FOCUS ON GENDER

Roy Palmer
TODAY

- Outline of some of the issues
- What you allow will be what will continue
- What we are doing
- How you can help?

AQUACULTURE WITHOUT FRONTIERS
All my work, my life, everything I do is about survival, not just bare, awful, plodding survival, but survival with grace and faith. While one may encounter many defeats, one must not be defeated.
Women as Bosses?

- There are only three countries in the world where you are more likely to have a female than male boss
- 1. Jamaica 59.3 per cent
- 2. Colombia 53.1 per cent
- 3. Saint Lucia 52.3 per cent
- USA is 15\textsuperscript{th} (42.8%); UK is 41\textsuperscript{st} (34.2%)
- Algeria (4.9 per cent) and Pakistan (3.0 per cent)
- Source: Table 4, International Labour Organisation. Note data is from 2004-2012 and 108 countries are included.

http://i100.independent.co.uk/article/the-countries-where-your-boss-is-more-likely-to-be-a-woman--gkp0XV4b2e
Women’s Pay

- Women managers paid up to 45% less than their male peers (varies on level)
- Administrative and support services - 44.7% gap
- Arts and recreation services - 35.1% gap
- Health care experience - 25.5% gap
- Partly due to the fact that women gravitated to roles "the market typically assesses as being of lower value".

Australian Workplace Gender Equity Agency 17 Feb 2015
Ed Lallo
Media Relations and Editorial Director for Gulf Seafood Institute, CEO Newsroom Ink

The Gulf Seafood Institute is fortunate to be led by one of the smartest and most respected women in the seafood business. Its executive director, Margaret Henderson, has been involved with seafood and seafood legislation for more than 10 years. Henderson has worked on seafood issues as staff on the Hill for two Congressmen, VP of Governmental affairs for the National Fisheries Institute, as a lobbyist and consultant for the Gulf Oyster Industry Council and in her present job she leads the most recognized organization representing the Gulf Seafood Community.

In addition, the Gulf Seafood Institute is fortunate to have Jennifer Jenkins, manager of Crystal Seas Seafood in Pass Christian, MS. Since Hurricane Katrina and the Deepwater Horizon oil spill, she has been a strong voice for her industry and Gulf of Mexico seafood, especially on H2B legislation. Whether testifying at town hall meetings held by Mississippi Senator Roger Wicker or giving interviews to National Public Radio, Jenkins know the importance of keeping the Gulf seafood messaging on track and in the public eye.
Am sitting a BRC Train the trainer course here and there are 4 women in a course of 11. Today we discussed about intimidation and clients demanding qualifications, ID etc. in an audit. Turns out all the women had had this happen to them and none of the men. The men seemed gob-smacked that this could even occur.

Has happened to me in all countries I have worked in. Ironically not in the seafood industry because they all know my name or google me and find out lots about seafood. And the meat guys all the time everywhere but then shut up in 5 mins when I drop the right names but places like bakeries have given me lots of s..t...

Not one bloke in the class- American, English, Scottish, Sth American....had ever had this...

Okay that sums up sexist attitudes at the highest professional levels within the food industry across the western world.
Gender differences in occupational injury incidence

Results

Mental disorder claim rates were 1.9 times higher among women; physical injury claim rates were 1.4 times higher among men. Adjusting for occupational group reversed the gender difference in musculoskeletal and tendon injury claim rates, i.e., these were more common in women than men after adjusting for occupational exposure.

Differences between Developed and Developing

- Food insecurity and malnutrition arise from inequalities and gender is high on that list. Women play an incredibly important role in Aquaculture yet in so many countries are not encouraged to engage.

- In many countries women are the carers, have lower status, limited mobility, and are poorly represented in policy and reconstruction processes. They are poorer as a gender and regularly face social, cultural and religious prohibitions that inhibit their ability to respond effectively in crises.
Gender & Fisheries Activity:

- Fishing (and gleaning) part of a household livelihood strategy
- Wide range of men’s & women’s fisheries occupations (e.g., catching, growing, processing, trading)
- Household gender division of labor – varies by place, generally strong women involvement
- Women’s and girl’s contributions less often recognized
Food Security & Nutrition

- Rural women produce half of the world’s food, but are some of the most disadvantaged people on the planet. The number of rural women living in poverty has doubled since the 1970s. Women produce 50% of the world’s food, but only own 1% of the land.
Moving Forward

- Aquaculture has the opportunity to effect the status quo by giving women more focus through access to agri-food resources, training and services, and empowering change that could increase the productivity and feed many millions of hungry people.

- Additionally if we want to increase seafood sales across the world the best thing we can do is to educate women about the 1,000 Days Program and nutrition.
WHAT YOU ALLOW IS WHAT WILL CONTINUE
RURAL WOMEN

- Rural women are key agents for achieving the transformational economic, environmental and social changes required for sustainable development.

- Limited access to credit, health care and education are among the many challenges they face, which are further aggravated by the global food and economic crises and climate change.

