

ANNUAL REPORT

20
19

WOMEN IN SEAFOOD
AUSTRALASIA (WISA)



OUR LIFE MEMBERS



ANNE WHALLEY



JUNE GILL



JEN SHAW



GLORIA JONES

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ABOUT US

Traditionally there has been little emphasis placed on the role and contribution of women in the Australian seafood industry. Many other Australian primary industries, most notably dairy and grains, have invested significant resources in developing the role and skills of women. This has resulted in the more effective use of what was an untapped resource, in developing the industry.

During 1996 and 1997 a group of women associated with the commercial sector of the fishing industry (the 'seafood industry') in South Australia began working together to address the situation. This resulted in the formulation of the South Australian Women's Industry Network (SA WIN).

In February of 1998, SA WIN hosted a Fisheries Research and Development Corporation (FRDC) sponsored workshop entitled 'Capitalising on the Talents of Women in the South Australian Fishing Industry', FRDC Project 1997/348. One of the results of the workshop was the development of a four-point Action Plan for future operations of the network so that it might best serve the needs of the seafood industry nationally. In June 2000, the national Women's Industry Network Seafood Community was formed and incorporated as a Registrable Australian Body.

In 2016 WNSC hosted a FRDC sponsored workshop entitled 'Providing Pathways for the Involvement of Women in the Seafood Industry Development - Shaping a New Community for Seafood', FRDC Project 2016/409.

The findings of this report were then workshopped at an 'Implementation Workshop' held in Melbourne in early 2018. This resulted in a commitment to 'make the change happen' and work towards a more dynamic and appealing organisation, culminating in a new logo and name, Women in Seafood Australasia (WISA).

In October 2018 WNSC held its 20th Anniversary Gala Dinner in Adelaide (where it all began) along with a 'Stronger Seafood Communities' workshop. The highlight of the Gala Dinner was the keynote speaker, Gil Hicks a survivor of the London bombings, and the induction of 20 women into the WISA Honour Roll.

The name of the organisation was unveiled, Women in Seafood Australasia (WISA) and the organisation will move on into the new era.

Today, WISA is the only national organisation in Australia which represents the women of the seafood industry. It provides a unique network role in untapping a valuable resource of Australia.

Through the provision of a newsletter and email links, WISA provides support, encouragement and the dissemination of information to seafood women members.

WISA has developed strong partnerships with the agriculture, fisheries and forestry sector women with support from the Rural Industries Section of the Department of Agriculture, Fisheries and Forestry, state/territory governments, and peak seafood industry bodies and associations. WISA are working closely with the newly formed Seafood Industry Australia (SIA) especially in the mental health and wellbeing space of the fishing industry. WISA takes a practical approach to professional development of skills, by raising the profile of women involved in the seafood industry.

Seafood women want to be more visibly active and involved in their industry. Gender-specific groups aid the initial development of confidence, build trust and create a safe learning environment. Experiential learning increases the likelihood of long-term change.

Increasing the capacity of seafood women will result in a positive contribution to the industry as a whole. In order to maximise opportunities for seafood women, WISA seeks funds made available to support operational funding and project monies which will provide a valuable outcome for seafood women and support the operation of the network.

WISA is a not for-profit, independent, productive network. It is managed by an Executive Committee and controlled by a National Board of Directors. It aims to enhance the role of seafood women involved in this network for the benefit of the seafood industry.



Karen Holder
WISA PRESIDENT

up a charity to support those left behind following tragedy at sea. Lastly, we introduced the rebranded Women in Seafood Australasia. What a night.

It was truly an honour for me to follow on the podium from all of this amazing activity and to thank the people who believed in us and sponsored the evening. I would like to acknowledge FRDC, Australian Maritime Safety Authority, Australian Maritime & Fisheries Academy, Primary Industries and Regions SA, Northern Territory Government, Government of Western Australia, Austral Fisheries, Sydney Fish Market Seafood Industry Victoria for their contributions.

The day after the Gala Dinner, many took a trip to the Coorong to see the amazing birdlife, beautiful river and sea coastline, lunch in Goolwa among the rich history of the community and experience the special hospitality of Gloria Jones and her family.

