



Annual Report 2018

WOMEN'S INDUSTRY NETWORK
SEAFOOD COMMUNITY (WINSC)



OUR LIFE MEMBERS

ANNE WHALLEY

JUNE GILL

GLORIA JONES

JEN SHAW

CONTENTS

Introduction	02
Reports	03
President - Leonie Noble	03
Vice President - Karen Holder SA	04
Treasurer - Barbara Konstas VIC	05
Secretary - Linda Williams WA	06
Margaret Stevenson QLD	07
Mary Howard NSW	08
Heidi Mumme NT	09
Sue Martin TAS	10
Tanya King Director at Large	11
Jayne Gallagher Director at Large	12
Financial Statements	13

WOMEN'S INDUSTRY NETWORK SEAFOOD COMMUNITY (WINSC)

The Women's Industry Network Seafood Community (WINSC) is Australia's peak organisation for women across all sectors of the seafood industry. We strive to be the national voice for women in seafood, bringing together a diverse group of women and providing them with a platform to network, share information and create change for themselves their industry and their communities. WINSC has a strong history of achievement since its 1996 inception in South Australia and the subsequent founding of the national organisation in 1998. As an organisation, we are committed to enabling seafood women to have the capacity, confidence and connections to ensure their voices are heard: from the boats to the boardroom and the halls of Parliament House.

Traditionally there has been little emphasis placed on the role and contribution of women in the Australian seafood industry. WINSC seeks to change this by taking a practical approach to raising the profile of women involved in the seafood industry and providing access to professional development skills. We believe that increasing the capacity of seafood women will result in a positive contribution to the industry as a whole. The organisation provides support, encouragement and dissemination of information to members. Our members are part of a recognised and dedicated national network that represents the true diversity of the seafood industry in Australia.



WINSC'S OBJECTIVES ARE TO:

- Recognise and enhance the skills of seafood women.
- Develop effective partnerships with government agencies and other industry stakeholders.
- Take a professional approach to all activities and relationships with other stakeholders.
- Create a supportive environment to ensure women of the seafood industry reach their potential. Actively encourage the involvement of women in the seafood industry.
- Provide community education on all aspects of the seafood industry.
- Create a positive image of the seafood industry through the promotion of the benefits of the industry to the community.

STRATEGIC DIRECTION 2015-2020

- Recognise and enhance the skills of women of the seafood industry.
- Actively encourage the involvement and recognition of women in the seafood industry.
- Develop positive perceptions of the seafood industry.
- Encourage strong and effective partnerships with seafood industry stakeholders.

For contacts, membership details, news and coming events visit the WINSC website at www.winsc.org.au.



Leonie Noble

WINSC PRESIDENT

thank the amazing women that came before us and the women that will take WINSC to the next level going forward.

On a personal note, I have been blessed to be able to travel to Ireland to work with the wonderful seafood women there who have set up a women in fishing association and to also travel to Iceland to speak on gender and the lack of visibility of women on boards and in positions that can affect change in seafood.

I was also fortunate enough to be able to attend the Commission for the Status of Women at the UN in New York in March and worked toward improving equality and human rights for women across the world, the highlight for me was the inclusion into UN language of fishing and fisheries for the first time.

So, as you can see the board has been busy! You will be able to read more about what each director has been doing in their states through their individual reports in the following pages. The work that we do is ongoing and strategically important in planning for the recruitment of the next generation of seafood women and celebrating those women that are the backbone and often unsung heroes of Australia's fantastic seafood industries.

On that note I would like to thank my board, it has been a privilege to work alongside these amazing seafood women who all show such passion and knowledge of their industries and the belief in acknowledging and increasing the value of the contribution to industry that seafood women bring.

I was once told that "if everything seems under control, you are not going fast enough". This year I think that WINSC has been flat out sprinting!

The past year has seen the both the board and the amazing women that make up Australia's seafood women become more visible through our international women's day profiling, our increased social media presence and input into government inquiries and white papers.

