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# Study: Seafood industry still battling 'pervasive gender-based discriminations'

New study gives recommendations on how to overcome some of the inequalities in the sector.

by

IntraFish Media

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Results of a new survey suggest the seafood industry is still struggling with "pervasive gender-based discriminations" and that there is a strong gap in perception between men and women, as well as limited consciousness of the gender relationship and gender imbalance in this industry.

The study, conducted by WSI, an international association for women in the seafood industry formed in 2016, is based on 700 responses of seafood professionals collected from September to December last year.

It revealed that one in two seafood professionals (56 percent) believes the seafood industry is not equally attractive and equitable to both genders.



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The percentage of women reporting inequality is much higher at 61 percent, compared to 38 percent among men. Answers range from 50 percent in the NGO sector to 64 percent in the fishing industry.

Differences by continent are wider, with a 24 point difference between South America (64 percent) and Scandinavia (40 percent), "the latter being the only region where positive opinions outweigh

**for breakfast'**

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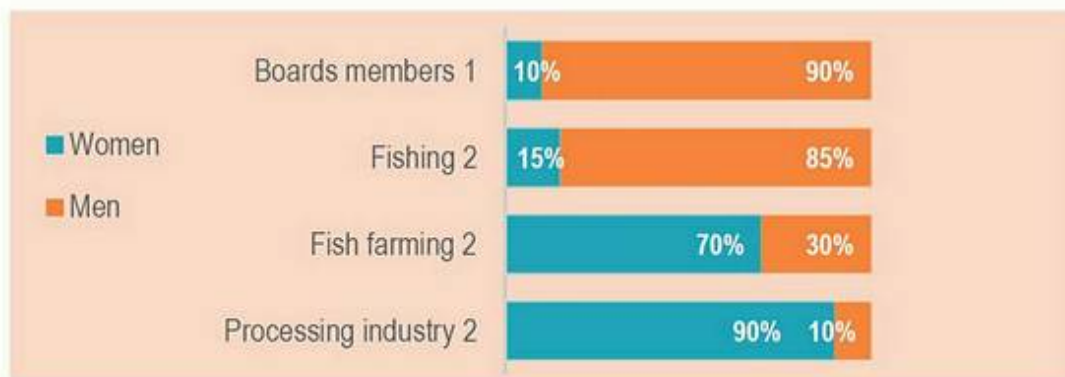
negative ones," the study's authors said.

According to them, the survey evidences gender-based discrimination at work, unfavorable working conditions, strong prejudices and unequal opportunities for women.

These barriers do not operate separately from each other. They rather they stimulate each other and form a "vicious circle that shapes gender characteristics and interactions among professionals in the seafood industry."

Consequently, as a majority of respondents reported these hurdles make the seafood industry unattractive to women, mainly for those who have the capacity to choose among different professional environment.

## Where are the women in the Seafood Industry?



1 WSI Article 2018 <https://wsi-asso.org/medial>

2 FAO, World Bank

Results of the WSI study on gender imbalances in the seafood industry. Photo: WSI

Gender inequality in the industry is "pervasive and not yet on the agenda of a great majority of seafood leaders, offering... room for progress," WSI said.

### How to overcome inequality

Based on the responses to the survey, the study identifies three steps to break the "vicious circle" of gender inequality in the seafood industry.



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One is raising awareness among stakeholders of what is at stake, secondly engaging men in this progressive conversation, and thirdly create opportunities for dialogue on gender equality among all stakeholders.

"WSI feels that time has come to share the diagnosis and start a dialogue on this key element of social sustainability across all seafood stakeholders," said Marie Christine Monfort, co-founder and president of WSI, and co-author of the report.

WSI calls upon the responsibility of international organizations and national institutions, professional associations, trade unions, private corporate and NGOs to encourage and facilitate the organization of a

gender equality dialogue in the seafood industry," she said. "WSI is convinced that dialogue between these multi stakeholders would help the seafood industry and many of its segments to move towards more inclusiveness and gender equality."