



**Women in the Seafood Industry**

**PRESENTATION TO**

**NORTH WESTERN  
WATERS**  
ADVISORY COUNCIL



**BY CAMILLE CHERQUES**  
**HEAD OF PROGRAMS**

**24TH OF SEPTEMBER 2021**

# International Organization Women in the Seafood Industry

- Not-for-profit Feminist and Advocacy NGO founded in 2016 by seafood and gender specialists
- Observer at COFI - FAO 2020



# WSI Strategy & Structure



Board/  
Executive  
Committee

6 experts

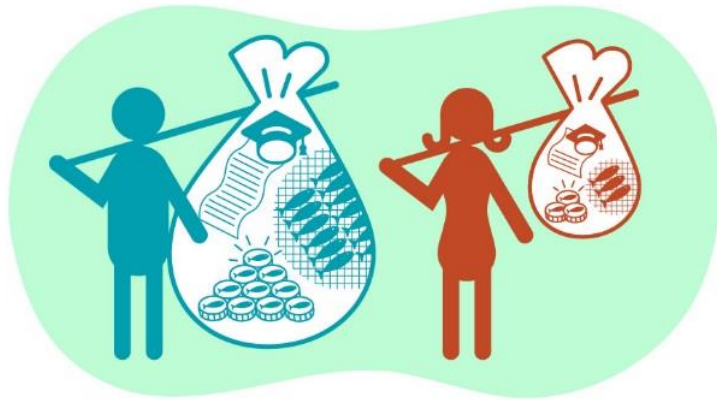
Members

13 high  
profile  
seafood  
prof'als

Support &  
Sponsors

- Private corporates
- Public organisations
- Individuals

# WSI Survey 2018: what have we found?



Fighting Women's DISCRIMINATION  
in the Seafood Industry

Will you meet your SDG's by 2030? Start now with **WSi**!

1. **80%** of women declared the seafood industry is not attractive
2. Women perceive more gender inequality than men in all sectors: **70% VS 30%**
3. Low awareness and understanding of the situation
4. **Systemic** nature of discriminations and disadvantages against women

# Women in Fisheries in Europe

## On-board workers

- 200,000 fisherfolks
- 10,000 fisherwomen
- 5% women only

WHY ?



Discriminations VS Solutions



# Women in Fisheries in Europe

## On-land workers

- Administration
- Sales & supply
- Net repair
- Communication & Marketing



Discriminations VS Solutions

# “This is where I need to be”: the UK women defying fishing stereotypes

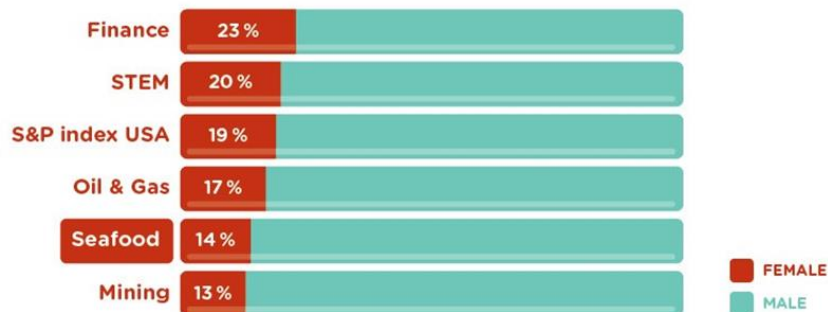


<https://www.theguardian.com/environment/2021/jan/03/this-is-where-i-need-to-be-the-uk-women-defying-fishing-stereotypes>

## Where Are Women in the Seafood Industry?



## PERCENTAGE OF FEMALE BOARD MEMBERS BY INDUSTRY





# Governance & Decision Making

Marginal presence of women  
in fisheries political instances  
and Regional Fishery  
Management Organizations

Fish is a common resource  
which does not belong only to  
men – its management impact  
women livelihoods



Fighting Women's EXCLUSION  
in the Seafood Industry

Will you meet your SDG's by 2030? Start now with **WSi** !