WINSC has been involved in working toward better mental health outcomes for the seafood community and the development of digital e-learning leadership programs ready to roll out in the near future which allow women to build capacity from the safety and convenience of their own homes.

WINSC has also gone through a renewal process which included a survey of what Australian seafood women wanted and needed from us which has led to a new look, new name and a new direction for the board and the association which is very exciting.

WINSC has been in existence for 20 years so we will be having a party to celebrate later in the year. It will be an occasion that allows us to acknowledge and



Karen Holder

WINSC VICE PRESIDENT
SOUTH AUSTRALIA DIRECTOR

Every second year sees an amazing celebration of the people and product that are the seafood industry.

In South Australia, South Australian Women's Industry Network (SAWIN) coordinates and hosts the South Australian Seafood Awards. For 2017, this meant some 180 people from all aspects of the seafood community gathered at the Adelaide Convention Centre to network, eat some seriously good South Australian seafood and acknowledge the best in the industry. As part of the event, the "Best Fish and Chips" as voted by the public was announced. This inaugural event was coordinated nationally by Fisheries Research and Development Corporation (FRDC) with Senator the Hon Anne Ruston, a great SA ambassador for the national program. SA launched their voting with a fabulous evening at the City Volleyball courts with authentic sandy courts to add atmosphere to the wonderful cooking of Simon Bryant, chef and executive director of Tasting Australia.

The state awards are the pre cursor to the National Seafood Awards held as part of Seafood Directions, the pre -eminent conference for the seafood industry. The event is held biannually and was held in Sydney for 2017. Two days of information, particularly around the notion of digital disruption and the networking were busy. Of course, there was attendance at the WINSC sponsored Power Up Breakfast, AGM and General Meeting and using the charging station that featured women from the E-Book of profiles of women from the seafood industry.

For International Women's Day 2018, I decided to visit and photograph the special women of the SA seafood industry and photograph them during their day as women in the seafood industry. I began at Clayton in the Coorong with Christine Jackson and Gloria Jones fishing on the Lake. Then it was off to the research women at the FRDC office in Adelaide and SARDI Aquatic Sciences at West Beach followed by the great ladies behind the counter at Parissos Seafood. The final photos were taken with Jennie who has been in the industry for over 30years in retail and now cooks the fish and chips for the hungry public at Sotos Fish Shop an iconic Adelaide seaside fish and chip shop.

I had the pleasure of telling my story at an event in

May 2018 to celebrate the completion of the investigation stage of FairFish, a community supported fishery model. This was supported by Farming for the Future funding and is an important initiative supporting farm co-operatives and collaboration.

SAWIN was started over 20 years ago by three amazing women and provided the platform for WINSC. There is still a core group of women passionate about the role of women and the need for an effective voice for those women. However, it is recognised that change is inevitable and to respond to the needs of women in the South Australian seafood industry a workshop was held on June 8. A table of people from all aspects of our seafood community including Leonie Noble and Barbara Konstas from WINSC, SAWIN members past and present plus government representatives from management and research were able to discuss the options available and have Claire Van der Geest the facilitator put together a final report. This report will include data from the pre-workshop survey and chart the pathway for change.

Other events I have attended include the launch of the South Australian fishing season in conjunction with I Choose SA, Seafood Industry Australia members advisory forum and guest meeting, FRDC Board in SA dinner and industry drinks, Primary Industries and Regions SA Stepping into Leadership graduation and a meeting with Statoil/Equinox representatives to talk about their steps for industry consultation and engagement around the upcoming carbon resource exploration in the Great Australian Bight.



Barbara Konstas

WINSC TREASURER
VICTORIA DIRECTOR

organisations we came together to discuss, develop and establish a policy platform on this topic for Regional, Rural and Remote Women. The two-day forum, had an impressive line-up of speakers, including our own Tanya King, all of whom informed and educated us on the challenges different sectors face to help support their communities on mental health issues.

In Victoria, our industry is moving forward and promoting the positive stories that our industry has on offer. The industry is renewing and redeveloping seafood festivals in rural and city communities show casing the beautiful seafood that Victoria has on offer. From Apollo Bay to Lakes Entrance the industry is promoting eating locally sourced Australian seafood. One of these events was the SlowFish festival, which championed the support of local bay and inlet fisheries.

