



GENDER ROLES & EQUALITY IN AGRIBUSINESS

2020 Survey Results & Analysis

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ABOUT THIS SURVEY

Gender roles and equality continue to be important topics of discussion in the working world. As a follow-up to AgCareers.com's 2015 Gender Roles & Equality in Agribusiness survey, we partnered with Women in Agribusiness to conduct a refreshed survey in the fall of 2019. This summary shares details on the current state of gender roles and equality in the agricultural industry in the U.S. and Canada. Questions examined topics such as compensation, benefits, work/life balance, equality and advocacy. Analysis of results identifies similarities and discrepancies between genders. Responses were collected in an online poll format, with 624 people responding.

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LIMITATION OF LIABILITY

This report has been compiled using data which to the best of the knowledge, information and belief of and after due inquiry by AgCareers.com at the time of collection and analysis was accurate and correct. AgCareers.com does not warrant the accuracy of the information provided in this piece.

CONTRIBUTOR PROFILE

Men Women

GENDER

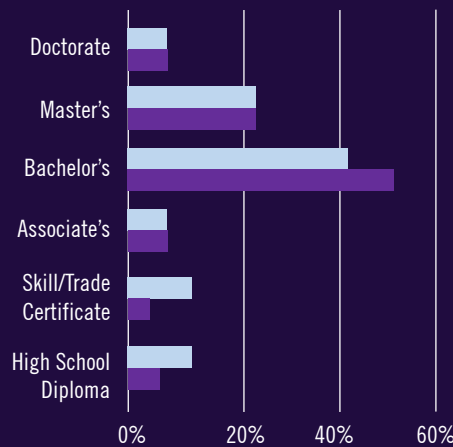
23% MEN



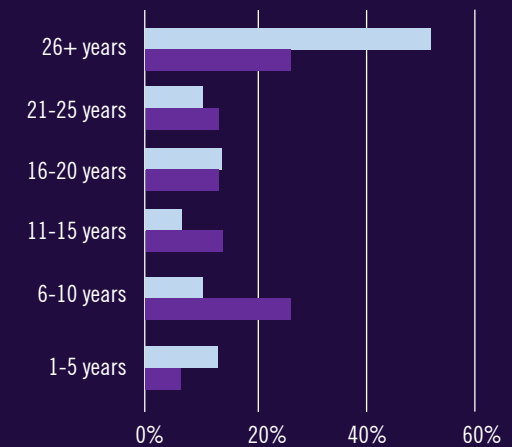
77%
WOMEN



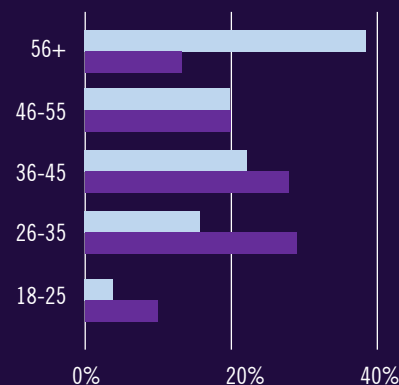
EDUCATION LEVEL



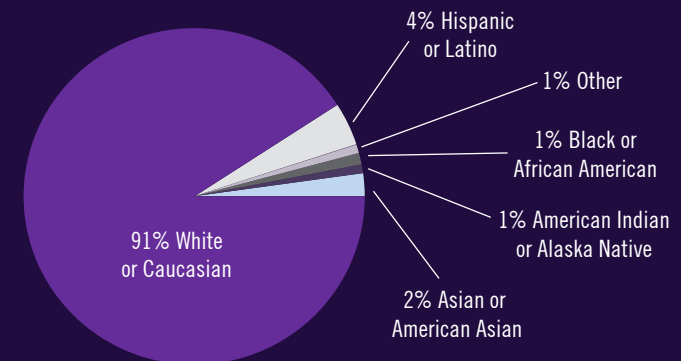
YEARS OF EXPERIENCE



AGE RANGE



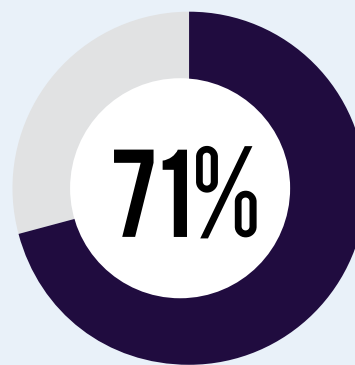
RACE & ETHNICITY



EQUALITY & ADVANCEMENT

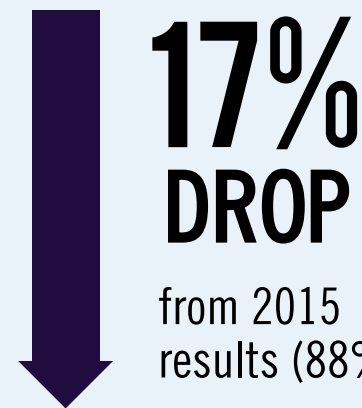


75% of women feel **there is gender inequality in agribusiness.** Just 50% of men feel the same.



of women felt confident about opportunities for advancement in agriculture in 2019...

