

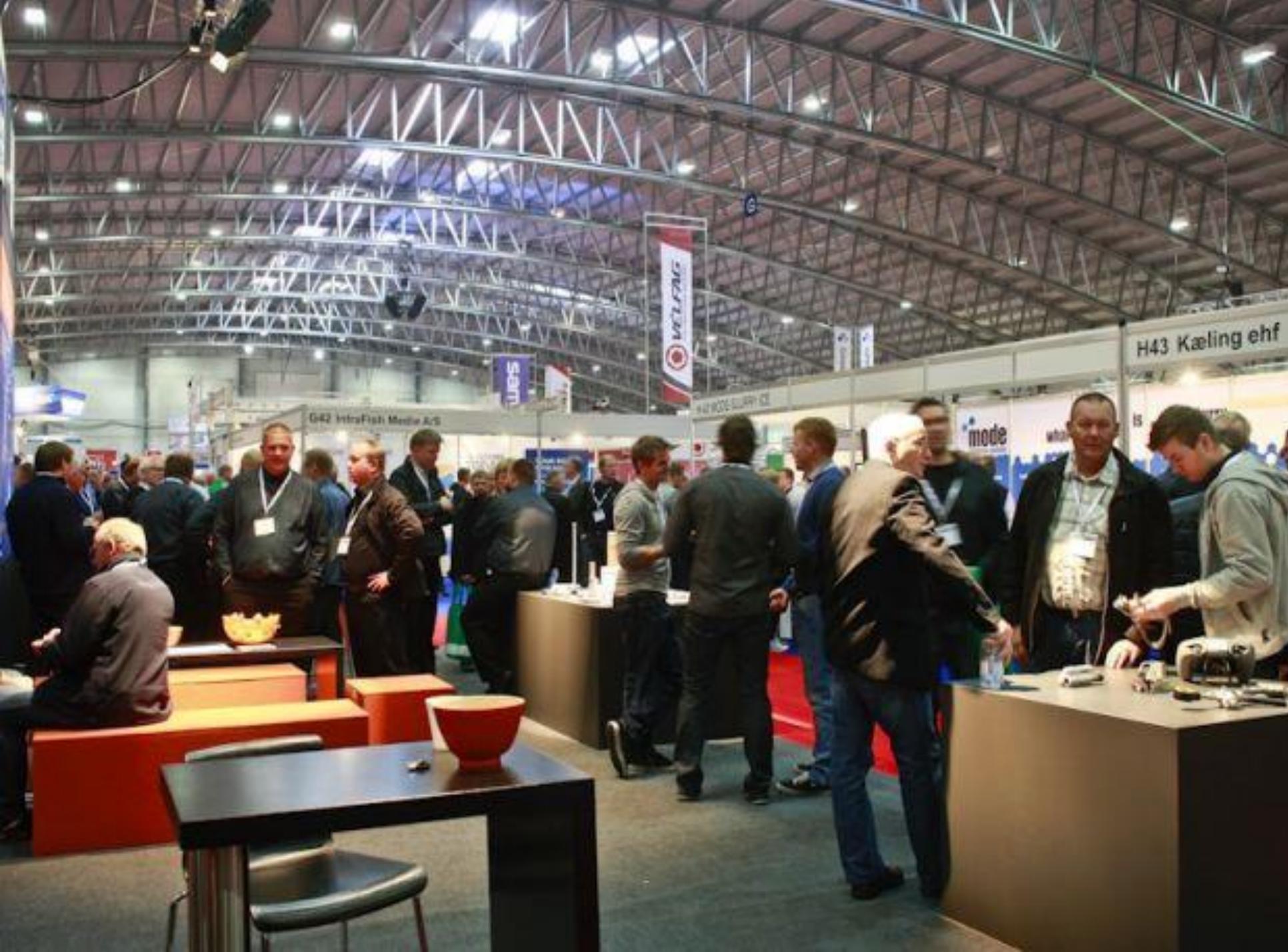


The International Organisation for  
Women in the Seafood Industry

# **THE PATH FORWARD: BREAKING THE CYCLE OF INEQUALITIES IN THE SEAFOOD INDUSTRY: RESULTS OF A GLOBAL SURVEY CARRIED OUT IN 2017**