Looking to the year ahead, WINSC can build on the positive results of the previous 20 years and I look forward to being part of an organisation that creates positive foundation for the women who work with it.

This year has certainly flown by. In my dual capacity as Victorian Director and Treasurer, it has been a busy year. Working with a team of talented women we have worked together to implement and finalise our 2018-2022 strategic plan. WINSC, through leadership, linking and increasing the capacity of women, aim to build a positive profile for all those who work within our industry. The aim being that when women enter our industry, they realise that it offers a career not just a job.

At Seafood Directions we held our inaugural Power Up Breakfast a successful event that was attended by over 70 people. At the breakfast, it was with great delight that I presented our E-book. The book contained a compilation of profiles of the many talented women, from all sections of the supply chain, who work within our marvellous industry. Women, who down play their roles, quietly going about their jobs. It is hoped that we can build on this book and be able to refine and add to it so that a hard copy can be produced.

WINSC is continuing to focus on the role we can play to support the mental health and well-being of fishing families. I was nominated to represent WINSC at the National Rural Women's Coalition (NRWC) Mental Health Roundtable. Along with 20 plus representatives from other member



Linda Williams

WINSC SECRETARY
WESTERN AUSTRALIA DIRECTOR

Well, I can't believe that I am here again writing this report! How the year has flown -it doesn't seem five minutes since the last report was due.

As Secretary of WINSC I have found the position rewarding yet at times challenging due to time constraints and family commitments. The engagement of a communications person will lighten the workload for all the WINSC Board Directors and I am very much looking forward to meeting and working with Kelly in the very near future.

I was proud to be a part of the WINSC Power Up breakfast held at Seafood Directions 2017 in Sydney and am looking forward to the planning of the next breakfast which will be held at Seafood Directions 2019 in Melbourne. The support from those attending the event was fantastic and as numbers were very limited, many missed out. Be sure to get your tickets for the 2019 event.

As mentioned in my report last year I attended the Trans-Tasman Rock Lobster Congress in Hobart. This congress is always valuable and is attended by plenty of grass roots lobster fishers. It's great to catch up with everyone and find out how their individual fisheries are faring. The Western Rock Lobster Council (of which I am a Director) is actively working in the space of engaging the next generation (both male and female) to become actively involved in the fishery and hopefully in time step up to Board and Sub-Committee positions. The interest so far has been very encouraging and I will be working with other directors of the WRLC to implement some workshops, bursaries and involvement on committees for those interested. I hear the same cry from all sectors of the seafood industry that there is a great need for next generation leaders, I truly believe that these people are waiting in the wings. We just need to work out the best way to involve them and with a little encouragement and mentoring I am convinced they will soon gain the confidence to take over the reins. It's also great to see that the FRDC Research Advisory Councils are also making this area a high priority. I currently sit on the Western Australian Research Advisory Council and it is definitely a high and ongoing priority to keep identifying and engaging with the next generation leaders, offering them leadership pathways along with the opportunity to further advance their skills.

The Western Australian Fishing Industry Council (WAFIC) is celebrating its 50th anniversary in November 2018. It is quite a milestone and everyone involved in this organisation over the past 50 years should be congratulated. To have a well-respected peak body representing the WA fishing industry is the envy of many who struggle to get their concerns heard without a united voice and a peak body to represent them to Government. The WA fishing industry has an old and colourful past and still abounds with passionate and dedicated people. Fishing in WA increased dramatically during the 1890's which is when the Parliament of the day created a Department of Fisheries to manage the industry. Compulsory licensing of fishermen and their boats was introduced in 1899 and the following year 191 licensed boats and 401 fishermen were operating in the state's fishing industry. WA's renowned pearling industry was started in the 19th century and was centred in Broome. The global financial crisis hit the industry hard in 2008/09 but it is slowly recovering, making it WA's second most important commercial fishery by value. I am excited to be involved with the committee for the WAFIC 50th

Anniversary event and hope that during the night's festivities there will be time for recognition and reflection of the fantastic men and women involved in the seafood industry here in WA throughout the 50 years of WAFIC's existence.