But this is a



from 2015 results (88%).

Data shows a difference between genders in terms of management and higher level roles in agricultural organizations.

There was a significantly higher percentage of men in a President/CEO role and Management positions.

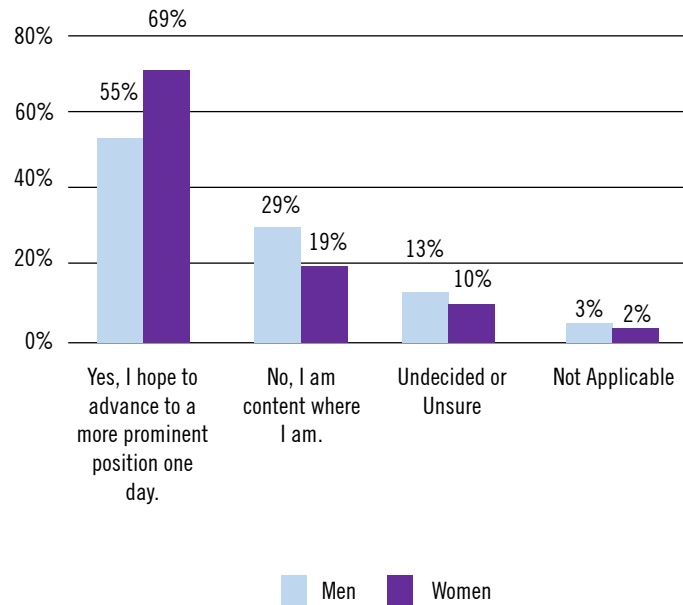
There were significantly less men than women in hourly staff.



61% of women surveyed said they had experienced blunt sexism or discrimination based on their gender in the workplace.

This figure has jumped more than 10% from the 2015 survey.

“DO YOU ASPIRE TO WORK IN A HIGHER LEVEL ROLE WITHIN THE NEXT 5-10 YEARS?”



TOP THREE MOST POPULAR BARRIERS WOMEN REPORTED WHILE WORKING IN AGRIBUSINESS:

Doubt in ability, knowledge, and/or skills



Being taken seriously



Lack of support and/or validation from leadership



BENEFITS & COMPENSATION



50% of female respondents feel they are “**the breadwinner**” in their household while 61% of male respondents consider themselves to be.



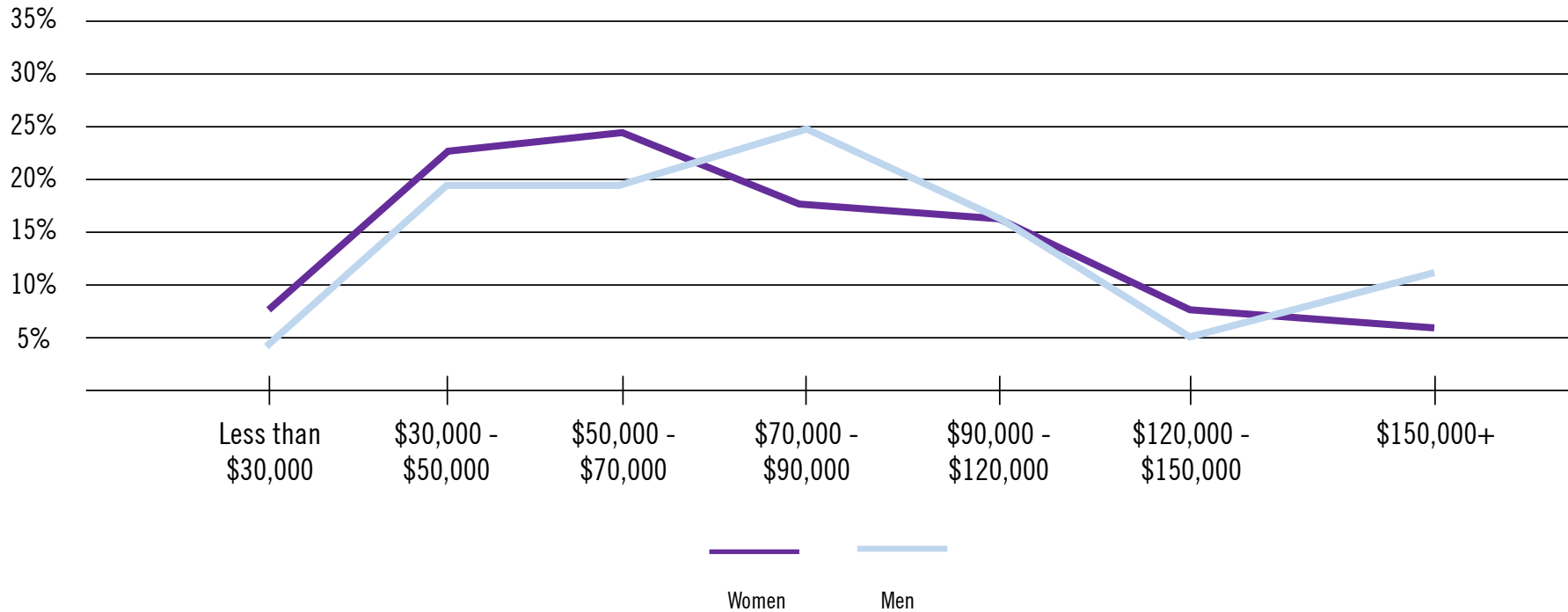
54%
of women felt they would be better compensated if they were male.



