

HELLO LADIES

A CONVERSATION WITH WOMEN BEGINNING THEIR CAREERS IN AQUACULTURE AND ALLIED FIELDS

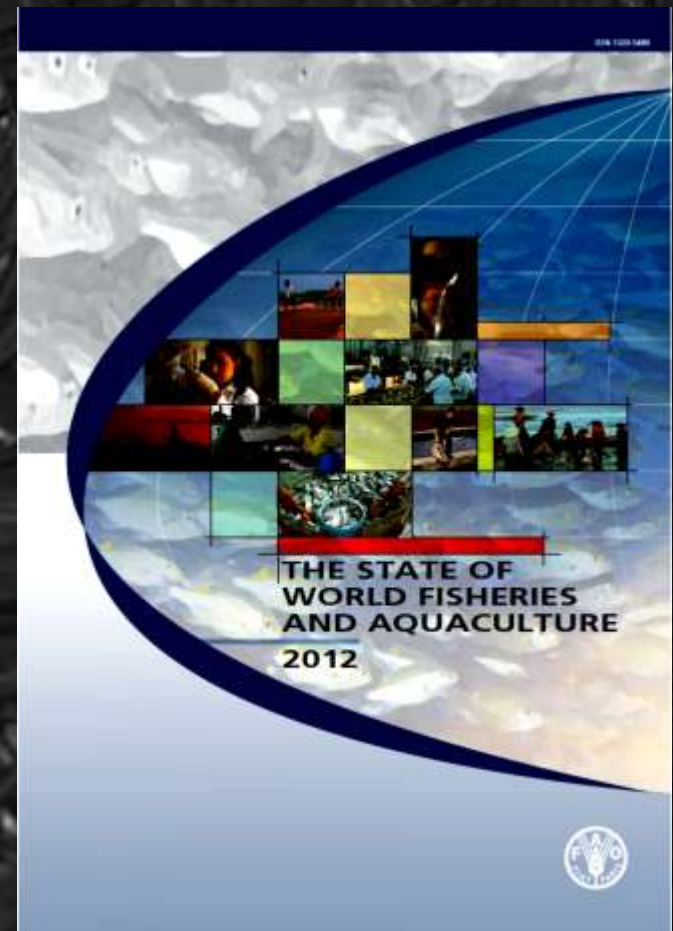
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THE STATE OF WOMEN IN AQUACULTURE

What do we know about women in aquaculture, beyond our personal experiences?

FAO SOFIA 2012, Selected Issue in Fisheries and Aquaculture

Mainstreaming Gender in Fisheries and Aquaculture: From Recognition to Reality



THE STATE OF WOMEN IN AQUACULTURE

UN Convention on the Elimination of All Forms of Discrimination Against Women

1979

UN and 23+ international organizations agreed to the Millennium Development Goals, including gender quality and empowering women

1997

1979

UN Economic and Social Council adopted gender mainstreaming for advancement of women and equality

Despite this, women tend to be marginalized in a variety of ways...the issue at hand is how to ensure genuine and active mainstreaming of gender and the many facets of gender considerations in the fisheries and aquaculture sector

THE STATE OF WOMEN IN AQUACULTURE



**5.4 MM
WOMEN**

While reliable estimates are not available...women are probably more involved in aquaculture than in fisheries



CONTRIBUTIONS OF WOMEN TO AQUACULTURE



In Belize, most processors are women from rural communities where unemployment levels are high and poverty is greatest

In Bangladesh, women's NGOs and other entrepreneurs have encouraged women to participate in aquaculture



In Cuba, female workers constitute 27% of the aquaculture workforce

CONTRIBUTIONS OF WOMEN TO AQUACULTURE



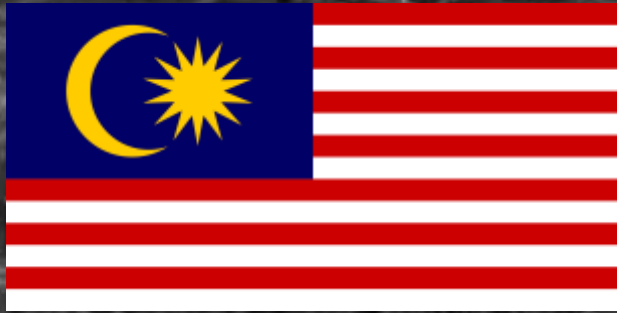
In Estonia, the gender ratio of the aquaculture workforce is 1:1