WA fisheries are not without their challenges. After nearly a decade in negotiation with the Commonwealth Department of Environment, the WA Minister for Fisheries Dave Kelly recently announced that rules would be introduced to prevent gillnets from being set in areas of key sea lion habitat near sea lion breeding colonies in the South West of WA. News of these closures was devastating to WA's 90+ fishers working in the demersal gillnet and the demersal longline fishery who rely on waters within the exclusion areas to catch popular local species, especially shark. Regulations like this not only affect the community gaining access to fresh local seafood but the livelihoods of generational fishers around the state. The Southern Seafood Producers (WA) Association will continue to push for a fairer outcome and give support to those fishers that are affected by the closures.

I am very much looking forward to continuing my journey with WINSC in 2019 especially the 20th Anniversary celebrations in Adelaide in October along with the Safety at Sea workshop, the renaming and rebranding of the organisation and the Project Reward initiative which will be launched at the 20th Anniversary Gala Dinner.

I look forward to what WINSC will achieve in 2018/2019 and my part in reaching the goals that we as an organisation have set. I have no doubt that with all the amazing women involved in the seafood industry along with their passion and knowledge of their industries, we are heading for a very exciting but busy year ahead.



Margaret Stevenson

QUEENSLAND DIRECTOR

particularly insistent that industry go down a particular path provides no comfort to those still in the industry. Should we trust what others say regarding our futures? Should we trust the promises of speculative flow-on “benefits”? Should we feel comforted when we hear them “promise” prosperity and security to the industry while insisting that they will accept no other decision than for us to go down the path they insist we take when many of them have specifically threatened to wipe out industry’s access to resources in the past and, if we disagree with their choice for our future they question our sanity? It almost feels like being in a game of Russian Roulette when your enemy has loaded the gun. At the same time, no one has given a guarantee that those involved currently in the industry is not going to experience further pain and financial hardship so who are to be the recipients of the “promised benefits”?

I have been feeling like I’ve needed to switch off and regather my thoughts and recapture my mojo because I am so tired of relentless proposals and change being thrown at industry, requiring endless hours of submissions and contributions. I feel like I am possibly in a bubble and need to ascertain whether my exhaustion is just personal or indicative of where the entire industry is at.

I queried this with fishers on some of the Facebook pages where there had been little comment for some time and responses started coming in immediately and everyone seemed to feel the same - commenting as follows - a “sense of defeat”, “hopelessness”, “exhaustion”, “industry on the verge of collapse”, “blanket of doom”, “giving up”, “time to hang up the fishing gear”, “I’ll move overseas to fish”, “I think people are retreating to their safe places”, and so on.

This has been a very hard report to write due to this widespread sense of foreboding in Queensland’s seafood industry, probably contributed to by the fact that many know what transpired in NSW and expect much the same outcome in spite of consultation. At the same time it reinforces the importance of work done by others such as Dr Tanya King, who has highlighted the concerns over industry participants’ mental well-being and our need to take care of ourselves. If only these concerns were taken seriously by those who continue to seek to impose their wills on our industry for their own purposes. I suppose our well-being is not on their lists of priorities so we must take care of ourselves and each other as well as we can. Sadly, it is not an issue facing just fishers in Australia as a report recently showed similar concerns for fishers in North Carolina as well.

Where does WINSC fit into this? Women in the industry are affected as well as the men under these circumstances whether as fishers themselves or the partners, mothers or daughters of fishers, workers in seafood establishments or owners of domestic seafood retail establishments. Sometimes the women, while still struggling personally with the stresses themselves feel they are responsible also to hold everything together for the sakes of all those others who are struggling. We have much at stake as women in the seafood industry and we need mental clarity and wellbeing to do all we need to do.

As another year rolls over, my wish for everyone is that we all have the peace of mind and wellbeing that we need and may we all be able to share compassion and care with each other.