The overwhelming sense from the two days was one of friendship and camaraderie which flowed so strongly. From those who see each other often, those who were catching up on old friendships to the women who had connected from all over Australia, New Zealand and Ireland.

WISA then used the honour roll women to be featured in the very successful International Women's Day (IWD) campaign. This is third year WISA has participated in IWD, running a social media campaign across WISA's Facebook and Instagram. Profiles of Women in Seafood are rolled out over the week surrounding IWD, which was March 8th this year. The campaign achieved a reach of 27,000 which is staggering and a real tribute to our board member Justine Arnold who co-ordinated the project this year.

WISA will be holding the Power Up networking Breakfast at Seafood Directions with the keynote speaker addressing mental health- a key strategic focus for WISA

WISA will continue to champion the diversity and benefit of women in the seafood industry and be present to do this. Thank you to all who support us and believe in the strength of a dedicated group.



Karen Holder
SA DIRECTOR

South Australian Womens Industry Network (SAWIN) was the embryo for the formation of the National group Women's Industry Network Seafood Community and has most recently evolved to be the mainstay of holding the SA Seafood awards on a biannual basis.

Given this was becoming harder to maintain, SAWIN held a workshop in mid-June 2018 to reflect on what the organisation could look like. This process was attended by over 30 people and ably facilitated by Claire Van der Geest. The final document had a number of options, but the end result was a decision to wind up SAWIN. Part of this process has meant that \$4000 has been handed over to the charity proposal for those left behind following loss of life at sea that WISA is initiating.

I would like to thank the three amazing women June Gill, Gloria Jones and Charmain Wait who had a vision and passion and ran with it. I and many others have seen the roles of women in seafood elevated and recognised and so many, many amazing people and opportunities.

As the special Julie Andrews once said "When one door closes another window opens".



Heidi Mumme
VICE PRESIDENT
NT DIRECTOR

The 2018/2019 financial year has been one of exciting change for WISA and it has been a privilege to be a part of this fantastic group of women. We welcomed a new board member in October 2018, Justine Arnold from WA and WINSN was reinvigorated and is now known as WISA.

Our focus is to re-ignite the passion of women within the industry and stimulate new membership interest of women to get involved in the great work we are doing.

October 2018 was a busy month in particular with WINSN holding a very successful workshop in Adelaide which culminated in the WINSN/WISA 20th anniversary gala dinner 2018 where the inaugural honour roll inductees were announced. It was a fantastic night and highlighted the diverse and passionate involvement women have in the seafood industry.

There have been some amazing initiatives that have been taking shape over the last 12 months, most notably around the mental health issues within our industry. These issues are only increasing with additional legislative pressures being imposed on fishers. There is some amazing work in this space being done and with the commitment of \$600,000 from the federal government, WISA is looking forward to working with Seafood Industry Australia to further the work of projects such as Project Regard in this space. The board are also in the development phase of a charity the primary purpose of which will be to provide a lifeline of support for families of fishers lost at sea.

Seafood Directions 2019 takes place in October and this year is held in Melbourne. WISA will be hosting a Power Up Breakfast with Anthony Hart as the keynote speaker together with WISA member Lukina Lukin member speaking about her experiences in our industry. Don't miss this great event.

WISA are also working towards the World Fisheries Congress in 2020 where we will be participating in both the 'Women in seafood' and the 'Mental health and wellbeing' sessions under the theme 'Fisheries and society (contributions to sustainable development)'.

On a personal level, I was honoured to be named the new Vice President for WISA at our October meeting and I am looking forward to working closely with the board and industry to further promote all the fabulous women working within the seafood industry. My family and I have also made a huge sea change, after 18 years living in Darwin, our family has relocated to Hobart and have settled in well to a new climate and environment. Let's just say it has been a refreshing change in every sense of the word.





