



Women in Food & Agriculture 2020 Survey Results

In partnership with



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WFA Survey Results

In 2020 Women in Food & Agriculture partnered with Alltech for our second industry survey. Bringing together the opinions of over 3200 members of the global food and agriculture industry, the aims of the survey were to gain insight into our sector's perceptions of gender diversity but also to learn how the industry had changed over the last 12 months.

In the 2019 WFA survey, we unearthed several barriers for women in agriculture, but the results showed an optimistic outlook. With 2020 bringing in unprecedented challenges for the industry, including the coronavirus pandemic changing working habits around the world, we sought to discover how gender equality has been impacted.

WFA aims to drive diversity and inclusion in the business of food and agriculture. With a mission to make a measurable positive impact on gender diversity across the global food and agricultural industry, our survey is designed to highlight the current state of our industry.

Who took part?

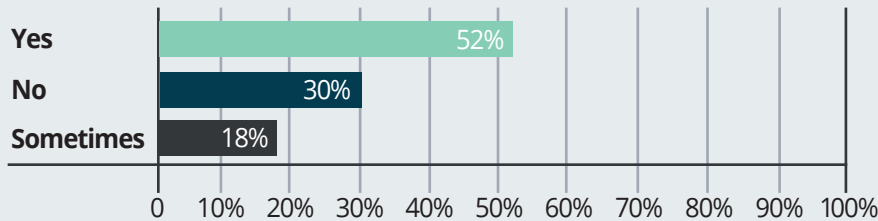
We had even more representatives from the food and agriculture industry participate in our survey than ever before, gathering opinions from over 3200 respondents. Participants in the survey came from a range of sectors from across food and agriculture. Through translation of the survey into six different languages, this year we saw an increase in global reach, with respondents from across the world taking part.



COVID-19's impact on our workforce

Flexible working

Are you currently working from home due to Covid-19?



Are you the primary caretaker for children the majority of the time while working from home?



- A quarter of women working in food and agriculture (26%) are the primary caretaker for children the majority of the time while working from home, as opposed to just 8% of men.
- When asked did your organisation offer flexible work hours before Covid-19, 46% said yes, 28% said no and 26% said sometimes.
- Over half of organisations with 50 or fewer employees (54%) were offering flexible working hours before Covid-19, as opposed to just two in five larger companies (51-3000 employees: 42%, 3000+ employees: 41%).
- When asked are you currently working from home due to Covid-19, over half of respondents said yes (52%), with 30% saying no and 18% saying sometimes.
- Over half of women are currently working from home due to Covid-19 as opposed to under half of male (54% vs. 45%).

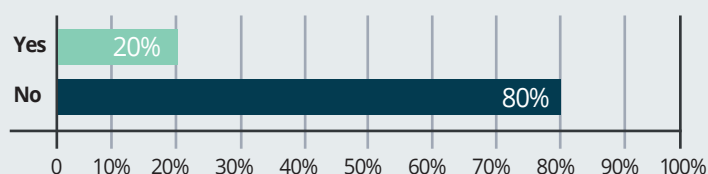
Impact of the Covid-19 pandemic

	Covid-19 has negatively impacted my mental health	Covid-19 has negatively impacted my physical health	My ability to focus on work has been negatively impacted while working from home due to caring for children or for other reasons	I am concerned that working from home will have a negative impact on career advancement due to caring for children or for other reasons
Men that agreed	28%	25%	19%	23%
Women that agreed	48%	37%	26%	20%

- Only one-in-five of respondents believed the pandemic would have an impact on their careers, but one-in-four did admit their ability to focus on work has been negatively impacted while working.
- Half of women agree that Covid-19 has negatively impacted their mental health, as opposed to just over a quarter of men (48% vs. 28%).
- Two-in-five North American respondents believe that COVID-19 has negatively impacted their physical health, as opposed to just a third of their European counterparts (41% vs. 30%).

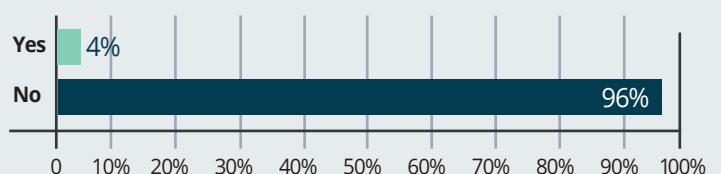
Income and job security

My income has been reduced as a result of Covid-19



- One-in-five workers in the food and ag industry (20%) said their income was reduced due to the pandemic.
- Over two-in-five farmers (44%) has had their income reduced as a result of Covid-19, as opposed to just one-in-seven non-farmers (15%).

