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

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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

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Middle East</td>
<td>0%</td>
</tr>
<tr>
<td>Oceania</td>
<td>4%</td>
</tr>
<tr>
<td>Asia</td>
<td>5%</td>
</tr>
<tr>
<td>South America</td>
<td>7%</td>
</tr>
<tr>
<td>Africa</td>
<td>8%</td>
</tr>
<tr>
<td>Scandinavia</td>
<td>17%</td>
</tr>
<tr>
<td>North America</td>
<td>27%</td>
</tr>
<tr>
<td>Other countries in Europe</td>
<td>32%</td>
</tr>
</tbody>
</table>
Survey 2017-2018: The respondents

- No responses: 1%
- Large (> 501 employees): 21%
- Medium to large (101 to 500 employees): 18%
- Small to medium (51 to 100 employees): 9%
- Small (6 to 50 employees): 32%
- Micro (1 to 5 employees): 19%
Survey 2017-2018: The respondents

- Seafood processing: 16%
- Fishing: 16%
- Services: 16%
- Aquaculture: 14%
- Research/academic institutions: 13%
- Public services: 10%
- Prof associations/Trade Unions: 5%
- Trading/retailing company: 4%
- NGO: 4%
- Other: 1%
What have we found?

• **Pervasive Inequalities**: all activities, all sectors at all levels, all countries

• **Low** awareness and understanding of the situation

• Different perception by sex
What have we found?

• **Pervasive Inequalities**: all activities, all sectors at all levels, all countries

• **Low** awareness and understanding of the situation

• Different perception by sex
Pervasive Inequalities

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

- **Pervasive Inequalities**: all activities, all sectors at all levels

- **Low** awareness and understanding of the situation

- Different perception by sex
Women and men don’t have the same perception

- There is no gender inequality (problems have been solved): 34% (Women) vs. 55% (Men)
- Gender inequality is not recognised: 52% (Women) vs. 31% (Men)
- These issues are too sensitive to talk about: 13% (Women) vs. 7% (Men)
- Not seen as an issue/not seen as a priority: 7% (Women) vs. 9% (Men)
Women and men don’t have the same perception

- There is a lack of female candidates: 71% (Women) vs. 39% (Men)
- Working conditions are not adapted to women: 27% (Women) vs. 24% (Men)
- Unequal opportunities for women and men: 49% (Women) vs. 32% (Men)
- Discrimination at work: 33% (Women) vs. 8% (Men)
- Sexual harassment: 12% (Women) vs. 3% (Men)
Leaders don’t pay attention to this issue

Lack of incentives at school level

Discrimination

Gender bias in recruitment

Working conditions unfavourable to women

Industry is «not attractive» to women

Lack of women candidates

Lack of role models
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
In English, Spanish and French
Thank you for your attention

Find out more: www.wsi-asso.org
On twitter: @SeafoodWomen
Contact us: contact@wsi-asso.org
WSI video competition will be reconducted in 2019