Barbara Konstas
WISA TREASURER
VIC DIRECTOR



Linda Williams
WISA SECRETARY
DIRECTOR AT
LARGE

Along with being the Victorian Director, I am the Treasurer for WISA which had an extra complication of the passing of our Auditor unexpectedly from cancer. In honour WISA donated to the Cancer Foundation in memorial of Daphne Gobell. An interim auditor has been found and will need to be endorsed at the upcoming AGM.

As a board member of Seafood Industry Victoria (SIV) and WISA I have a role in the organising committee of Seafood Directions 2019. Along with the programming and event planning, it has been great to be able to follow up from the previous Power Up Breakfast in Sydney with one in Melbourne.

I was also asked to be a part of the programming committee for the upcoming World Fisheries Congress 2020 in Adelaide during October 11th-15th next year. This has been an interesting process involving international time zones for teleconferences as just one of the aspects and a very broad set of material to be considered. Abstracts have been accepted and the next phase of the organising will get underway soon.

In my other role as CEO of Melbourne Seafood centre I am constantly in contact with visitors to the centre where I actively advocate for Women in Seafood, always on the lookout for new members. I have also recently been a judge for the Food Awards at the Victorian Show held by the Royal Agricultural Society of Victoria.

This is my first report under the newly branded Women in Seafood Australasia (WISA) and I am excited for the times ahead.

The WISA Board has been working tirelessly to lift the profile of the organisation in order to attract more members, especially the younger seafood women in our seafood industry.

The 'old' WINSC celebrated its 20 years Anniversary in October 2018 with a spectacular celebration in Adelaide. What a night it was with 20 women inducted into the WISA Honour Roll. It was a diverse range of women from all sectors of the seafood industry. These women were recognised for their dedication to their particular sector over many years and the positive impact that they have made. I was truly blown away by so many amazing stories and the selflessness of these women to work tirelessly over many years, for the most part in a totally voluntary capacity.

The 'Stronger Communities' workshop held prior to the Gala Dinner saw the launch of the 'Project Regard' video. There was hardly a dry eye in the room after the showing and I can only sincerely thank those fishers who agreed to feature in the video clip, not an easy thing to do.

Shortly after celebrating the above, November 2018 saw an unprecedented event unfold in the WA Western Rock Lobster Fishery. The WA Government called it a 'shift in policy direction'. The Minister for Fisheries announced the Government would take ownership of more than 17% of the total fishery, 1385 tonnes of the Total Allowable Commercial Catch, in effect the issue of 162,177 new units (at no cost) to be held by the Western Australian Government.

The discussions took place over four weeks between representatives from Government and the Western Rock Lobster Council under a confidentiality agreement. Industry was later advised that during these discussions the mandate was that the Minister was not prepared to negotiate on the State owning units in the fishery, this was non-negotiable. As you can imagine, once the plan was presented to Industry the campaign against the Government commenced. As a rock lobster licence holder myself I was mortified that a Government could and would do this. To add fuel to the fire this, all happened over the Christmas and New Year break when most are relaxing and enjoying time with families.

Industry fought back relentlessly, and the Government eventually abandoned their plan. It is heartening to know that during the campaign the WA rock lobster industry had the support of other fisheries and entities Australia wide. Seafood Industry Australia held a 'Tipping Point' meeting in Fremantle and made the most of any media opportunities to support WA. It goes to say that 'united we stand, divided we fall' and everyone certainly stood up on this account.

On a brighter note our peak body, the Western Australian Fishing Industry Council (WAFIC), celebrated 50 years with a birthday bash. We were treated to a fantastic array of local seafood prepared by amazing WA chefs. The milestone was such an achievement and WA is fortunate to have a funded peak body to represent all WA fisheries.

I am looking forward to attending the Trans-Tasman Rock Lobster Conference in August in Queenstown, New Zealand. What a fantastic venue. The Western Rock Lobster Council has 10 bursary winners attending and for many of them it will be their first time attending a conference. I am sure that they will

learn much and make new friendships along the way. I am confident that through our DECK Young Leaders program we will have a new batch of keen members to step up to leadership roles in the very near future. That's the plan anyway. I will be attending Seafood Directions 2019 in Melbourne and WISA will also be holding their Annual General Meeting. The new format for Seafood Directions looks interesting and I am looking forward to catching up with everyone again. As Secretary of WISA I am kept busy with the day to day management of the organisation.