82%
of men felt they would be paid the same if they were female, alluding that gender did not matter.

How does perception compare to reality?

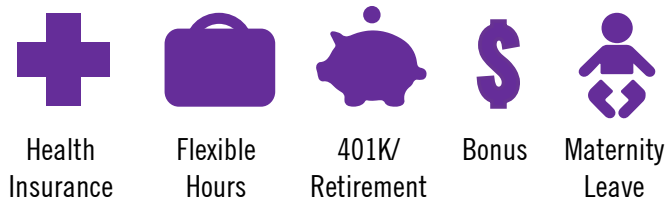
All respondents were asked for their current base salary. Responses indicate a disparity in pay between genders, with **men typically earning more than women in agribusiness.**



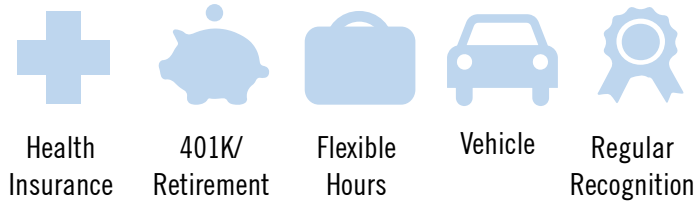
We must also consider the fact that there was a greater percentage of men in higher level roles (as seen on page 4) and with more than 20 years of experience among the respondents.