## Exclusion

*Picture: Boulogne  
Fishery Meeting 2018*

*Picture: Seafood Brussels, 2019*



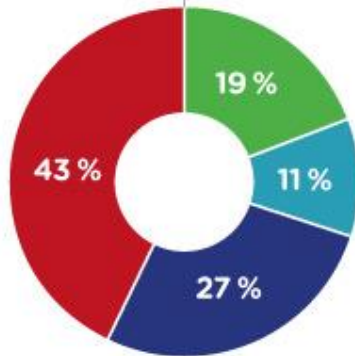
# Today's situation

- **Sustainability** requires gender equality : it's environmental, it's economic, but it's also **SOCIAL**
- Women's **integration** in this industry is a fact, but it still **coexists with** many forms of **discrimination**.
- We must now move from integration to **inclusion**. This is essential to achieve **equality**.
- For this purpose, it is essential to **better understand** the barriers / obstacles that women face in this industry and **change our mindsets, our work culture**

# Changes are not easy but crucial

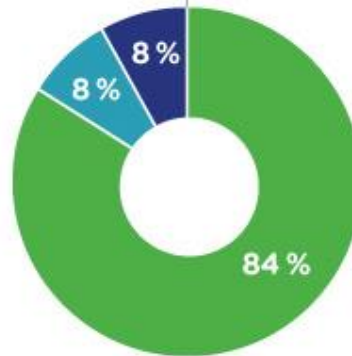
## GENDER EQUALITY POLICIES: HUGE DIVERSITY IN PRACTICES

FISHING/FISHFARMING/  
PROCESSING



**DEDICATED**  
Active in all 5 dimensions  
of analysis

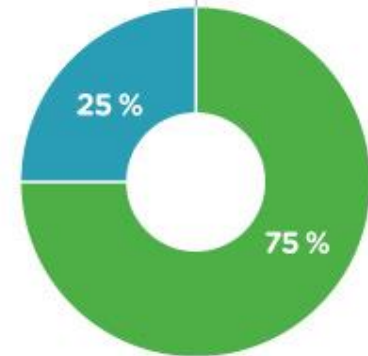
RETAILERS/WHOLESALERS/  
HOSPITALITY



**SMART**  
Active on gender  
diversity at least in  
4 dimensions of analysis

**MODERATE**  
Working only  
at principles level

AQUACULTURE  
FEED PRODUCERS\*



**APATHETIC**  
Not interested  
on gender equality

\*only 4 companies

Source: WSI Benchmark 2021





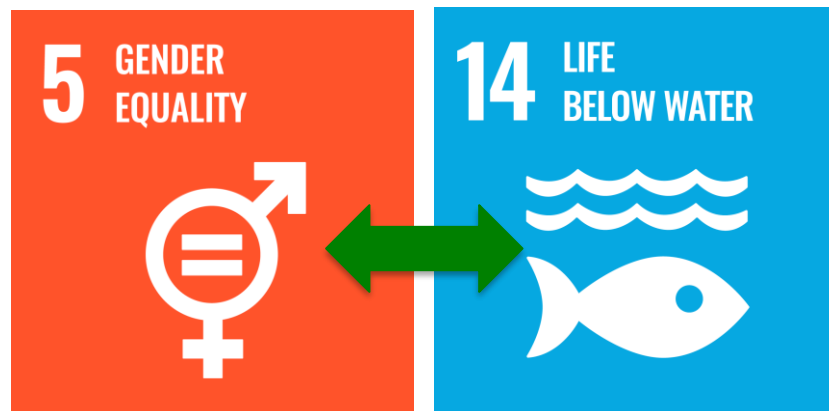
# Outperforming benefits

- Broader, collaborative and faithful talent pool
- Enhanced brand reputation
- Increased profit

Is your fishery / organization / company  
gender-inclusive ?

# Take Away Messages

- ✓ Gender issues and discriminations exist in the seafood sector: it's not an attractive and inclusive industry
- ✓ Women's rights are human rights
- ✓ Men are also victims of the patriarchal system and should be included in the trainings, solutions, be around the table : gender equality is not a women's problem they should solve alone
- ✓ Solutions and good practices exist: change is possible!



Achieving SDGs by 2030

# You and WSI





The International  
Organisation for  
**Women** in the Seafood  
Industry

Find out more

[www.womeninseafood.org](http://www.womeninseafood.org)

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[@women.in.seafood](https://www.instagram.com/women.in.seafood)

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