



The International Association for  
Women in the Seafood Industry

***THE SEAFOOD INDUSTRY IS NOT ATTRACTIVE TO WOMEN,  
IS IT REALLY?***

**PUTTING GENDER ON THE AGENDA OF THE SEAFOOD  
INDUSTRY, RESULTS FROM A GLOBAL SURVEY**

Natalia Briceno

WSI Project manager/Phd candidate EHESS

**EMPOWERING WOMEN IN THE MARITIME COMMUNITY**

WMU INTERNATIONAL WOMEN'S CONFERENCE – 4<sup>TH</sup> AND 5<sup>TH</sup> APRIL 2019

## Where Are Women in the Seafood Industry?

- LEADERSHIP (CEO, CFO, Etc.)
- PROFESSIONAL ORGANISATIONS
- FISHERIES MANAGEMENT
- 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



# Survey 2017-2018: Gender on the Agenda of the Seafood Industry

## Objectives

- Increase knowledge and understanding about gender in this industry
- Raise awareness among stakeholders

## Methodology

- On-line survey
- September-December 2017 (4 months)
- Three languages (English, French, Spanish)

## Sample description

- 700 respondents
- 71% women, 29% men
- All five continents, 350 from Europe
- All segments of the industry (fishing, aquaculture, processing, trading, etc)

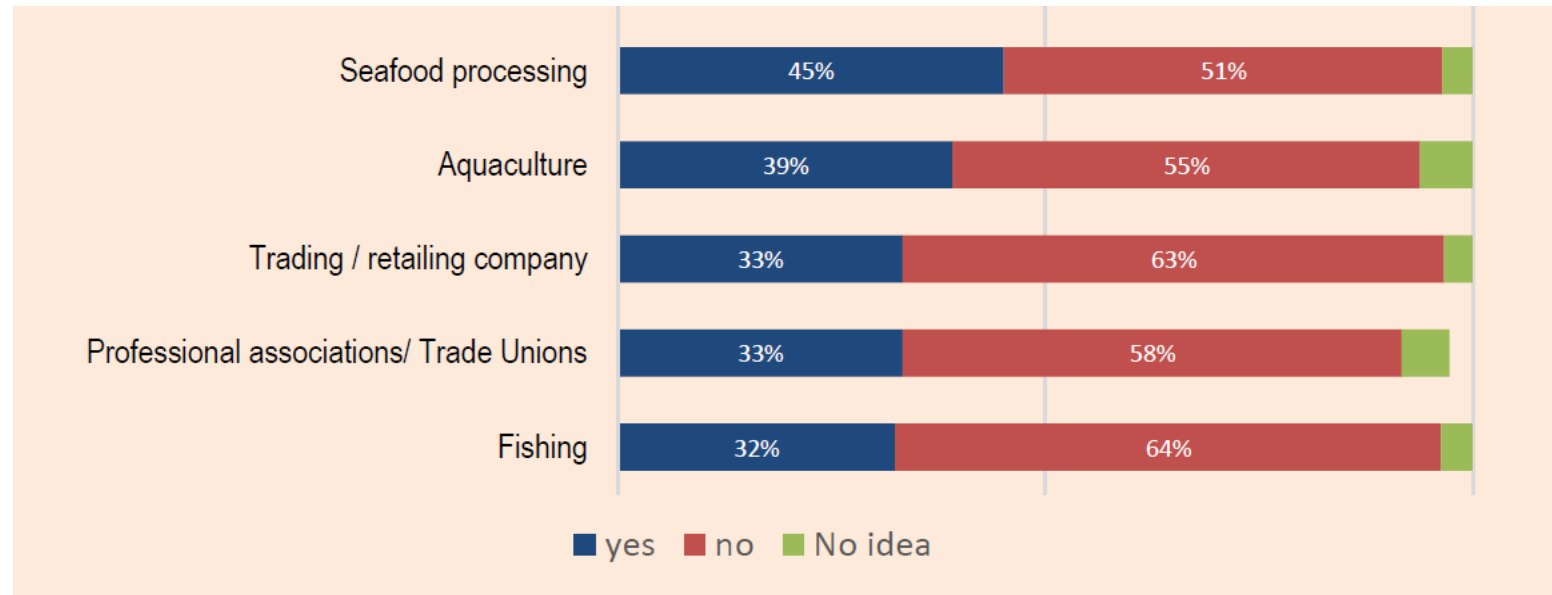
# WSI Survey: what have we found?