Mary Howard

NEW SOUTH WALES DIRECTOR

The family life of most commercial fishers in NSW is and has been for more than twenty five years totally consumed by the never ending changes to their ability to do their job. Many women partners, like never before, are being consumed by this impact on their lives.

December 2017, the implementation of the NSW Fisheries Reform commenced. New rules governing the catching and reporting of catch to the government, understanding the phone in reporting, constant inspections at jetties and ramps, changes to weigh in of catch, electronics failing, veto of weigh in at Co-Operatives, then the certification of Co-Ops, the never-ending demands and increased stress on the fisher affecting every part of the family.

While some fishers have walked away with thousands of dollars to invest, other fishers have been left with a debt to pay and in many cases they are unable to regain their prior catch position. ‘The pain to get the gain’ this known and unacceptable statement at meetings.

One fisher taking court action has failed so far to get justice. His family have been fishing for generations. Both father and son failing to regain their former catch rights in the forced government auction scheme. Hundreds of hours spent defending their rights. No matter how you look at what has happened to the NSW fishers, the impact on their jobs, placing fisher against fisher in a market place that government has taken a role in as well. The legislative capacity of a government is out of control of the industry participants. Politics rules. The majority of the industry at meetings did not support the reform proposed.

NSW Wild Caught sector are constantly demonised by government policy over and over again with every restructure, review, reform, restriction that the government publicly announces and applies as a solution to the states sustainability of its fish resources. 85% of seafood consumed in NSW is imported. Public political defamation and discrimination of the wild harvest commercial fishing industry must be stopped. They were sustainable.

Meetings of management, where conflict is evaluated between sectors, is constantly a take from the commercial fisher to appease the

As I look out my window at a glassy smooth sea, it is tempting to think that all is well for those involved in the seafood industry in Queensland but such is not necessarily the case for the men and women actually involved in striving to ensure longevity, security might be the last - depending upon the outcome of the current reform process in Queensland Fisheries Management.

Sadly, the formerly annual Tin Can Bay festival is not happening this year and I’ve noticed a sense of fatalism, if that’s the right word, evident in the comments of some other seafood industry people in Queensland as well and I believe it has something to do with this reform process and memories of past experiences.

I am involved in the process by being on one of the working groups and at this stage I am still concerned that there is little acknowledgement of the enormous changes to the industry over the past twenty years and the consequent huge reductions in the volume and variety of domestic seafood available for our domestic population’s consumption. Unfortunately, it seems that domestic seafood consumers are the ones whose possession of and rights of access to their fisheries resources seem to be overlooked. This has the potential to massively change the seafood industry landscape in Queensland and raises questions over whether consolidation and corporatisation are the best ways forward for current and future seafood industry participants, consumers or the general population of our state and nation.

The prospect of having our entire seafood industry changed to a corporate model is very concerning to many - particularly in light of the experiences of other fisheries around the world where domestic populations ended up with little to no access to their own fisheries resources. We have been attempting to grapple with these issues while other voices not from our industry exert pressure to push industry the way they want us to go, with little understanding of industry practices, processes or motivations and commitments and no compassion or regard for the fears of fishing families who have already faced intense long-term stress and instability.

These issues are being faced by our small-scale fishers for the first time and the fact that some, who have considered themselves to be long-term opponents to industry, are

recreational sector at the decision-making table. That’s correct, the statement goes “we have to give them something” is unacceptable.

The recreational sector does not comply with the restrictions that commercial fishers have. They however remain with a democratic right to fish that is taken away from commercial fishers. Currently in NSW over 30% of the states inshore waters are recreational fishing only. Not satisfied with this, there is this constant demand for more. There are no environmental impact assessment requirements in comparison to that of the commercial fisheries. Their numbers are in the thousands. It’s not a third of the population like their exclusive access equates to.

My report this year, and meetings attended, intentionally focuses on the NSW Wild Catch harvesting sector. The impacts on the supply of seafood now very evident, the future uncertain for so many. The forced increase in debt within the Industry and wellbeing of the families affected I cannot ignore at this time as a priority. Small businesses being destroyed over and over again.



