

Women & Executive leadership positions in the global seafood sector

Reykjavik, November 2015
www.marketing-seafood.com

The role of women in the seafood industry



**Globefish Research
Programme 2015
Vol. 119**

- ✿ At a global scale and considering all seafood related activities, women represent half of the total labour force
- ✿ Women are invisible, their voice not heard, they are absent from the decision making levels, and they are still often ignored by public institutions
- ✿ There are a number of barriers for women in the seafood industry, from legal disposition to cultural discrimination

Women in the seafood industry: where are they?

	No/low	Medium	High
Industrial fishing (high capital intensive)	X		
Industrial aquaculture	X		
Professional organisations	X		
Fisheries management	X		
Leadership level (across the industry)	X		
Small scale fishing (low capital intensive)		X	
Selling and marketing		X	
Administration		X	
Quality inspection		X	
Researchers, marine and social sciences		X	
On-shore fishing			X
Small scale aquaculture			X
Seafood processing			X
Environment activists			X

Very few female leaders

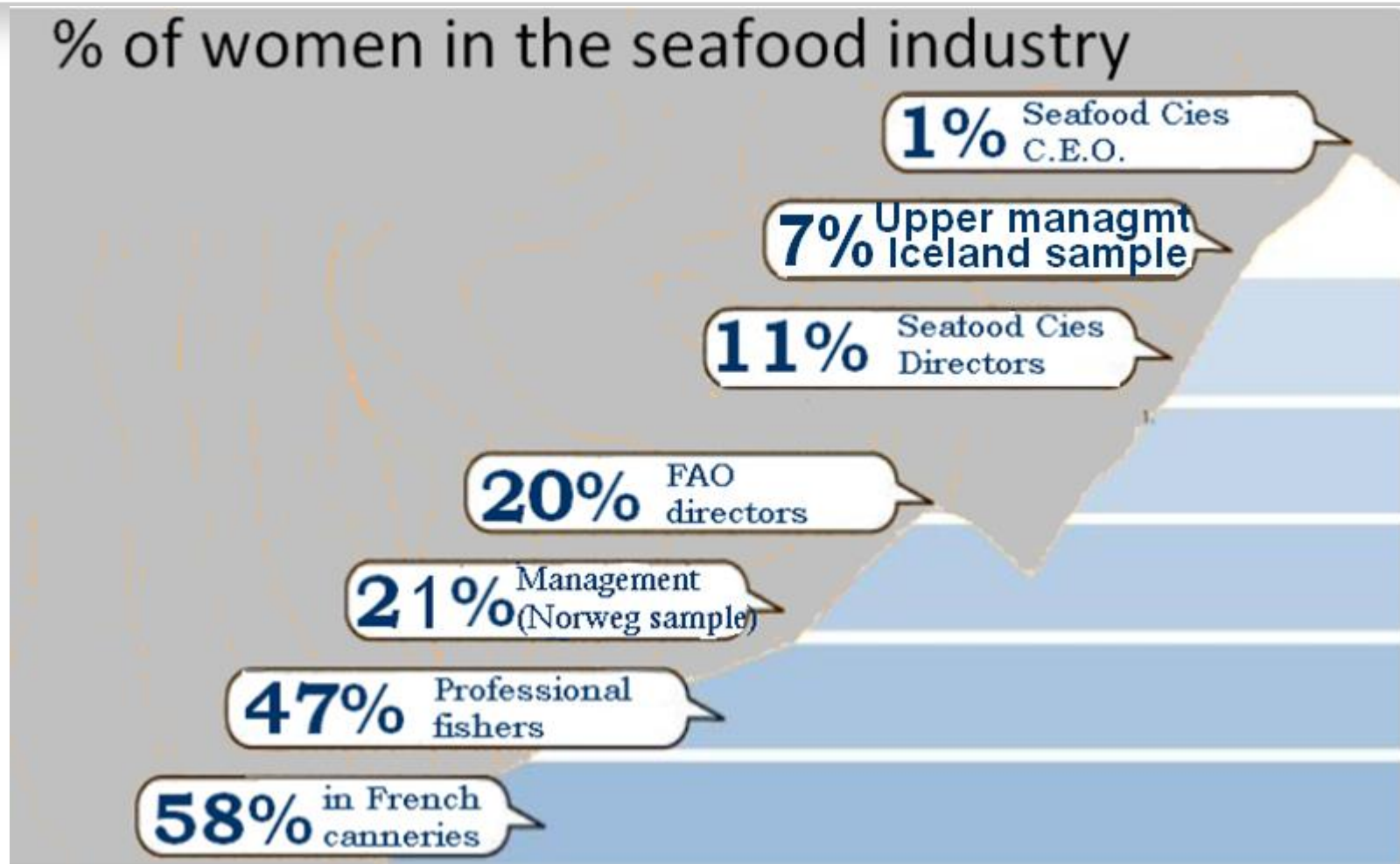
- ❁ On the world top 100 biggest seafood companies
 - Women hold 1% of top executive positions such as president, chairperson and CEO
- ❁ Out of a sample of 64 companies among the top 100 seafood companies
 - 55% had an all-male board
 - 0% had an all-female board
- ❁ On a total of 621 senior leaders and board members, 58 are women i.e. 9 %

Percentage of women holding directors position in 2014 (in the seafood industry)

Country (number of companies observed)	% W
Denmark (2)	27%
Norway (6)	21%
China (3)	13%
Iceland (3)	7%
Thailand (3)	5%
France (2)	5%
Japan (26)	2%
Chile (4)	2%

Source: Author compilation based on corporate, Bloomberger and Wallstreet and corporate websites. In bracket, the number of companies observed.

Women are like oxygen, they are rare in altitude



But... things can change

The Benefits of a Balanced Human Resource

✿ Large number of studies measuring the impact of better balanced HR

- **Catalyst (2007):** The Bottom Line. Corporate Performance and Women's Representation
- **Credit Suisse (2012):** Gender Equality and Corporate Performance
- **McKinsey (2011):** Gender diversity in top management: Good for corporate culture, moving

– **OECD (2013):** Women, Work, and the Economy: Macroeconomic Gains from Gender Equity

✿ They all conclude that there are **benefits of** having women on-board.

Our industry will be better off

What can be done?

- ✿ **To Identify** (*when there are no proves = no charge*)
 - Solid data, statistics
- ✿ **To acknowledge/** to recognise
- ✿ **To act** in concrete terms/ to promote women
 - Set clear, numerical goals
 - Show your commitment through actions, not only words
 - Build a culture of inclusion
 - Create mentoring programmes within your company, across the industry

Example: One action taken by FAO



- FAO is working at setting up an international network for seafood professional women.
 - Because the industry needs all talent to develop sustainably,
 - Because supporting them will support the industry as a whole,

Iceland



Gender Gap Index 2015

Rank

1

(out of 145 countries)

Score

0.881

(0.00 = inequality, 1.00 = equality)

*“Everything that a guy says once,
you have to say it [as a woman]
five times”*

Björk

January 2015



Takk