There is a lot that goes on behind the scenes and the Executive team do a wonderful job of keeping everything in order. It is sometimes difficult with everyone having their own 'day jobs' and pretty much donating their time to the organisation. Such a passionate band of women and I am honoured to work with all of them. My knowledge of what is happening around Australia has increased since becoming part of a national organisation. We can sometimes be caught up in our own little piece of backyard and become oblivious to the challenges and the successes of the wider world. Often, we do have the same issues, taking a more collaborative approach and supporting each other is key to a strong united voice for the Australian seafood industry.

I look forward to continuing my journey with the WISA women and our broader seafood family.





Margaret Stevenson
QLD DIRECTOR

I've just arrived home from a very busy week which probably typifies and sums up the past year in seafood in our state. Certainly, much has been happening and the legacy of fishing politics so evident in Queensland over the past thirty years. It has continued to be a major focus for women in the seafood industry as they and their families and businesses strive to live and work within ever-moving goalposts and a political minefield.

Early in the week I attended the Reef Advisory Committee meeting in Townsville where we are reviewing the 2050 Reef Plan and considering concern over the health and welfare of the Great Barrier Reef as well as the life that depends upon it, with the goal - Healthy Reef, Healthy People.

It's interesting to see just how many women are now involved in discussions such as these. Government, philanthropic, sectoral representatives, traditional owners and scientists alike, all seeking the well-being of the reef and the communities which depend upon or are intrinsically linked to the reef.

Many believe climate change to be the overwhelmingly greatest threat to the GBR while many other environmental issues also need attention. At least there seems to be more general awareness of the impacts of these issues now and some changes are being made.

11 August, was the 21st annual Hervey Bay Seafood Festival. Thousands of locals, visitors from neighbouring towns and interstate flock for a most enjoyable day in Fisherman's Park with seafood, drinks and music. What better way to spend a beautiful winter's day? The festival has been the long-term project of two amazing seafood industry women, Elaine Lewthwaite and Michelle Fuchs, with the help of a trusty band of assistants. This dedicated team once again pulled off a class act event to celebrate the delectable array of local seafood caught and provided for the public by the region's commercial fishers.

Sadly, the Hervey Bay Seafood Festival also reflects

Sadly, the Hervey Bay Seafood Festival also reflects the ongoing efforts of many to seek consumer support for fishers in the latest campaign to fight the latest threat to our industry, our jobs and livelihoods and those of our support industries also.

Over the past 30 years, the local seafood industry is a mere shadow of itself. Active inshore net licenses are now about 1/6 of what there were 20 years ago, with many more small fishing businesses potentially being put out of business in the very near future through a process of consolidation which forces fishers to effectively "buy back" their business's viability. While at the Hervey Bay Seafood Festival, Elaine reminded seafood consumers that if the fishermen are gone, there will be no legal supply of fresh local wild-caught seafood to be enjoyed. Michelle concluded with a reminder to everyone that "an industry that feeds you is an industry worth fighting for."

Throughout the festival I had the opportunity to speak to many different people from different parts of Australia. Some had faced similar issues in other states or had family members whose businesses have been likewise compromised. Many others had no idea of what the seafood community had been facing for so long.

Recently the Minister announced plans to make Queensland the aquaculture capital of the world, adjacent to the Great Barrier Reef, apparently to compensate for the loss of supply. This plan raises some questions. While there is a place for aquaculture, one wonders at the repercussions of such a plan to replace wild-caught supply for the market and fill the coastline with aquaculture facilities.

The state has been challenged over the past couple of years by the accidental outbreak of white spot disease in Prawns. The outbreak was first discovered, although apparently did not originate with farmed prawns and while very problematic to those businesses it has affected, the one positive comment to make is thankfully it was not adjacent to the Great Barrier Reef. Pockets of impacted wild stocks were also identified and efforts to contain the outbreak were enacted

For those of us who are involved in Queensland's seafood industry, it was a reminder of how tenuous our place in our regional communities is.