Heidi Mumme

NORTHERN TERRITORY DIRECTOR

Reviews of both the maritime and seafood training packages have been initiated and workshops have been held around the country for industry consultation. Let's see where these lead.

Fishpath is a fisheries management tool, which has been developed by an international collaboration, aimed at data limited fisheries. Fishpath is a guidance tool for selecting appropriate assessment and management options available for a given fishery. A Darwin workshop introduced the tool to industry.

An interesting development for the NT this year has been the recent introduction of direct flights from Darwin to China. This has the potential to expand markets directly from the NT for primary producers.

International Women's Day 2018 saw new and inspirational profiles of women in seafood on the WINSC website as part of their International Women's Day initiative. I was pleased to see an increasing number of fabulous Territory women involved in this year's project – Congratulations.

In June I attended a National WHS Summit in Sydney where I was able to hear presentations from a wide range of Executive leaders from wide and varied backgrounds, one of which was Ian Miles, Head of Safety at Tassal. It was great to see the seafood industry represented at such an event.

This year we celebrate the 20th Anniversary of WINSC, what an achievement. This national organisation is the only one of its kind in the country representing women in the seafood industry. I believe there are many exciting times ahead for not only WINSC but women in the seafood industry in general. I am looking forward to celebrating with you.



Sue Martin

TASMANIA DIRECTOR

This has been my first year as a member of the board of WINSC. It has been a privilege to work with the other dedicated members of the board to develop and begin implementation of our 2018-2022 strategic plan. Our mission is to support the Australian seafood industry by developing, capitalising on and promoting the strengths of women. As part of the new strategic plan we hope to increase the visibility of women in the seafood industry and highlight the diversity of their roles and their achievements. In the year ahead, we aim to encourage and inform members of professional development opportunities and programs and to identify and facilitate the training needs of seafood women so that they have the skills and confidence to play an even greater role in industry decision making processes. We also aim to support the health and wellbeing of fishing families and to develop strategies to more effectively engage with women in all sectors of the seafood industry. Progress towards achieving outcomes has been made this year.

Work to date has particularly focused on acknowledging and celebrating women in all sectors of the seafood industry. Our seafood industries offer such a broad, diverse range of career options for those choosing to work in this sector: marine farm divers, operations managers, hatchery managers, deckhands, skippers, fish health officers, laboratory technicians, processing plant workers and managers, wildlife and environmental management officers, research and development project officers, product sales and marketing... the list goes on. There are an increasing number of women working in all these fields, quietly achieving and advocating for their industries. It is important that the work of these women is visible and celebrated so that they can inspire and act as mentors to other women and girls starting out or considering careers in these fields.

In Tasmania our aquaculture industries have continued to grow. Aquaculture production is now one of our largest agricultural industries, both in terms of value of production and employment. However there has been major challenges over the past 12 months for some sectors. The oyster industry continued to be impacted by POMS (Pacific Oyster Mortality Syndrome) which resulted in stock losses and restrictions on stock movements and stock availability. Work is currently being undertaken by industry to develop strains of oysters resistant to the disease.

In addition to this, lingering algal blooms along parts of the east coast of Tasmania earlier in the year resulted in

extended closures for shell fish harvesting and some wild catch industries such as rock lobster and abalone. In mid-December a Biotoxin testing facility was opened in Tasmania. Prior to this all biotoxin testing was conducted in Sydney which meant that shell fish farmers usually had to wait for a week for sample results that that would enable them to reopen following a closure. The new facilities, enabling local testing of biotoxins in shellfish, greatly reduces the turnaround times for sample results, hence enabling growers experiencing a closure to reopen at the earliest opportunity. This will assist shell fish farmers in the future to maintain greater market access and to more effectively manage their businesses during these difficult periods.

The Aquatic Animal Health and Vaccine Centre of Excellence in Launceston has continued research programs and vaccine development to reduce the impact of disease on the salmon industry and animal health training programs have been delivered to staff working in the three major Salmon companies in Tasmania. These training programs have also proved to be great networking opportunities to meet and exchange ideas with women and men in a range of roles within the industry.