Marie Christine Monfort  
WSI Co-founder & president

**GAF 7**  
October 2018



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# A70 Women in the Seafood Industry

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INTERNATIONAL ASSOCIATION FOR WOMEN IN THE SEAFOOD INDUSTRY



Wsi GENDER ON THE AGENDA

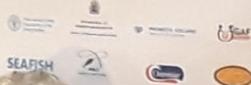
Where Are Women in the Seafood Industry?

LEADERSHIP (CEO, CFO, Etc.)  
PROFESSIONAL ORGANISATIONS  
FISHERIES MANAGEMENT  
CONFERENCE SPEAKERS  
INDUSTRIAL FISHING  
SMALL SCALE FISHING  
SUPPORT ACTIVITIES (ASHORE)  
SELLING AND MARKETING  
ADMINISTRATION  
QUALITY INSPECTION  
FISHERIES, MARINE AND RIVER  
ON SHORE  
SMALL SCALE  
SEAFOOD PROCESSING  
ENVIRONMENT



INTERNATIONAL  
ASSOCIATION  
FOR WOMEN  
IN THE SEAFOOD INDUSTRY

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## WHERE ARE WOMEN IN THE SEAFOOD INDUSTRY?

- PROFESSIONAL ORGANISATIONS
- FISHERIES MANAGEMENT
- LEADERSHIP ROLES
- CONFERENCE SPEAKERS
- INDUSTRIAL FISHING
- SMALL SCALE FISHING
- FISHERIES SUPPORT ACTIVITIES (ASHORE)
- SELLING AND MARKETING
- ADMINISTRATION
- QUALITY INSPECTION
- RESEARCHERS, MARINE AND SOCIAL SCIENCES
- ON-SHORE FISHING - GLEANING
- SMALL SCALE AQUACULTURE
- SEAFOOD PROCESSING (EMPLOYEES)
- ENVIRONMENT ACTIVISM



# The goal of the survey

- To collect the perceptions of seafood professionals on the gender division of labour in the seafood industry;
- To detect barriers for gender equality;
- To identify a range of good practices that would support gender equality and to help leaders make the change toward a more gender inclusive industry.

