Why an International Women Network in the Seafood Industry is important

Presentation to GAF 5 Lucknow India 2014
www.marketing-seafood.com
Women in fisheries, aquaculture and connected activities

- Women are here
  - Fishing, mending / repairing filets, cleaning boats
  - Managing the husband business
  - Processing seafood
  - Selling, trading seafood

- Women are invisible
  - Part time jobs
  - Subsistance labour not registered
  - Not invited to public events
  - Not nominated in companies’ boards
  - Not invited by media to witness

- Women are not here
  - Leadership position
Not here: Few female leaders

• On the world top 100 biggest seafood companies
  – Women hold 1% of top executive positions such as president, chairperson and CEO

• Out of a sample of 64 companies among the top 100 seafood companies
  – 55% had 0% women among directors or board members

• On a total of 621 senior leaders and board members, 58 are women i.e. 9 %
  – Compared to 20% in Fortune 100 USA companies
Female are like oxygen, they are rare in altitude

but the **difference** is that here **things can be changed**
Where are the women?

- **FAO**
  - Since 1945, 8 Directors general: 0%
  - In 2014, 45 directors: 20%
  - 2014 FAO Fisheries and Aquaculture Department
    - 3 directors: 0%
    - Officers, analysts, coordinators: 32%
    - Clerks, typists, secretary: 89%
Little visibility
Industry conferences: % of women speakers?

- NASF 2012 - 6%
- NASF 2015 - 11% (based on programme 05/09/2014)
- France Fisheries Forum 2011 - 0%
- France Fisheries Forum 2014 - 12%
- Global Aquaculture Alliance 2011 Forum - 5%
- Global Aquaculture Alliance 2014 Forum - 19%

Things are improving, but would had it been the case without actions of activists?
Country profile: Aquaculture in Croatia
Benefits at getting more women onboard?

- Study in the seafood industry on this specific topic?
- Several recent studies in other industries
  - Catalyst (2007)
  - Credit Suisse (2012)
  - IMF (2013)
- They conclude that there are benefits of having women on-board
What can be done?

- Produce and disseminate facts on inequity and discrimination
- Produce undisputed facts on the benefits for better gender equality
- Law: Women Quotas Legislation
- Help women to propel themselves: re-vitalize Women International Network(s) (WIN)
Women International Network

Objectives

1. Accelerate the advancement of women
2. Develop skills including leadership
3. Create a pipeline towards the industry
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Tools
- 1. Seminars, workshop, summer university, mentoring programmes, scholarship
- 2. E-platform
- 3. List of female professionals including female speakers
Because things change only very slowly, we need to demonstrate the benefits for organisations and for women when hiring more women.

For that we need:
- Power
- Organisation
- Strategy
- Means
• As Meryl Williams, Poh Sze Choo and M.C. Nandeesha asked during the 4th Global Symposium on Gender in Aquaculture and Fisheries (GAF4): “The burning questions: If not us, then who?, If us, then how?”

• To this question, my answers are:
  – Who: **Us**
  – When: **Now**
  – How: With the support of public, national and international bodies and with creating partnership with private seafood companies
Supportive network
Share of experiences
Engaged women
Development of skills
Role models
Thank you
GAF5
Inspirational leaders
• **McKinsey & Company (2013):** Gender diversity in top management: Moving corporate culture, moving boundaries, 20p
• **Credit Suisse (2012):** Gender diversity and corporate performance, 32p
• **Catalyst (2007):** The Bottom Line. Corporate Performance and Women's Representation on Boards
• **IMF (2013):** Women, Work, and the Economy: Macroeconomic Gains from Gender Equity
• **FAO website**
• **Undercurrents News (2014):** World’s 100 Largest Seafood Companies, 293p
• **Meryl J. Williams, Poh Sze Choo and M.C. Nandeesh (2013):** AFS gender and fisheries networking experiences: what works, what doesn’t? 21p