I look forward to the year ahead as we progress our new strategic plan and celebrate the 20th Anniversary of WINSC.

In September 2017, I was privileged to be appointed to the WINSC Board as NT Director. In this role, my aim is to build on the awareness of WINSC in the NT and increase participation in and membership for this inspiring organisation.

Since joining the Board there have been a number of interesting workshops in Darwin that I have been involved in.

After the devastation of the recent white spot outbreak, there has been an increased focus on aquatic biosecurity. Through Fisheries, Animal Health Australia and the Northern Australian Quarantine Strategy I have attended two workshops highlighting current and potential future aquatic biosecurity issues.

Tanya King

DIRECTOR AT LARGE

people (12,642,225), with an advertising equivalent cost of nearly 400K (\$396,268).

History of WINSC – Report produced for WINSC, to be used as required.

Journal article on closure of Port Phillip and Westernport Bay fishery (accepted for publication)

- King, Tanya J and Dayne O'Meara 2018. "The people have spoken': When familiar cultural narratives trump the Best Available Science". Maritime Studies (MAST). September. I will attempt to leverage some media from this release.

Edited collection on how people from around the world live with the ocean, with an example from a fishing community in Australia (accepted for publication).

- King, Tanya J 2019. 'Formal and Informal Territoriality in Ocean Management', in *At Home on the Waves: Human Habitation of the Sea from the Mesolithic to Today*, ed. Tanya J. King and Gary Robinson. Berghahn Books.

Project Regard – This is an initiative that aims to highlight the grass-roots impact of poor mental health on the Australian seafood industry. The project, which is still in progress, draws together videos recorded by fishermen (and some women) from around the country, talking about their experiences of poor mental health in the industry. To date, I have six videos, and the promise of several more. The videos will be edited together into a short (ten minutes, max), clip, combined with data from our national survey, to present at the WINSC 20th Anniversary dinner in October – and other forums, as appropriate. The goal of this project is to demonstrate the broad relevance of this topic to the whole industry, to privilege the experiences of grass-roots members of the industry in future discussions about mental health, to combat the stigma associated with talking about mental health issues (particularly for men), and to create a compelling tool with which to advocate for action/funding into the future.

¹ See for more information and updates:
<https://blogs.deakin.edu.au/anthropology/sustainable-fishing-families-project-progress-page/>

Jayne Gallagher

DIRECTOR AT LARGE

Another action-packed year for me - here are some highlights:

1. Women in Fishing Ireland – this was the first time that women involved in Ireland's fishing industry had come together as a group to discuss how they could have more of an impact. Leonie Noble (WINSC President) and Jenny Shaw (WINSC Lifetime Member) worked with me to tell our WINSC story. We were all so inspired to hear that the issues we face are common across the other side of the world and we look forward to working more with them - sharing ideas for a better seafood future.

2. Presenting a keynote speech at the World Seafood Congress 2017 in Iceland – and receiving a standing ovation! My topic? How working together to address industry challenges can help build a successful future. Australia was represented at the Congress by five presenters – all women (all WINSC members). Leonie Noble and Jen Shaw participated in a forum on International Women in Seafood while Clare Winkle presented on food fraud.

3. Chairing two sessions at Seafood Directions 2017 – the theme of the conference was Sea the Future. A great mix of speakers and sessions challenging us all to think differently about the future and how to embrace the disruption that is coming. If you weren't able to get there some of the sessions were recorded and can be downloaded from the website www.seafooddirections.com.au

4. Attending the Women in Seafood Power Up Breakfast – held during Seafood Directions, Sandra Hook from Sydney Fish Market entertained and inspired us with stories from her career – the challenges she faced and how she managed to not only overcome them but to use them as a spring board for a better future for herself.

All this while continuing to build our business Honey & Fox – I want to publicly and sincerely thank both my partners Emily Mantilla and Helen Johnston for all their support and encouragement (and patience) to help me in my role at WINSC – it really is a team effort.