Women and men  
in the seafood  
industry: diversity  
without equality

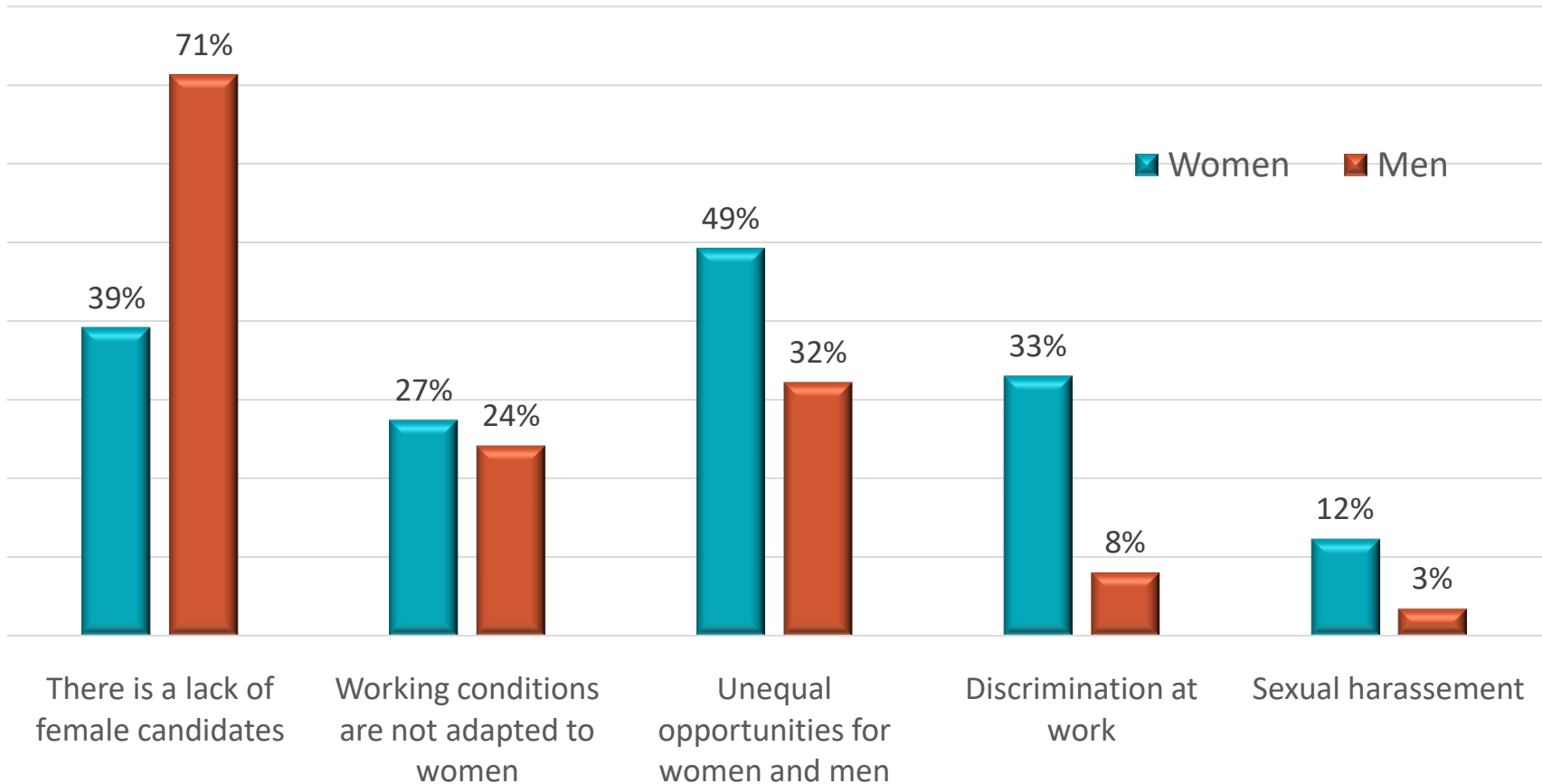
- 1. Perceptions of inequality in all activity sectors**
- 2. Women perceive more gender inequality than men (also in all sectors)**
- 3. Low awareness and understanding of the situation**
- 4. Systematic discriminations and disadvantages against women**