MOST VALUED BENEFITS

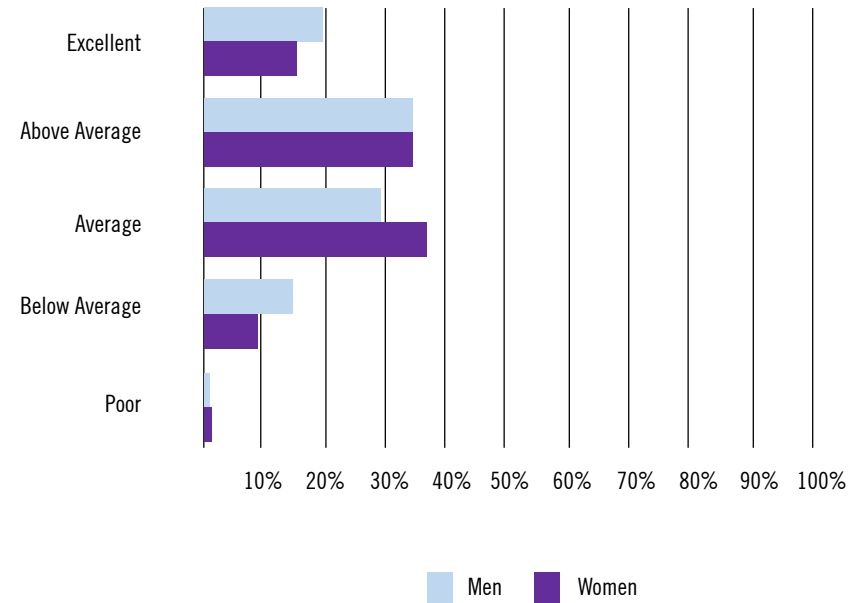
WOMEN



MEN



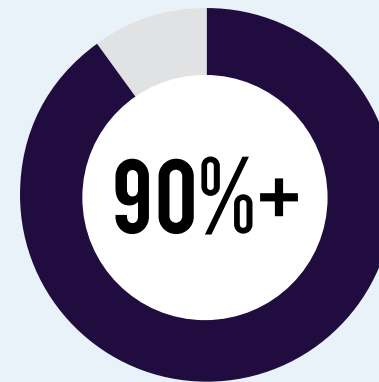
HOW WOULD YOU RATE YOUR EMPLOYER'S WORK/LIFE/FAMILY BALANCE ACCOMODATIONS?



"I AGREE THAT BEING A WORKING PARENT HAS SOMETIMES MADE IT DIFFICULT TO ADVANCE OR COMMIT TO MY CAREER."



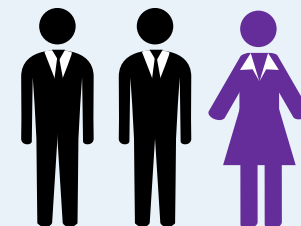
REPRESENTATION



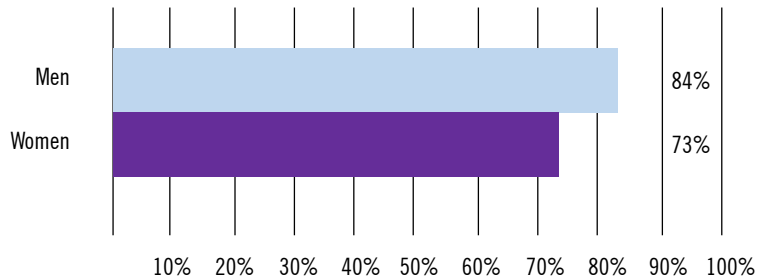
of both men and women felt that the attitude toward women in agribusiness had **changed for the better.**

BUT JUST 31%

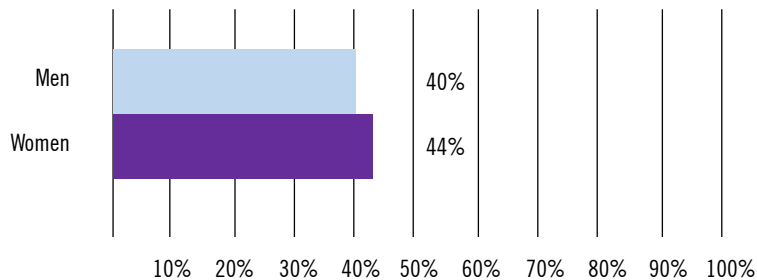
of women feel they are sufficiently represented in agriculture.



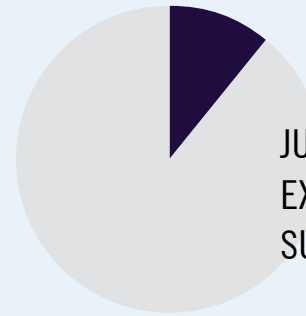
“I HAVE A **MALE** ROLE MODEL OR MENTOR IN AGRICULTURE.”



“I HAVE A **FEMALE** ROLE MODEL OR MENTOR IN AGRICULTURE.”



WHAT ABOUT **WOMEN OF COLOR** IN AGRIBUSINESS?



JUST **11% OF WOMEN OF COLOR** EXPRESSED AGREEMENT TOWARD BEING SUFFICIENTLY REPRESENTED IN AGRICULTURE.



A HIGHER NUMBER OF WOMEN OF COLOR REPORTED A DESIRE TO ADVANCE THEIR CAREERS (79%) THAN WHITE OR CAUCASIAN WOMEN (68%)...



BUT FELT **LESS CONFIDENT ABOUT THE ABILITY TO ADVANCE IN AGRICULTURE (63%)** AND MORE CONFIDENT ADVANCING IN AN INDUSTRY OUTSIDE OF AGRICULTURE (70%).







DOWNLOAD THE COMPLETE REPORT

The pages of this report of the 2020 *Gender Roles & Equality in Agribusiness* by AgCareers.com include just certain highlights from the full report. The full report, viewable on AgCareers.com, includes further findings related to relocation, maternity leave policies, gender equality in agribusiness compared to business overall, findings related to women in production agriculture, and more. To download the full report, visit www.agcareers.com/reports.cfm.

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