# Who were the respondents?

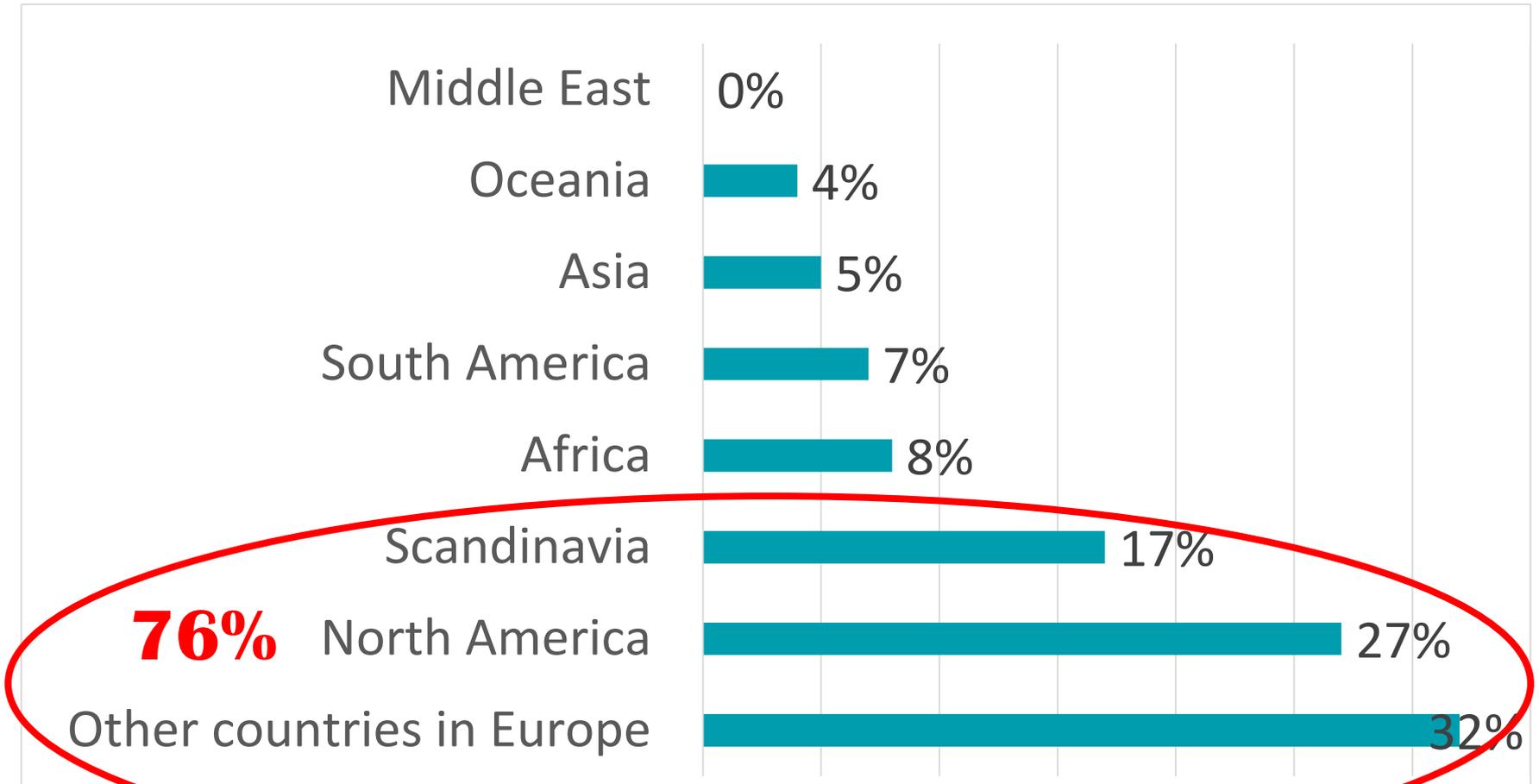


Men 29%

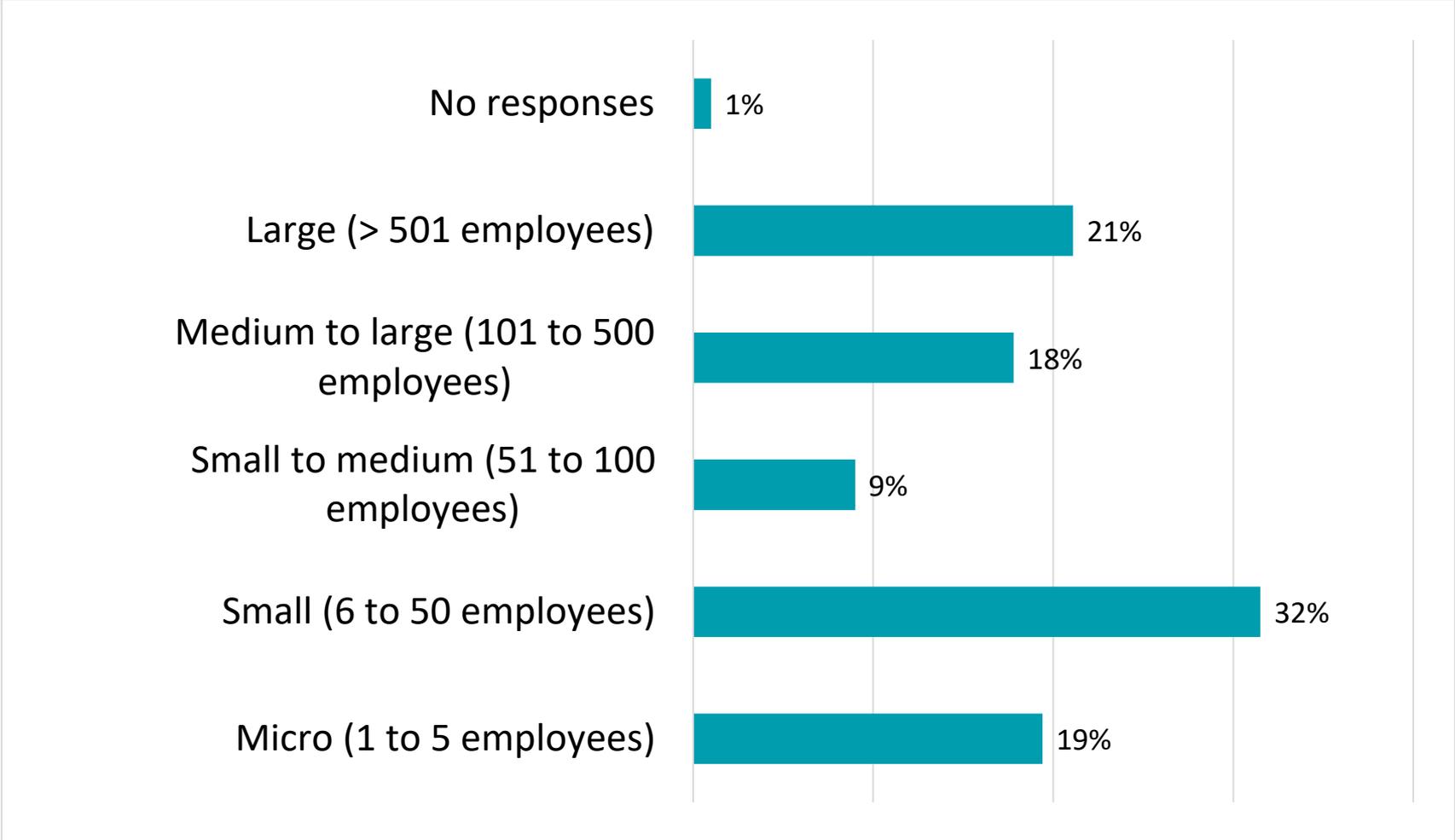


Women 71%

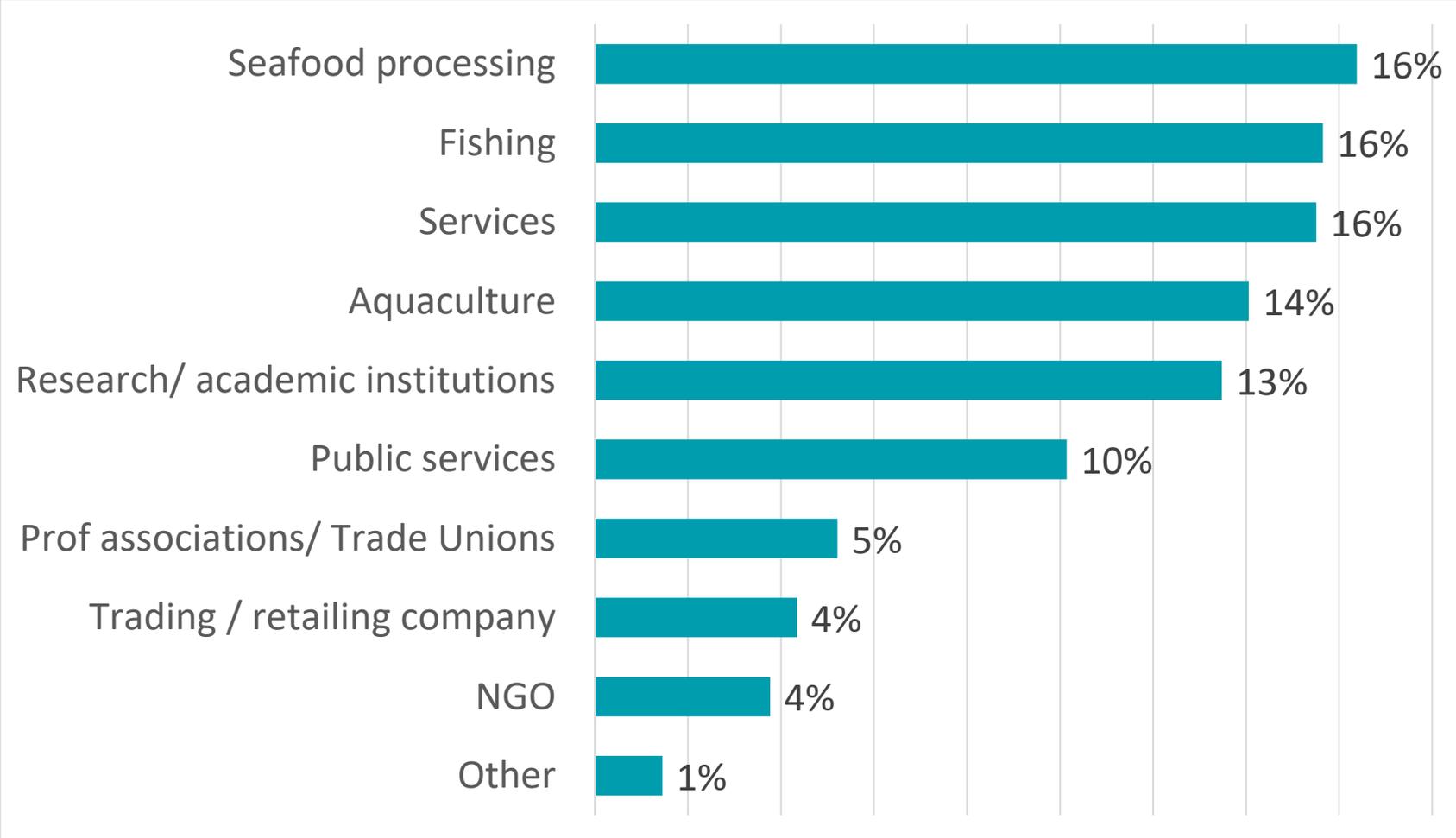
# The respondents



# Survey 2017-2018: The respondents



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# What have we found?