In Israel, In some sectors, women make up ~95% of the highly skilled workforce



In Sri Lanka, women constitute 5% of the workforce in shrimp aquaculture, but 30% of those engaged in ornamental fish production

CONTRIBUTIONS OF WOMEN TO AQUACULTURE



In Malaysia, ~10% of the aquaculture workforce are women, primarily involved in freshwater aquaculture and hatchery operation

In Jamaica, ~8-11% of fish farms are owned/operated by women and women dominate the processing workforce



In Panama, 80% of the workforce in processing plants are women

DIFFERENCES IN POWER

There are vital differences in the power positions of men and women in fisheries and aquaculture



Less control over the value chain

Activities are less profitable

Access only to lower quality fish

Exclusion from the most profitable markets and highly paid positions

Bigger losers from increasing market globalization

FACTORS WEAKENING WOMEN'S PARTICIPATION

Lower literacy and education levels

Time burdens

Mobility constraints

Participation in weaker organizations

Less leadership experience



THE CONFIDENCE GAP



I THINK I CAN DO THIS...OKAY, I MIGHT BE ABLE TO DO THIS...I MEAN, PROBABLY NOT, BUT I CAN LEARN, RIGHT?...OMG, THERE'S NO WAY I CAN DO THIS AND I CAN NEVER LEARN BECAUSE I'M TERRIBLE AND WORSE THAN ANYONE HAS EVER BEEN...I HAVE TO GET OUT OF HERE!

**DUDE BRO,
I GOT THIS.**



Men apply for a job when they meet only 60% of the qualifications, but women apply only if they meet 100% of them

THE WAGE GAP

WOMEN
Like men,
only cheaper.



American women earn only 80-95% of what men earn

More women work part-time

More women leave the workforce for family care

Women tend to favor “family friendly” industries, occupations, and workplaces

THE WAGE GAP

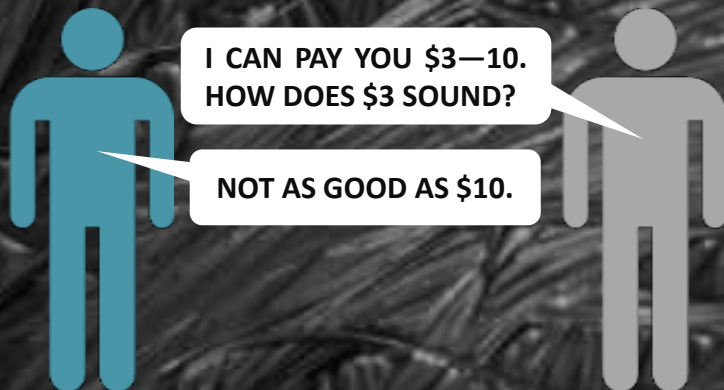
Differences in earnings between men and women in the shrimp value chain in Bangladesh



ASKING FOR MORE



Women appear less willing to negotiate than men, particularly early in their career



GETTING AHEAD

I am amazing.

Frankly I'm surprised
more people haven't
noticed.



I have noticed you
are awesome.

I, too, am
awesome.

Let us go be
awesome together.



**Career advancement
strategies yield different
results for men and women**

***Making achievements known and
gaining access to powerful others
are most effective for women***

***Keeping options open and
changing jobs helps men,
but hurts women***

DON'T EXPECT A SISTERHOOD



Evidence suggests that women don't look out for each other in the workplace

60% of bullies are men, but female bullies target women more than 70% of the time

Women don't have to be each others allies by default, but they shouldn't be enemies either

RECOGNIZE THAT PEOPLE MIGHT NOT GET IT



WHAT STRANGERS THINK I DO



WHAT SOME FRIENDS THINK I DO



WHAT I ACTUALLY DO

Communicating what you do, why it's important, and why you value your career strengthens your personal and professional support networks



WHY I DO IT

Friends, family, and colleagues who understand what you do are more likely to support what you do and help you succeed at it

QUESTIONS