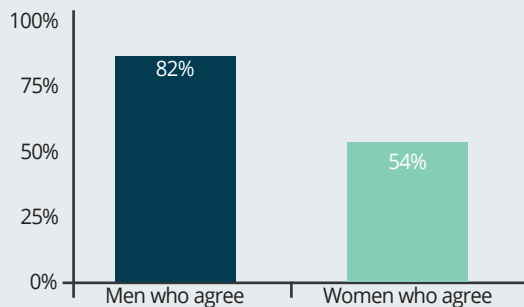
I have lost a job due to Covid-19



- 7% of those with an area of focus in food have lost a job due to Covid-19.
- One-in-12 respondents working at an organisation with 50 or fewer employees (8%) lost a job due to Covid-19, as opposed to just 2% in larger companies.
- Of our respondents 2% said they resigned from a job to look after family due to Covid-19. Although the numbers were small, over eight times as many women resigned compared to men (35 vs four respondents respectively)

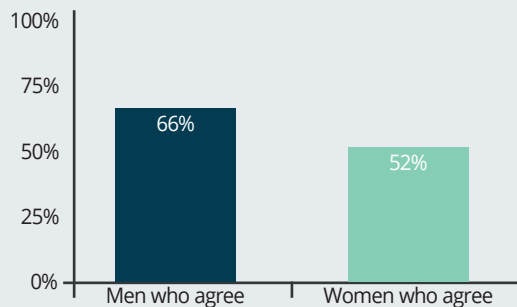
Female vs male perceptions

Men and women are compensated equally for similar roles at my organisation



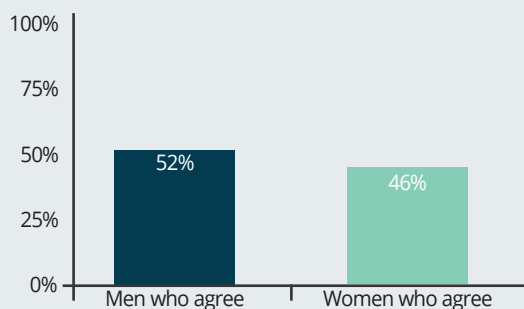
- While four-in-five men (82%) agree that men and women are compensated equally for similar roles at their organisation, just over half of women agree (54%).
- In 2019 only 41% of men and 22% of women agreed with this statement, showing a substantial positive increase amongst both women and men in terms of the perception of fair pay.

Are there opportunities within your organisation for advancement?



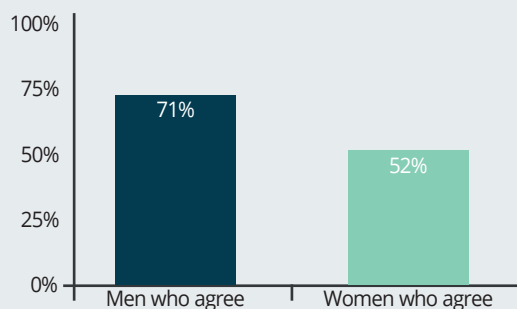
- Men are significantly more likely than women to believe there are opportunities within their organisation for advancement (66% vs. 52%).
- Two-thirds of respondents aged 18-34 believed there was opportunities for progression compared to four-in-10 over 55s showing older respondents may feel there are limited opportunities available.

Is there a woman more senior than you that you look up to in your organisation?



- Men are more likely than women to have a woman more senior than them that they look up to in their organisation (52% vs. 46%).
- A mere three-in-10 British participants have a woman more senior than them that they look up to in their organisation (29%), as opposed to over half of Europeans (52%), 62% of Latin Americans and 53% of North Americans.

Women are well-represented in the leadership of their organisation



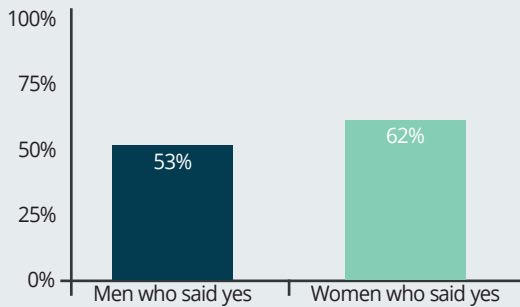
- While over two-thirds of men (71%) agree that women are well-represented in the leadership of their organisation, only around half of women agree (52%).
- In our 2019 survey we saw 65% of men and 50% of women agree, so there has been a positive change of opinions here.

	My organisation is supportive of women having children	My organisation is supportive of women who have added family responsibilities (e.g., care of aging parents or raising children)	My organisation provides me with the right work-life balance	My organisation does everything it can to support diverse recruitment into entry level roles	My organisation does everything it can to support diverse recruitment into senior level roles
Men that agreed	79%	75%	74%	70%	64%
Women that agreed	65%	63%	61%	50%	40%

- While nearly two-thirds of men (64%) agree that their organisation does everything it can to support diverse recruitment into senior level role, just two-in-five women agree (40%).
- When looking at recruitment into entry level roles, 70% of men agree that their organisation does everything it can to support diverse recruitment, but only 50% of women agree.