- **Pervasive Inequalities:** all activities, all sectors at all levels, all countries
- **Low** awareness and understanding of the situation
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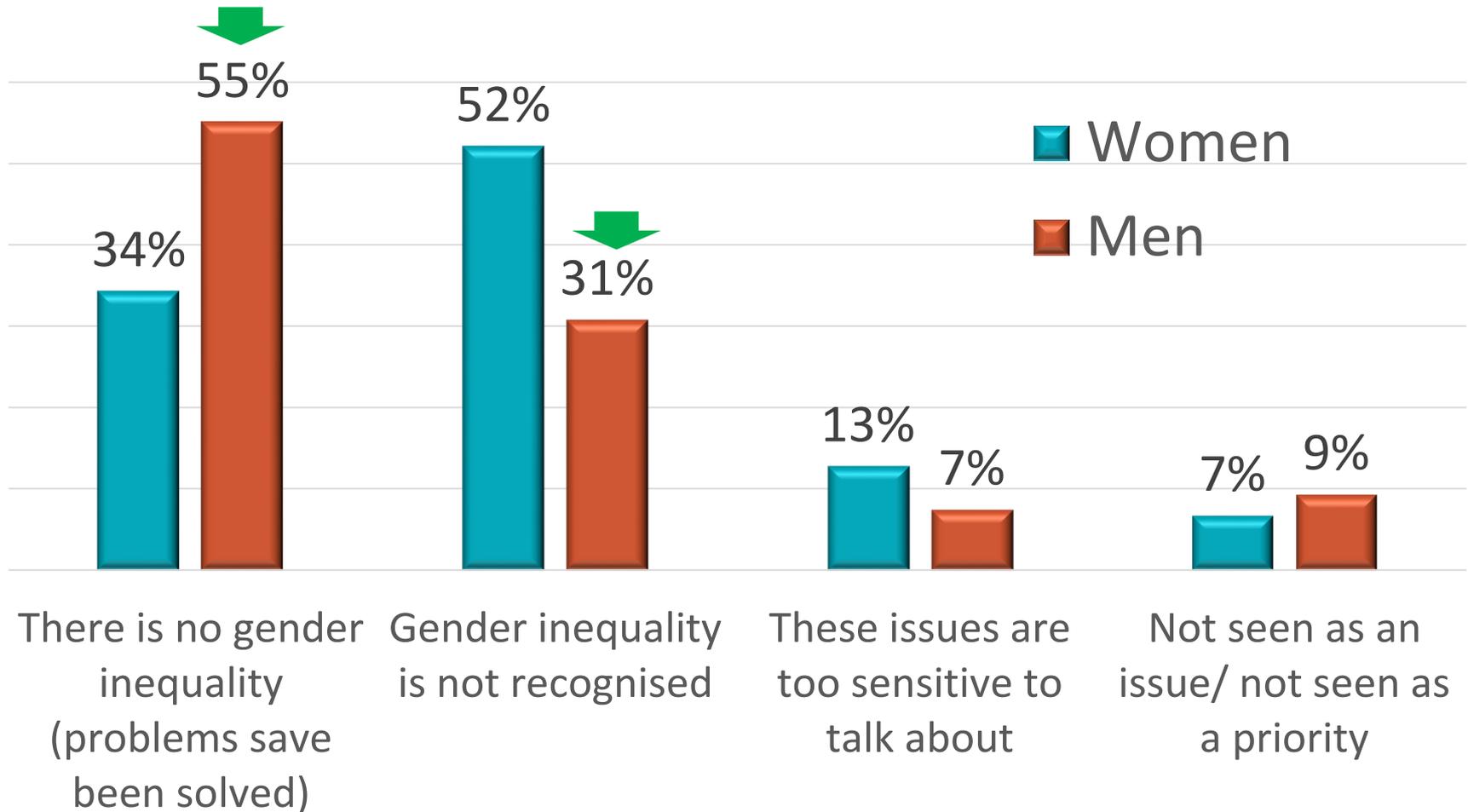
# Pervasive Inequalities

- Sexist discriminations
- Unfavourable work conditions for women
- Deepseated prejudices
- Inequality of opportunity
- Difficulty in accessing senior positions
- Wages gap
- Sexual harassment...