# 1. Perceptions of inequality in all activity sectors

**Would you say that your industry is equally attractive and equitable to women and men?**



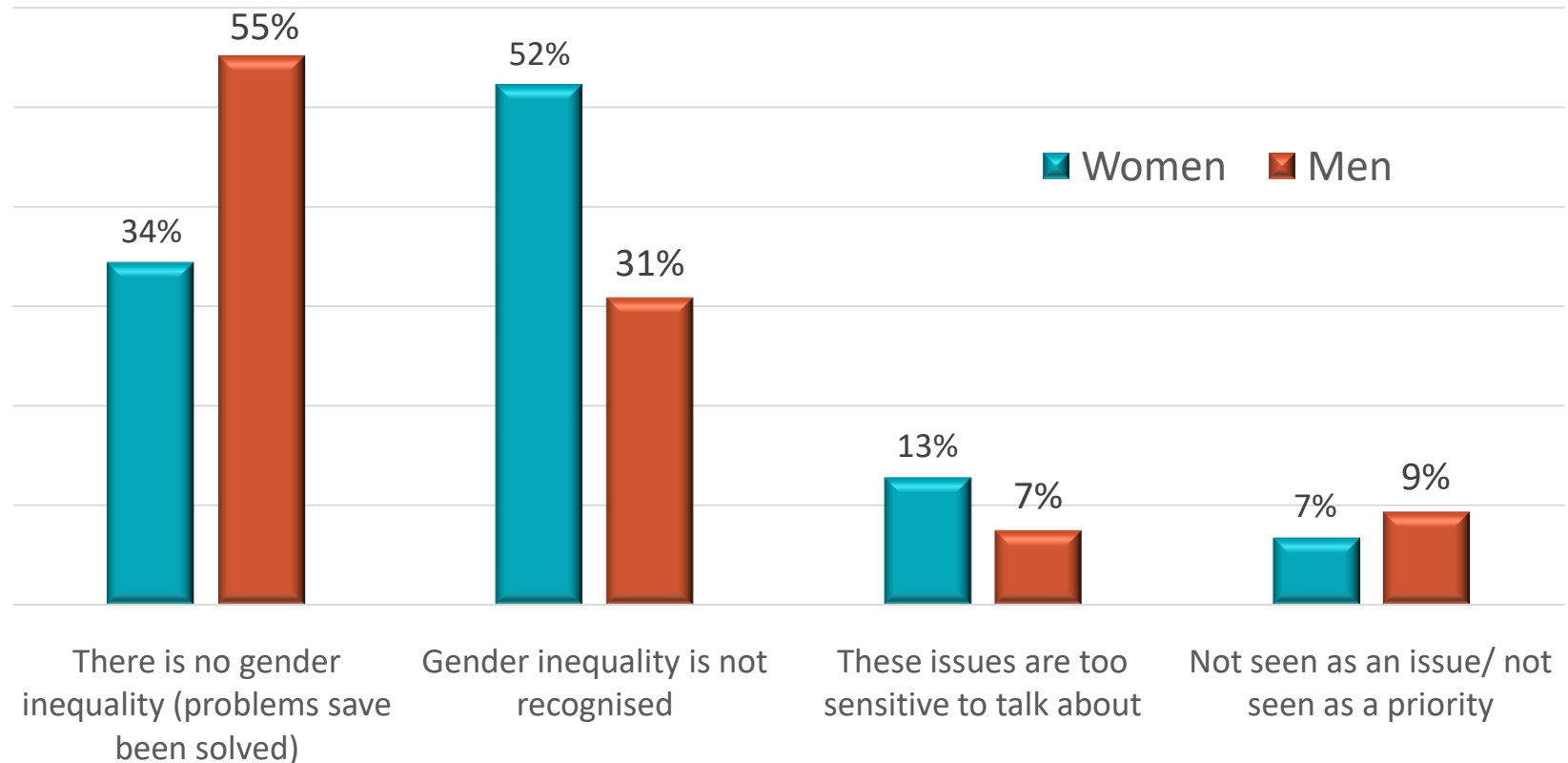
## 2. Women perceive more gender inequality than men: they don't share the same perception about gender issues



# 3. Low awareness and understanding of the situation

Barriers to positioning gender inequality as an issue: **Lack of recognition**

Why gender inequality is not addressed in your company?