Mary Howard,
(GAICD)
NSW DIRECTOR

out for comment. "Commercial Fishermen of Australia" and 'Save Australian Seafood Consumers Rights' are just two of the pages that Donna manages. Donna has suffered extensively from the outcomes of the reform and the stress on her and her family has been immense.

Aiming for Membership Growth: It is difficult to promote membership growth in NSW with the government's policies for reform of the Wild Catch sector that is affecting wild harvest.

Working with Industry and fishing families: I again repeat my statements from 2017. The NSW Wild Caught sector are demonised by government policy over and over again with every restructure, review, reform, restriction that publicly applies as a solution to the states sustainability of its fish resources. 85% of seafood consumed in NSW is imported. Political discrimination of the wild harvest commercial fishing industry must be stopped. With over a third of the states inshore lakes, estuaries and rivers now recreational only fishing havens and they have open access to the rest of the state's commercial areas along with over a third of the states coastal waters locked up into Aquatic reserves and Marine parks, the commercial fishing industries triple bottom line is being slowly extinguished by the governments over regulation and unfair policies.

State Petition: This year, yet another Petition to state government seeking an Independent Inquiry into the Reform process and its outcomes.

Stress and Mental anguish continues In NSW in the families of commercial Fishers: The NSW Commercial Fishing Industry families across the state are experiencing ongoing stress, this is felt by women more than is recognised.

Volunteer Recognitions:
Donna Maree continues to work tirelessly on social media bringing the stories of the seafood industry

Simone Ragno is secretary for the NSW Wild Caught Fishers Coalition Region (WCFC) 4 North Group. Simone is also the treasurer of NSW Wild Caught Fishers Coalition. Actively working as a partner in their fishing business, she has followed mental health issues in her region closely.

Heather Elliott's family have taken the impacts of the reform hard to the point of taking court action. This mother and wife has extended herself to the point of standing for the last election of state government to try and make a change.

The stress and anguish has been extensive across the board. Fishing businesses have been stripped of their established catch history and the total allowable catch has been distributed across active and inactive fishers resulting in an undesirable outcome of the multi-endorsed structure of the NSW Fisheries. This scheme has forced fishers into debt to try and regain their prior economic return due to reduced quota allocations and the sharing of their historic recognised catch history.





**Suzanne
Martin**
TAS DIRECTOR

Seafood industries of Oysters, Rock Lobsters, Abalone, Salmon and Trout continue to be major contributors to Tasmania's economy and society. The seafood industry directly employs over 3,500 people within the state and many more indirectly. 75% of the seafood workforce is employed in the aquaculture sector. As Salmon aquaculture continues to expand in Tasmania, so too does the demand for skilled workers.

While significant numbers of women are employed in these industries, they remain a minority in marine operations. This year the development of Women on the Water scholarships in Tasmania, offered through Seafood and Marine Training, aimed to raise awareness of the broad range of career opportunities available to women in the seafood industries and to encourage more women to consider these options and hopefully inspire them to go on to become leaders in their field.

The biennial Wooden Boat Festival held earlier this year in Hobart was also a great opportunity to showcase Tasmania's diverse and vibrant seafood sectors. Over 200,000 local, interstate and international attendees were able to see displays

highlighting the history of the Tasmanian fishing industry, marine science and current fishing practices. Attendees were able to talk directly to people involved in the industry and gain a greater understanding of their passion and commitment to the sustainability of their industries into the future. Attendees were also able to attend sessions with chefs cooking and sampling fresh Tasmanian seafood produce.

During the festival, a ceremony was held to pay tribute to those in the industry who have lost their lives at sea and dedicate a new memorial on the Hobart waterfront to them. The new memorial provides a quiet place for reflection.

The Tasmanian Seafood Industry Council in partnership with Rural Alive and Well are developing programs to help address the stigma of mental health in our seafood industry. Women in Seafood Australasia is also committed to working to improve mental health awareness among industry participants throughout Australia.