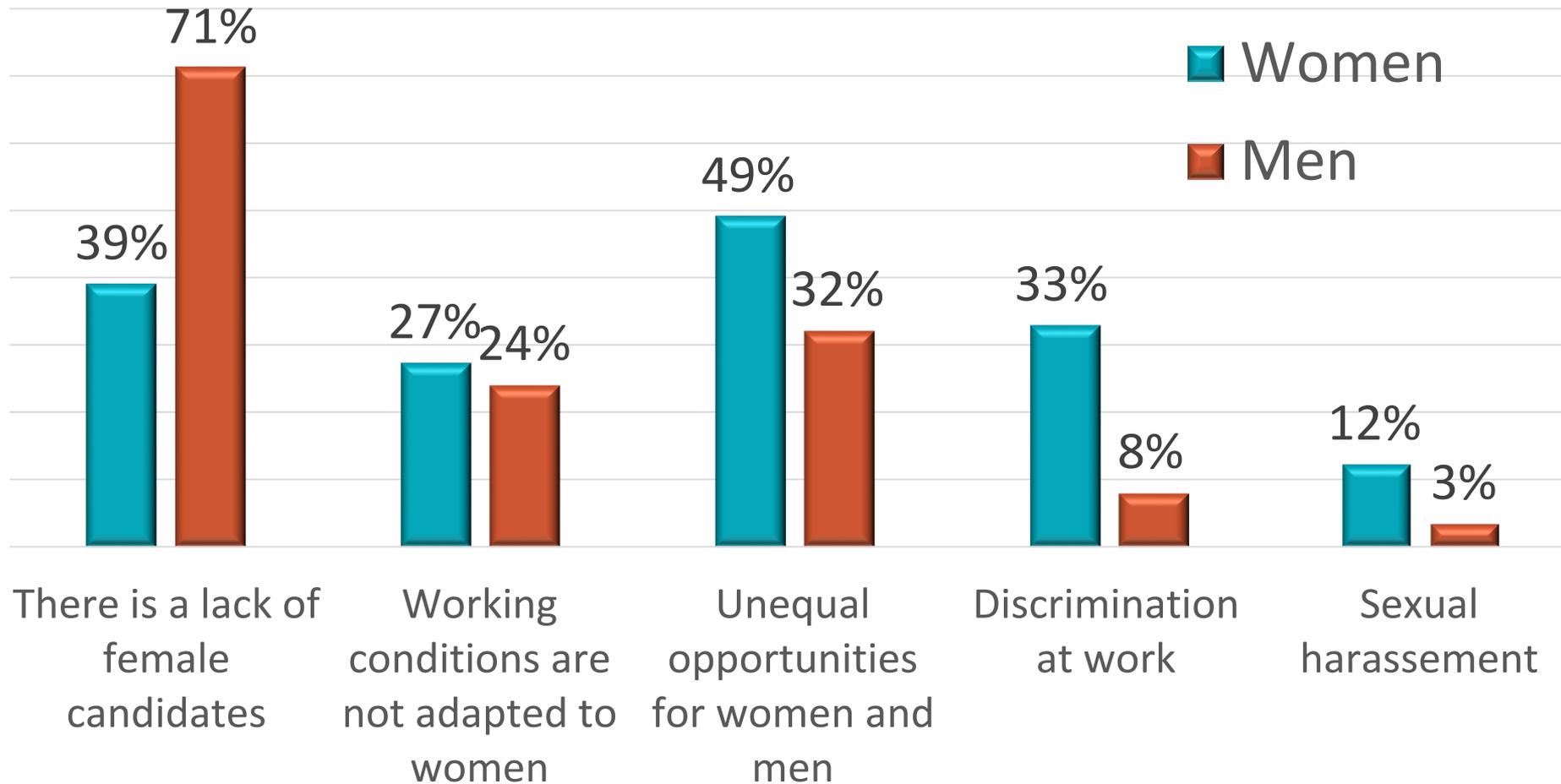
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