Female vs male perceptions

Have you had your judgement questioned in your area of expertise?



- More women felt their judgement had been questioned in their area of expertise than men (62% vs 53%)
- More with younger members of our industry felt they had experienced their judgement being questioned with 63% of 18-34 year olds agreeing with this compared to those aged 35-54 (59%) and over 55s (56%).

1.39

promotions
for men
in their
current
organisation



0.97

promotions
for women
in their
current
organisation

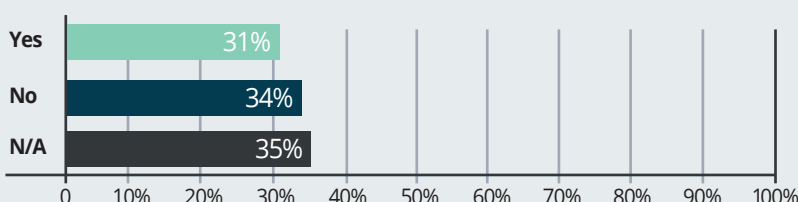
Workplace culture

Maternity and paternity leave

- Over half of respondents (56%) said they had access to paid maternity leave with one-in-10 saying this was not available in the organisation (11%).
- Three-quarters of respondents working for an organisation of 3000+ employees (74%) say that their organisation has paid maternity leave, as opposed to just two-in-five of those working for smaller organisations of 50 or fewer employees (38%).
- The UK has the highest average number of paid maternity days (171), followed by the rest of Europe (152), ahead of North America (98).
- Just two-in-five of respondents said their organisation offers paid paternity leave (38%), as opposed to over half (56%) that offer paid maternity.
- There was a substantial difference in the number of days of paternity and maternity leave available with 65% of paternity schemes only offering less than two weeks of leave, compared to 6% of maternity schemes.
- Latin American organisations were most likely to provide paid paternity leave (50%) followed by Asia and Europe (both 39%).

	Days Paid Maternity Leave	Days Paid Paternity Leave
0-14	6%	65%
15-30	8%	14%
31-90	36%	11%
91-180	32%	6%
181-365	13%	3%
365+	5%	2%

Does your company make accommodations for nursing mothers?



- Three-in-10 companies make accommodations for nursing mothers (31%).
- Three-in-five North American respondents' businesses make accommodations for nursing mothers (57%), as opposed to just a fifth (22%) of European businesses.

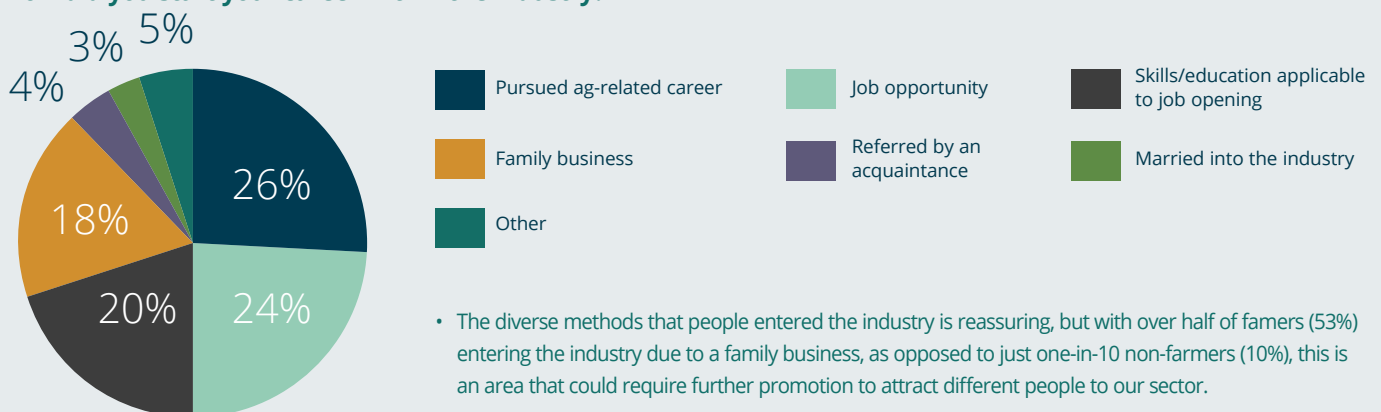
Workplace culture

	Respondents who have been witness to or the target of a sexist comment in your workplace	Respondents who have been witness to or the target of a racist comment in your workplace	Respondents who have experienced or witnessed verbal sexual harassment in your workplace	Respondents who have experienced or witnessed physical sexual harassment in your workplace
Yes	46%	25%	25%	10%
No	50%	68%	71%	86%