Hopefully we can share what we learn to work towards a strong and resilient seafood community.



**Justine
Arnold**
WA DIRECTOR

I would like to take this opportunity to introduce myself to WISA members and the Australian seafood community. My name is Justine Arnold and, in a nutshell, I am a 29 year old crayfisherman's daughter managing a Yellowtail Kingfish aquaculture operation in Geraldton, WA. I am honoured to have taken on the role of Western Australian Director for WISA over the past 12 months.

The past 12 months have definitely been jam packed, beginning in October 2018 at the WISA AGM in Adelaide where I was welcomed to the WISA board, ending in October 2019 graduating from the National Seafood Industry Leadership Program in Canberra and a nomination for the Young Achiever Award at the National Seafood Awards at the Seafood Directions Conference in Melbourne.

It has been a privilege working alongside the women on the WISA board and meeting WISA members at events throughout the year. Let me fill you in on what else I got up to this past year:

- Attended the WISA Safety at Sea Workshop, where Project Regard was launched. It was a very real, raw, moving short film. Shining a light on mental health issues in the seafood industry and communicating to the seafood industry that it's okay to not be okay.

- Attended the WISA 20th Year Anniversary Dinner, where WINSC was officially re-launched as Women in Seafood Australasia (WISA). 20 women from across Australia were inducted into the WISA Honour Roll. It is important we provide recognition to those women who have pioneered in the seafood industry before us. Thank you!

- Completed the Rural, Remote and Regional Network (RRR Network WA) Regional Leadership Master Class in Muresk.

- Attended the RRR Network Stronger Conference in Perth, WA.

- Attended the RRR Network Regional Road Show when they visited in Geraldton providing feedback on areas such as health and wellbeing, safety and justice, economic independence and leadership as part of the State Government's 10-year plan to address inequality.

- Rolled out profiles showcasing Women in Seafood for International Women's Day on Facebook and Instagram.

- Completed the National Rural Women's Coalition e-learning leadership program.

- Attended the Western Australian Fishing Industry Council Golden Jubilee, a seafood feast extravaganza to celebrate 50 years of representing the interests of Western Australia's seafood industry.

- Awarded the WA Seafood Young Achievers Award at the 2019 Western Australian Seafood Industry Awards in July. It was a great event displaying Western Australian seafood, with over 22 fresh, local and sustainably caught Australian seafood dishes being showcased.

- Accepted into the National Seafood Industry Leadership Program 2019.

Looking to the future:

- The WISA website is getting a facelift. Make sure you keep your eyes peeled on our social media pages for the grand reveal.

- When posting on social media platforms, whether it be Facebook, Instagram or Twitter I encourage you to use the following hashtags:

#WISAWOMEN

#WISATOGETHER

#WOMENINSEAFOODAUSTRALASIA

- I am looking forward to 2019 Seafood Directions Conference and catching up with familiar and new faces at the WISA Power Up Breakfast.

- WISA have been working on setting up a charity that will provide support to families that have lost a loved one at sea, there will be more to come on this charity within the next year.

I am thankful to have been given the opportunity by WISA to assist with raising the profile and visibility of women in the seafood industry. I want to inspire women in the seafood industry to step up, don't be afraid to have a go and grasp every opportunity presented to you with both hands.





Tanya King
DIRECTOR
AT LARGE



Jayne Gallagher
DIRECTOR
AT LARGE

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, although not a member of the fishing industry. As such, my contributions reflect my academic role at Deakin University.

Sustainable Fishing Families:

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 report can be found and the FRDC Website. Outputs and resources from this project are still being developed and are planned for distribution with assistance from WISA. Publications stemming from this report are also forthcoming.

Book, At Home on the Waves published:

King, Tanya J and Gary Robinson 2019. At Home on the Waves: Human Habitation of the Sea from the Mesolithic to Today. Berghahn Books.

The opening chapter can be viewed on the Berghahn Books website.

Project Regard

This is an initiative that aims to highlight the grass-roots impact of poor mental health on the Australian seafood industry, and to mobilise everyday fishers to reduce the stigma of poor mental health. Ongoing discussions with state management bodies to leverage money to continue this work, and other work around mental health in the industry. A submission to AFMF has been developed and submitted.