# 3. Low awareness and understanding of the situation

Barriers to positioning gender inequality as an issue: **Not seen as a priority**

- Gender (in)equality v/s other social issues
- Gender (in)equality v/s profit

*People are too busy to acknowledge these kinds of issues.*  
Woman, Public services, North America.

*Company is supposed to make profits, not correct inequality.*  
Man, Aquaculture, North America.

- Gender (in)equality v/s meritocratic principles

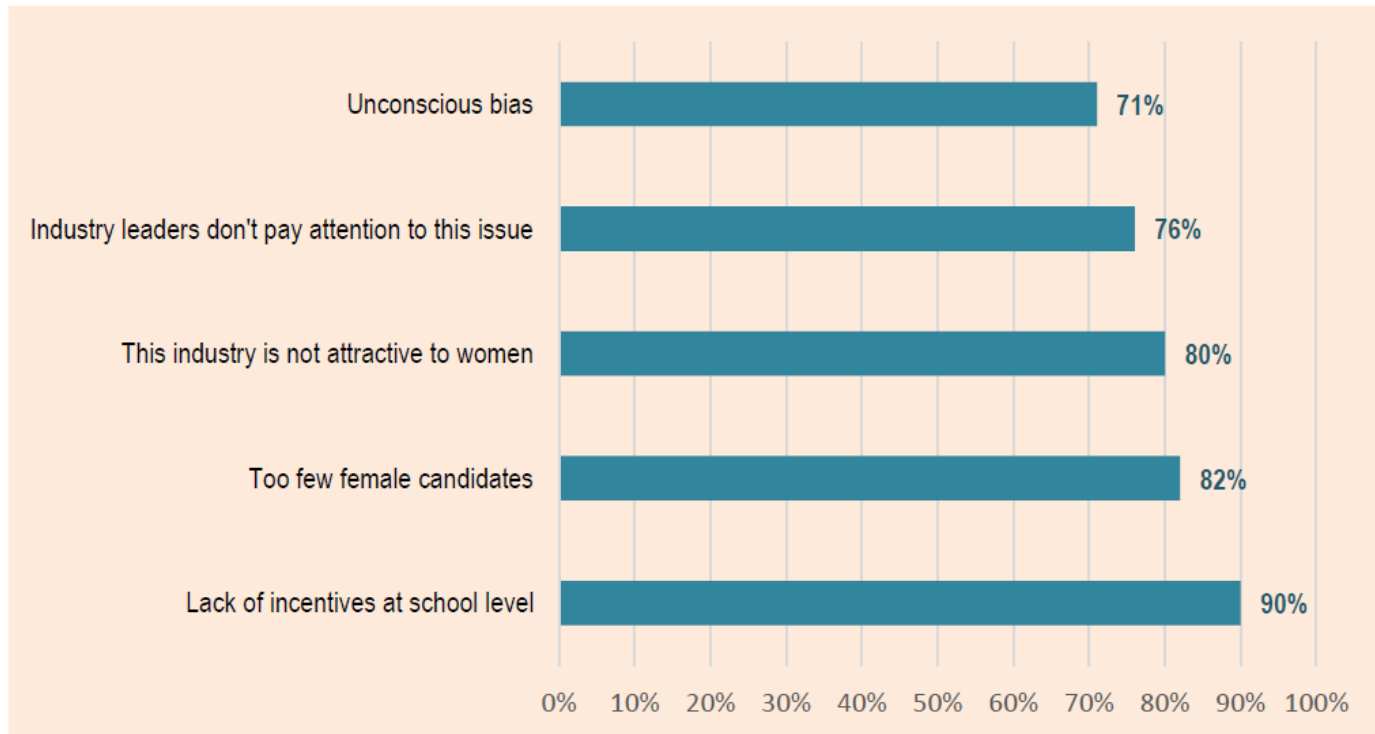
Barriers to positioning gender inequality as an issue: **Seen as a “women’s issue”**