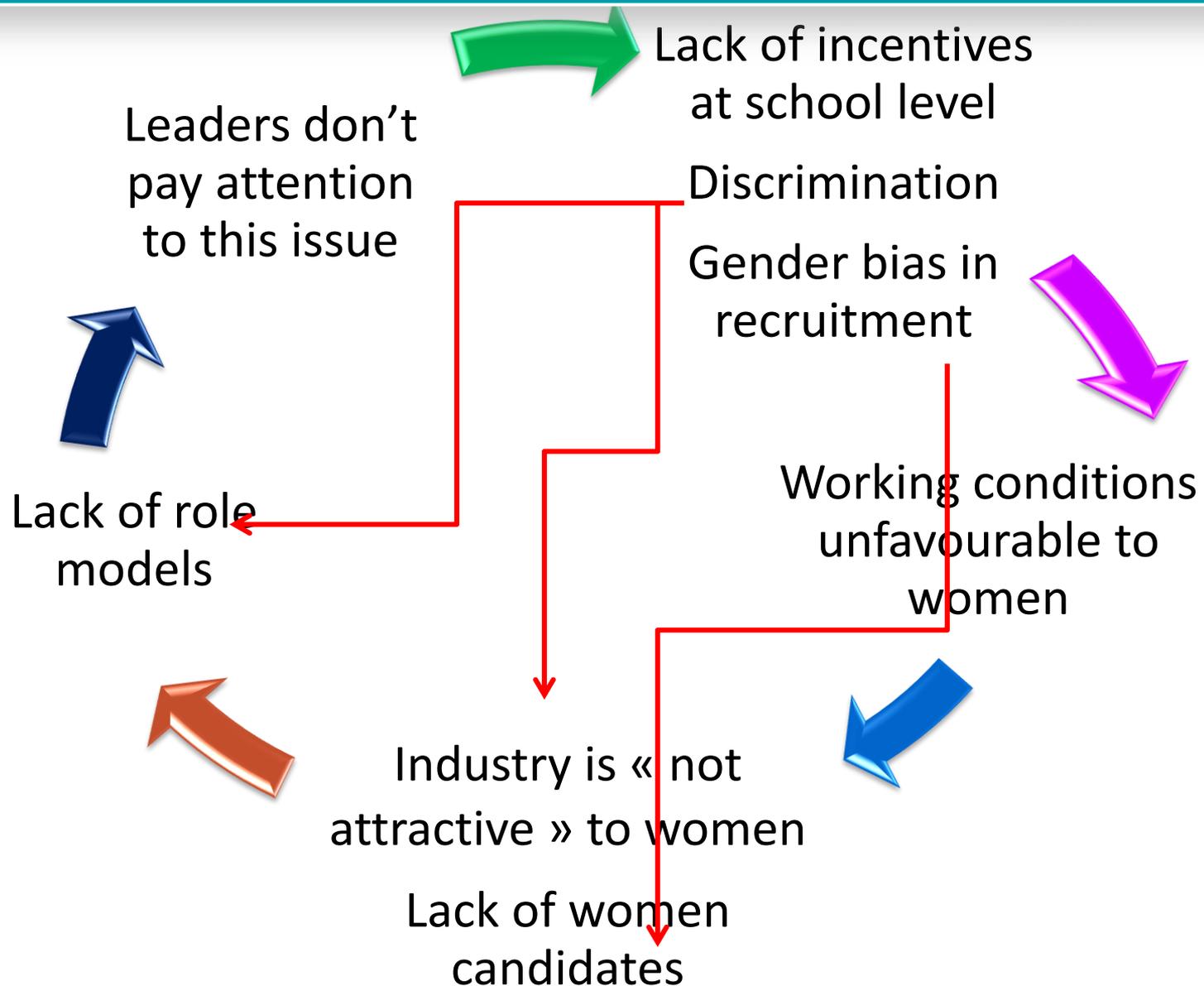
# Women and men don't have the same perception