- Over half of women have been witness to or the target of a sexist comment in their workplace (56%), as opposed to just a fifth of men (21%).
- Women were also more likely to have witnessed or experienced all forms of sexual harassment in the workplace with verbal sexual harassment being seen or experienced by one-in-three women and one-in-10 men, and physical harassment by 13% women and 4% of men.
- Compared to 2019 we saw a slight increase across the number of people who have experienced or witnessed all sexist comments or sexual harassment, which may be due to an increased awareness of these issues.
- Women were more likely to have been witness to or the target of a racist comment in their workplace (women: 28%, men: 17%).
- Over a third of North Americans have been witness to or the target of a racist comment in their workplace (36%), as opposed to a fifth of Europeans (20%).

Barriers

How did you start your career within the industry?



What are the barriers faced by women in the industry?

	Lack of mentors	Lack of female role models	Gender bias in the workplace	Lack of strong support system	Lack of equal pay for the same skill and experience	Lack of flexibility and work/ life balance	Limited networking opportunities	Lack of professional training
Agree	63%	64%	60%	58%	51%	50%	41%	33%

- Over two-thirds of women agree (70%) that a lack of female role models is a barrier faced by women in the industry, as opposed to just half of men (49%).
- Over two-thirds of women agree (68%) that gender bias in the workplace is a barrier faced by women in the industry, as opposed to less than two in five men (38%).
- Twice as many women as men agree that lack of equal pay for the same skill and experience is a barrier faced by women in the industry (60% vs. 30%). Three-in-five North American respondents agree with this as opposed to just under half of Europeans (61% vs. 48%).
- Compared to our 2019 results, we saw an increase in agreement with all of these statements, including lack of female role models (55% in 2019) which may be due to decreased interaction due to the Covid-19 pandemic.
- Three-in-five North American respondents agree with this as opposed to just under half of Europeans (61% vs. 48%).

Barriers

Diversity and inclusion policies

- Almost half of respondent said their organisation has a diversity and inclusion policy (D&I) (45%)
- Men are significantly more likely than women to say that their organisation has a D&I policy (50% vs. 43%).
- Just one-in-five farmers (19%) says that their organisation has a D&I policy in comparison to half of non-farmers (49%).
- In our 2019 survey only 39% of women knew of their company's diversity and inclusion policy and that a further 40% were not aware if one existed so this is a positive change for the industry.

What are the skills and training that you think would support your future success?

Peer mentorship programs	58%
Access to industry events, including seminars and conferences	58%
Work/life balance	56%
Networking opportunities	56%
Additional education	46%
Digital tools; i.e, computer, software programs	39%
Childcare programs	23%
Other	4%

- Women are more likely than men to believe that peer mentorship programs (61% vs. 52%), networking opportunities (57% vs. 52%), work/life balance (57% vs. 52%) and childcare programs (26% vs. 17%) would support their future success, whereas men are more likely to believe that digital tools (49% vs. 35%) and additional education (53% vs. 44%) would help them.



Future of the industry

This year's industry survey has given us a great picture of the attitudes of our industry and there is a lot to be positive about. However it has highlighted that in some areas there is room for improvement. The coronavirus pandemic has allowed more flexibility in working from home but also shown that women are more likely to be the main caregivers, juggling this with careers. Some have resigned because of it, and we as an industry must put in place measures to ensure all are being supported effectively.

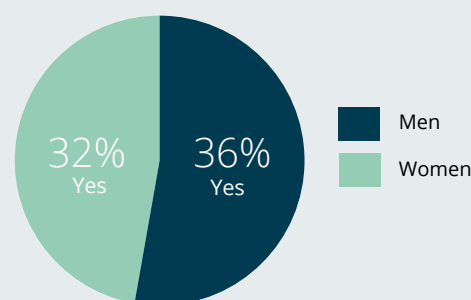
What is also interesting is that only one-in-three women in our industry have a mentor (32%) but 63% of respondent believe lack of mentors is a barrier faced by women in our industry. New programmes like the WFA mentorship scheme this year will hope to overcome some of the issues highlighted in this year's survey.

We have also seen that 64% of respondents believe their organisation is becoming more inclusive. While this seems positive, this figure is lower than the 79% of respondents agreeing with this in 2019. When looking at the wider industry, 62% of our 2020 respondents think the industry as a whole is becoming more inclusive, compared to 77% last year. Although these may be due to differing opinions from a broader global reach, these figures do also reflect the feeling that our industry could do so much more to address these issues.

Inclusion in our sector

	My organisation is becoming more inclusive	The industry as a whole is becoming more inclusive
Agree	64%	62%
Disagree	8%	10%
Neither agree not disagree	28%	28%

Do you have a mentor?





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