Gippsland Lakes Photography Project

I have been assisting with the Gippsland Lakes Photography Project to document the last ten professional Gippsland Lakes fishers, in Lakes Entrance (led by Lyn Mitchelson-Twigg).

This past year has been a big one for WISA – a new name and a new look – which launched at our 20th birthday celebrations. There was lots to celebrate with our first WISA Hall of Fame inductees announced (see later in this report) showcasing the diverse roles and responsibilities that Australian seafood women have and the fundamental role they play in our industry.

This year I was integrally involved in bringing four seafood women from Ireland to meet with WISA and to participate in our Stronger Seafood Communities workshop. People from all over Australia attended the workshop which considered some critical issues facing our communities. We were able to share experiences and discuss potential solutions to issues that are more common to every seafood community than we think. It was a great leadup to the celebration dinner where our inspiring keynote speaker spoke about overcoming all odds to survive a horrific lifechanging event and illustrated how we are all extraordinary people who can all achieve extraordinary things in our lives.

In my business and in my role as Director At Large for WISA I meet with many people involved in the seafood industry, at all levels and from many different countries. It is quite evident that we are now globally starting to recognise the importance of women in the industry but that we still have a long way to go to address gender-based inequalities. Seafood is a global industry, and this is a global discussion. It is not just about how many women are in decision making roles, that is certainly part of it, but also about how the way the seafood industry operates impacts on women and girls.

This year I co-authored an opinion piece that was published worldwide to coincide with International Women's Day. Our aim was to call attention to the issues and ask the seafood community, private as well as public, to engage more actively in achieving

well as public, to engage more actively in achieving true gender equality.

Here is an excerpt from the full article which can be downloaded here:

"March 8, International Women's Day, has become the day of the year to highlight what women do and review progress. Some workplaces have joined in celebrating this day, featuring heartening commitments to gender equality. But it is also frequent to see in the workplace the omission, forgetfulness or ignorance of what this day commemorates: the international day of women's rights. We are living in a historic moment where the fact that women still participate in society and in the labour market on an unequal footing with men is more topical than ever. The seafood sector, in which at least 100 million women participate but wield little authority, is, like other male-dominated industry sectors, a fertile environment for reform.

We have a new discourse in the seafood community with very women friendly declarations, new actors in this scenario, new documents accrediting commitments in this regard, but are things really changing or in the path to change? The recognition of the importance of women does not mean the acknowledgement of gender-based inequalities.

As long-time members of associations grappling with this issue, we are buoyed by the current interest but also sanguine that change is not guaranteed.

Here are four tips. First, women in the industry will need to challenge their positions and articulate what they need by means that work in their cultures. This means working together and not allowing to be treated as second class nor simply emulate men in their work by, for example, keeping other women in their secondary places. Second, people already working on gender equality in the seafood industry have to raise the level of comprehension of other professionals on why gender equality is important to the seafood industry. This is not a once-only effort but requires regular, even dogged proselytizing at each opportunity. Third, the capacity of professionals to create new visions of a gender equitable industry has to be raised by training and capacity building. How could gender equality look and what steps would lead to it?

Finally, a progressive environment should not be viewed as a women's own issue but one that obliges and encourages men's engagement.

The challenge is great but not impossible!"

This opinion letter was written by 9 women engaged in seafood communities and promoting gender equality globally.