- Empowering them is key not only to the well-being of individuals, families and rural communities, but also to overall economic productivity, given women’s large presence in the agricultural workforce worldwide.

http://www.unwomen.org/en/what-we-do/economic-empowerment/rural-women#sthash.I3kZUNHJ.dpuf
Benefits of economic empowerment

- Productivity per worker could soar by up to 40 per cent by eliminating all forms of discrimination against female workers and managers.
- Europe can expect a shortfall of 24 million workers by 2040 if women’s participation rate remains what it is now; if the rate rises to that of men, the shortfall will be only be 3 million.
- Evidence from a range of countries shows that increasing the share of household income controlled by women, either through their own earnings or cash transfers, changes spending in ways that benefit children.
- A study using data from 219 countries from 1970 to 2009 found that, for every one additional year of education for women of reproductive age, child mortality decreased by 9.5 per cent and between 1970 and 1990, the survival of 4.2 million children stemmed from women’s increased education.

One global survey of companies found that only 18.3 per cent had a top-level female manager. Women comprised 31 per cent of permanent full-time workers, but among manufacturing firms, the figure plunged to 9.9 per cent.

Women dominate employment in high-value agricultural commodities in sub-Saharan Africa and Latin America. While new jobs in export-oriented agro-industries may not employ men and women on equal terms, they often provide better opportunities for women than traditional agriculture does.

If women had the same access as men, agricultural output in 34 developing countries would rise by an estimated average of up to 4 per cent. This could reduce the number of undernourished people in those countries by as much as 17 per cent, translating to up to 150 million fewer hungry people.

AwF Engagement

- WAA15 Adelaide
- Social media invitation
- Creation of AwF Women’s Network
- Discussion and Prioritise
- 5th Global Symposium on Gender in Aquaculture & Fisheries November 14, Lucknow, India
- Actions
Committee

- Asia, EU/Africa, Oceania, Americas
- Arlene Nieres Satapornvanit, Gender in Aquaculture Program Coordinator, NACA, Thailand
- Bibha Kumari (Ph.D. Zoology), Teaching and research, A.N. College, Patna 800013, Bihar, India.
- Marie Christine MONFORT, Independent SeaFood Market Adviser, France
- Sandra Molas, Technical engineer in agriculture, Master in aquaculture, IRTA, Spain
- Chloe English, Research Assistant, Aquatic Animal Health, The University of Sydney, Australia
- Jayne Gallagher, International seafood trade and market development specialist, Australia
- Mia Parker, BSc (Hons), MBA; Principle Pisco Holdings Ltd, Canada
- Holly Cronin, PhD Student, Dept of Geography, McGill University, Canada
- Secretariat: Virginia Mosk - Morag Clinton
AwF WOMAN OF MONTH

- **Aims of award**
  - To promote and foster pride in, and recognition of, outstanding achievements which advance our goals and values
  - To develop an appreciation of the diversity and depth of personal and community achievement within women in aquaculture/seafood
  - To promote and recognise individual aquaculture/seafood women for the time and dedication they have demonstrated for members of the community
  - To provide positive role models for women in aquaculture/seafood.

http://www.aquaculturewithoutfrontiers.org/womens-network/woman-of-the-month-award/
AwF WOMAN OF MONTH

• Dr Jenny Cobcroft
• Dr Anna Mercy – promotion this week!!!!!
International Day of Rural Women – 15 October

- Rural women produce half of the world’s food, but are some of the most disadvantaged people on the planet.
- Rural women make up 25% of the global population
- The number of rural women living in poverty has doubled since the 1970s
- Women produce 50% of the world’s food, but only own 1% of the land
- Only 39% of girls in rural areas attend high school
- Women with a secondary education tend to have fewer children, marry later in life, and are less likely to experience violence
- Rural women in Sub-Saharan Africa spend 40 billion hours a year collecting water
- Giving women access to agricultural resources, training and services, could increase the productivity of their farms, and feed up to 150 million hungry people
- Increase seafood business? Educate women about the 1,000 Days

Alliance Against Hunger and Malnutrition

http://vimeo.com/76837724
International Women’s Day
8 March

1. Greening the Blue
(http://www.greeningtheblue.org/event/international-womens-day-8-march-2015)

2. Visuals work well to broaden audience. Photos of women from around the world working in aquaculture with captions connecting to how women are contributing. Maybe one picture every hour on the 8th for dripping tap

3. Write a piece on our future vision for women in aquaculture. Create a vision and promote this........

4. A motivational video to post online. Example from Accenture
Fat in the Critical Thousand Days
Ensuring Adequacy of Essential Dietary Fats for Mothers and Children in Low and Middle Income Countries

http://www.thousanddays.org/
Shakuntala Haraksingh Thilsted, The WorldFish Center
First 1,000 Days

Global, National and Individual Development

Brain Development and Cognitive Capacity (1,000 Days)

Essential Dietary Fats

Fish (small marine) and Fish Products
AwF wants to assist women in equity and equality through aquaculture – come and join us

http://www.aquaculturewithoutfrontiers.org/
Questions?

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