ol style="list-style-type: none"> 1. children 2. children and companion 3. single 4. other family 5. children and other family member relatives

Table 9 <i>Who sustains the Family?</i>
<ol style="list-style-type: none"> 1. companion 2. she 3. social assistance 4. children 5. other

Table 10 <i>Number of children</i>
<ol style="list-style-type: none"> 1. none 2. 1 to 2 3. 3 to 5 4. > 6

Table 11 <i>Education of children</i>
<ol style="list-style-type: none"> 1. school age 2. teens 3. grown -ups

Table 12 <i>Expectation for future son/daughters</i>
<ol style="list-style-type: none"> 1. study 2. work 3. daughters to get married 4. good people 5. to do what they like 6. none

3. Working history:

Table 13 <i>Age of start of work</i>
<ol style="list-style-type: none"> 1. <10 2. 10 to 14 3. 15 to 19 4. 20 to 29 5. 30 to 39 6. 40 and more

Table 14 <i>Age of start of work in fisheries</i>
<ol style="list-style-type: none"> 1. <10 2. 15 to 19 3. 20 to 29 4. 30 to 39 5. 40 and more

Table 15 <i>How long in fisheries</i>
<ol style="list-style-type: none"> 1. < 6 m 2. 7 m to 1 year 3. 2 to 4 4. > 5 years

Table 16 <i>Reason for starting to work</i>
<ol style="list-style-type: none"> 1. family tradition 2. other person already working 3. advisement at side plant 4. press or radio 5. asked in the place 6. cooperative

Table 17 <i>Salary level US\$</i>
<ol style="list-style-type: none"> 1. < 100 2. 100 - 150 3. 150 – 200 4. > 200

Table 18 <i>Salary use</i>
1. food 2. cloth 3 housing 4. education 5. hobbies 6. others

Table 19 <i>Social activities</i>
1. club 2. church 3 foundation 4. neighboured group 5. none 6. union

ANNEX 2: Argentina (Patagonia)

Questionnaire for women working in the fisheries industry

Place	Quarter	Province
Place of interview		
Date	Interviewer	
Age	Civil Status	

Type of work (Table 1)

<p>TABLE 1</p> <p>01 Filleter 02 Packager 03 Maintenance 04 Cleaner 05 Administration 06 Canner 07 Quality Control 08 Supervisor 09 Octopus Harvester 10 Collector 11 Scuba Diver 12 Coastal Fisher 13 Fisherwoman 14 Ship owner 15 Handicraft 16 Artisanal processor 17 Informal market 18 Market 19 Net maintenance 20 Aquaculture 21 Research 22 Others</p>
--

This work is
Permanent
Temporary
Seasonal
Occasional

Employer (Table 2)

How did you learn this task:
Formal Training
Informal Training

<p>TABLE 2</p> <p>National Government Provincial Government Both of them Enterprise Cooperative Self-employed Local trade Family enterprise Enterprise with others Others</p>

Your family is working in the fisheries industry? **Yes** **No**

Your previous work was related to fisheries **Yes** **No**

In which activity (Table 1)

Since which age

How long do you stay in this activity?

How many days a week do you work in this activity?

How many hours a day

- 1) 1 to 4 hours/day
- 2) 4 to 6 hours/day
- 3) 6 to 8 hours/day
- 4) More then 8 hours/day

Do you receive money for your job? Yes No

This is your main income?

TABLE 3
Hunting
Harvesting
Fishing
Barter
Kitchen garden
Animal breeding
Other
None

1) Yes 2) Secondary 3) Complementary

If it is your main income, It is enough? Yes
No

COMPLEMENTARY ACTIVITIES

Do you have other work activities? Yes
No

Which one?

Do you execute any other activity to make your living? (See table 3)

GENDER AND WORK

Do you think that the task you are performing: 1) Same way women and men
2) Women better
3) Men better
4) Do not know / No answer

Do you think that in your activity women are more capable than men?
 Which one?

Do you think that in your activity men are more capable than women?
 Which one?

Do you think there are some fisheries tasks that women cannot do?
 Which one?

TRAINING

Are you interested in some training? Yes No

TABLE 4

None
 Primary school unfinished
 Primary school completed
 High school unfinished
 High school completed
 College unfinished
 College completed
 University unfinished
 University completed

In which training course would you to like to participate?

Job training Learn to read Internet
 PC Others

Which formal education level do you have? (Table 4)

HEALTH

Do you have any health insurance? Yes No

Which one?

Medical Insurance
 Prepaid assistance
 Emergency Insurance
 Others

Do you have medical check-ups Yes No

If yes: What kind of medical check-ups?

How often?

If no: Why do you not have medical check-ups?

No time
 No money
 long distance
 Never sick
 Others

Do you use any birth control method? Yes No

If no, are interested in some of them? Yes No

Do you think your job is harmful for your health? Yes No

If yes, how?

Muscles
 bones
 joints
 blood/circulation
 breathing
 skin problems
 Others

Did you have the same problems also before starting your job? Yes No

Did you have any accident in your present job? Yes No

If yes, which one?

If yes, did you receive any assistance from your company? Yes No

FAMILY

Who is taking care of the finance of your family?

- Partner
- Me
- Partner and me
- My children
- Social security
- Others

Do you have children? Yes No

<p>TABLE 5</p> <p>They come with me</p> <p>They stay alone</p> <p>The bigger ones take care the younger ones</p> <p>My husband takes care of them</p> <p>One of my neighbours takes care</p> <p>They stay in some institution</p>
--

How old were you when first child was born?

How many children do you have?

Did you have any medical check-up during the pregnancy(ies)?
 Yes No

Do you have children younger than 11?
 Yes No

What do you do with your children while at work? (Table 5)

How many children depend on you?

Have you been pregnant during your present job? Yes No

If yes, what did the company do for you?

- None of milk
- maternity leave (how long?)
- change of tasks
- Others
- breast feeding time off
- supply

STANDARD OF LIVING

What is your definition of quality of life?

Are you hoping your children to have the same job as you? Yes No

What are your options for your old ages?

- Pension about it
- Help from children
- Don't know
- Others
- Continue to work
- Did not think

PARTICIPATION IN GROUPS

Do you form part of any institution or group?

- No
- Club
- Church
- workers association
- Union
- Neighborhood Group
- Others

Do you have experience in meeting with other people, to solve some problems
 No Yes

HOUSE

Your house is:

Owned

Rented

Lent

You are paying the house building plan

Other

What kind of supplies do you have?

Water

Electricity

Gas

Sewer

None of them

How is the restroom?

Toilet

Latrine

Do not have

How many people live in your house?

How many bedrooms?