# Women and men don't have the same perception



# The Vicious Circle of Women's Inequality



# Conclusions

- Women's **integration** in this industry is a fact, but still many forms of **discrimination**.
- We must now move from integration to **inclusion**. This is essential to achieve gender **equality**.
- For this purpose, it is essential to **better understand** the barriers / obstacles that women face in this industry.

# The path forward

- **Raising awareness of all stakeholders, men and women**
  - Issue needs to be recognised
  - Gender awareness programmes (incl. to leaders)
- **Include men in the debate**
  - Men are part of the game
  - Men have the power to bring changes
  - Men have a very poor vision of the situation ★
- **Create opportunities for dialogues** including all stakeholders

The report is available here: [www.wsi-asso.org](http://www.wsi-asso.org)  
In English, Spanish and French

## Putting Gender Equality on the Seafood Industry's Agenda

Results of a Global Survey  
July 2018

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Marie Christine Monfort



Thank you for  
your attention

Find out more: [www.wsi-asso.org](http://www.wsi-asso.org)

On twitter: [@SeafoodWomen](https://twitter.com/SeafoodWomen)

Contact us: [contact@wsi-asso.org](mailto:contact@wsi-asso.org)



WSI video competition will be  
reconducted in 2019

## 2018 VIDEO COMPETITION

مسابقة فيديو لعام 2018

1 SEAFOOD WORKER IN 2 IS A WOMAN. SEND US YOUR STORY.

PRIZE: 1000 EUROS (IN EACH CATEGORY)

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## 2018 VIDEO COMPETITION

CONCURSO DE VIDEO 2018

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PRIZE: 1000 EUROS (IN EACH CATEGORY)

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