- Marie Christine Monfort, President and founder of WSI, (the International Association for Women in the Seafood Industry)
- Natalia Briceno-Lagos, Project manager at WSI
- Meryl Williams Chair of the Gender in Aquaculture and Fisheries Section of the Asian Fisheries Society
- Jayne Gallagher, member of WISA (Women in Seafood Australasia), Australian Seafood Hall of Fame Inductee
- Leonie Noble, Immediate past president WISA, Australian Seafood Hall of Fame Inductee
- Ediltrudith Lukanga President of African Women Fish Processors and Traders Network (AWFISHNET)
- Tamara Espiñeira, coordinator She4sea.
- Marja Bekendam, President AKTEA
- Katia Framgoudes, spokesperson, AKTEA

INAUGURAL HONOUR ROLL

SOUTH AUSTRALIA



Mona Barnes



June Gill



Gloria Jones



Tracy Hill



France Romeo



Catherine Sayer



June Gill



QUEENSLAND



Elaine Lewthwaite



Karen Miller



Margaret Stevenson



Anne Whalley

NEW SOUTH WALES



Tricia Beatty



Mary Howard



Mary Mitchelson

WESTERN AUSTRALIA



Toni Jurinovich



Dr Jen Shaw



Carmel McCaskill-Ball



Julii Tyson

NORTHERN TERRITORY



Frances Bender



Dawn Jordan

TASMANIA

BALANCE SHEET

Women's Industry Network Seafood Community Incorporated
As at 30 June 2019

	30 Jun 2019
Assets	
Bank	
Cheque Account	31,428
Term Deposit 0425	7,190
Term Deposit 7903	5,602
Total Bank	44,221
Current Assets	
Accounts Receivable	66
Visa - Prepaid Credit CARD	21
Total Current Assets	87
Total Assets	44,308
Liabilities	
Current Liabilities	
Accounts Payable	52
GST	2,321
Rounding	-
Total Current Liabilities	2,373
Total Liabilities	2,373
Net Assets	41,935
Equity	
Current Year Earnings	(29,449)
Current Year Surplus/Deficit	(10,240)
Historical Balancing	50,795
Retained Earnings	30,828
Total Equity	41,935

PROFIT AND LOSS

Women's Industry Network Seafood Community Incorporated
1 July 2018 to 30 June 2019

	30 Jun 2019
Income	
20th Anniversary	16,954
Donations	4,431
FRDC Funding Income	(2,539)
Membership In Advance	60
Memberships	1,912
Miscellaneous Income	3,000
Total Income	23,817
Gross Profit	23,817
Plus Other Income	
Interest Income	295
Raffle Ticket Sales	6,275
Total Other Income	6,570
Less Operating Expenses	
20th Anniversary Expenses	40,426
Bank Charges	7
FRDC Funding Expenses	13,550
Insurance	2,223
Legal & Accounting	604
Miscellaneous Expenses	84
Printing	286
Teleconferencing	95
Website Expenses	2,562
Total Operating Expenses	59,836
Net Profit	(29,449)

STATEMENT BY THE BOARD

WOMEN'S INDUSTRY NETWORK SEAFOOD COMMUNITY INC

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 30th June 2019

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the constitution of Women's Industry Network Seafood Community Inc. The Board has determined that the Women's Industry Network Seafood Community Inc is not a reporting entity.

The financial report has been prepared in accordance with the recognition and measurement concepts of the Australian Accounting Standards. No other applicable Accounting Standards, Urgent Issues Group Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

INDEPENDENT AUDIT REPORT

WOMEN'S INDUSTRY NETWORK SEAFOOD COMMUNITY INC

Statement by the Board

The Board has determined that Women's Industry Network Seafood Community Inc is not a reporting entity.

The Board has determined that this special purpose financial report should be prepared in accordance with the accounting policies of Women's Industry Network Seafood Community Inc.

In the opinion of the Board, the financial statements comprising the Profit and Loss Statement and balance Sheet:

1. Present fairly the financial position of Women's Industry Network Seafood Community Inc as at 30 June 2019, and its' financial performance for the year ended on that date.
2. At the date of this statement there are reasonable grounds to believe that Women's Industry Network Seafood Community Inc will be able to pay its' debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

President : Karen Holder



Treasurer : Barbara Konstas



Dated this 9th day of August 2019.

20TH ANNIVERSARY GALA DINNER



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
2009	QLD	Hervey Bay

Year	State	City/Town
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
2018	SA	Adelaide



WISA would like to thank
Melbourne Seafood Centre for
sponsoring the production and printing of
the 2018/2019 WISA Annual Report.



Women in Seafood Australasia

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