## 4. Systematic discriminations and disadvantages against women

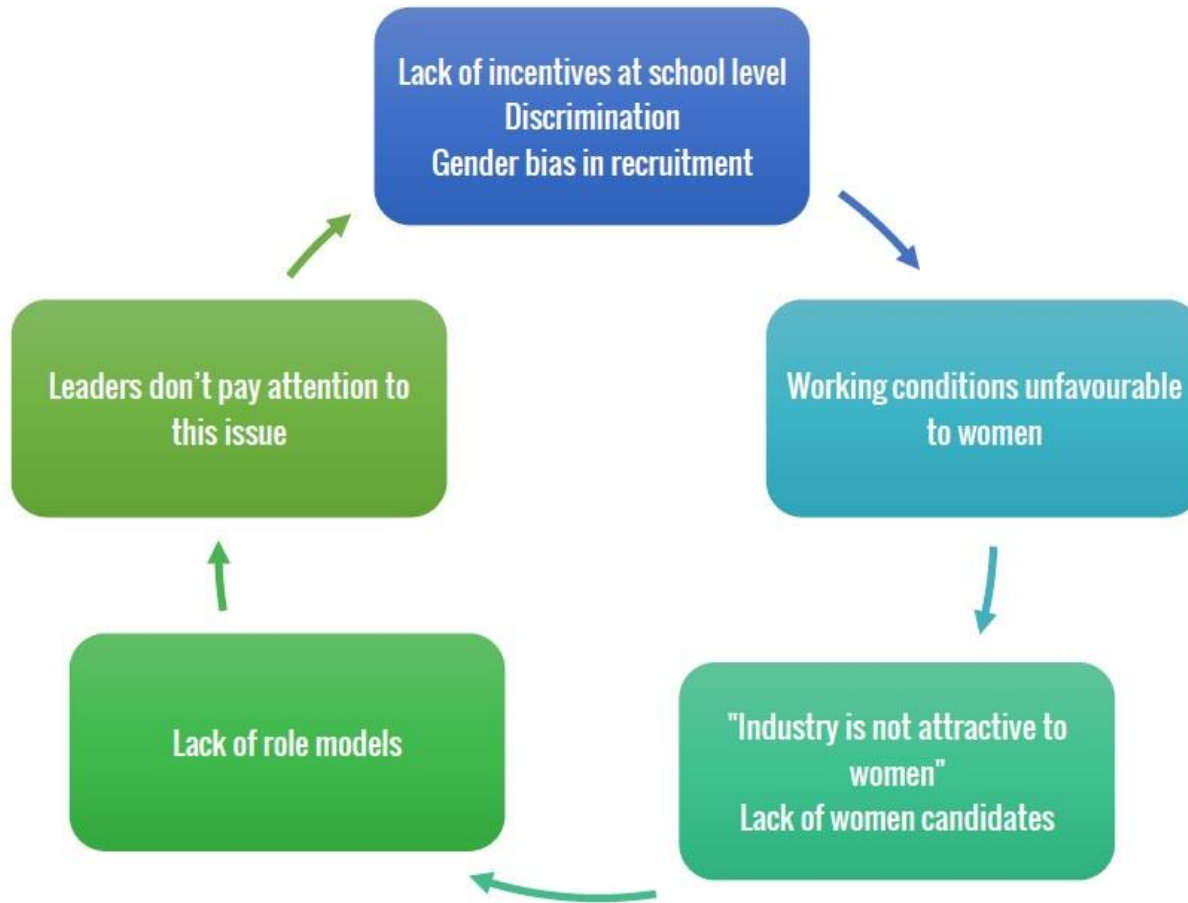
- Barriers reproducing an unequal environment for women

Do any of the following play a role as a barrier to gender equality within the industry?





## The vicious circle reproducing gender inequalities in the seafood industry



Source: WSI, Global Survey 2018



# Conclusions: « is the seafood industry not attractive to women? »

- Women's **participation** in this industry is a fact, but it still **coexists with** many forms of **discrimination**.
- It is essential to **better understand** the barriers / obstacles that women face in this industry: understanding is essential to act!

Thank you  
for your  
attention



The International Association for  
Women in the Seafood Industry

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

Follow us  
 @SeafoodWomen

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