The next 12 months is going to be a big one for WINSC. We will be celebrating our 20th Anniversary with a dinner in Adelaide on the 19th of October and to coincide with this we are hosting a Safety at Sea workshop. The workshop will focus on achieving behavioural change – we can't keep doing the same thing and expect a different result! I look forward to catching up with you there.

I've been honoured to stand beside WINSC members this year on the Board, and hope to contribute more to the organisation in the coming years. I am a maritime anthropologist with a life-long professional dedication to the fishing industry, and not a member of the fishing industry. As such, my contributions reflect my academic role at Deakin University.

Sustainable Fishing Families¹ – This year has been dedicated to finalising an FRDC-funded project called Sustainable Fishing Families: *Developing industry human capital through health, wellbeing, safety and resilience*. The project has two parts:

- 1 • **Workshops** – We've successfully piloted all three of the workshops for this part of the project, with considerable health benefits for those who participated. Based on the success of the pilot, a second program has been initiated with fishing families in Corner Inlet, Victoria, with funding from the Victorian government.
- 2 • **Survey** – The survey is still under analysis and will be available soon, along with the report. Even if it kills me. Which it might.

Media – Significant media attention was generated in relation to the mental health issues facing the fishing industry. In the previous 12 months I have contributed to media stories about the fishing industry that have reached over 12 and a half million

FINANCIAL STATEMENTS

PROFIT & LOSS STATEMENT

1 July 2017 to 30 June 2018

Income	\$	Expenses	
Badges	-	Advertising & Promotion	3,359.64
Conference Sponsorships	3,000.00	Affiliation Memberships	2,000.00
Donations	17.64	Conference reimbursements	-
Interest Income	272.66	Dues & Subscriptions	-
FRDC Funding Income	13,000.00	FRDC Project Expenses	18,971.67
Memberships	7,232.75	Insurance	2,059.85
Sundry Income	360.00	Legal & Accounting	459.85
20th Anniversary	47,000.00	Membership Badges and Scarves	-
Total Income	\$ 70,883.05	Miscellaneous Expenses	-
		Postage & Shipping	-
		Printing	1,405.50
		Teleconferencing	38.57
		Travel & Accommodations	-
		20th Anniversary Expenses	3,845.65
		Website Expenses	371.93
		Total Expenses	\$ 32,512.66
		Net Profit	\$ 38,370.39

AUDIT

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12th August, 2018

Women's Industry Network Seafood Community
5 Martin Street
BUNDABERG QLD 4670

Re: Financial Records for year ended 30th June 2018 - Audit Statement

I have examined the financial records for the association and make the following verification statement as per reporting requirements of the *Associations Incorporation Act*.

The financial records show that the association has bookkeeping processes in place to adequately record the association's income and expenditure and dealings with its assets and liabilities as per reporting requirements.

I have performed an audit on the financial records of the association and find that the accounts produced by the accounting system to be an accurate recording of the transactions, based upon the supporting documents provided by the association.

In my opinion the financial reports as produced by the accounting system, present a true and fair record of the financial position of the association.

Yours faithfully,



Daphne Gobell MIPA



IPA INSTITUTE OF PUBLIC
ACCOUNTANTS

CONFERENCE DATES

Year	State	City/Town
2000	ACT	Canberra
2001	QLD	Brisbane
2002	TAS	Hobart
2003	WA	Perth
2004	SA	Hahndorf
2005	NSW	Sydney
2006	QLD	Brisbane
2007	VIC	Melbourne
2008	TAS	Hobart

Year	State	City/Town
2009	QLD	Hervey Bay
2010	NT	Darwin
2011	VIC	Melb
2011	QLD	Gold Coast
2012	ACT	Canberra
2013	SA	Port Lincoln
2014	ACT	Canberra
2015	WA	Perth
2017	NSW	Sydney



MELBOURNE
SEAFOOD CENTRE

wholesale fish market

WINSC would like to thank
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WOMEN'S INDUSTRY NETWORK
SEAFOOD COMMUNITY (WINSC)

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