

GENDER ROLES & EQUALITY IN AGRIBUSINESS

2015 SURVEY HIGHLIGHTS | WWW.AGCAREERS.COM | AGCAREERS@AGCAREERS.COM

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ABOUT THIS SURVEY

AgCareers.com conducted the *Gender Roles & Equality in Agribusiness* survey in the summer of 2015. The survey collected information about the roles men and women play in the agricultural industry. 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 2,199 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.

DEMOGRAPHICS

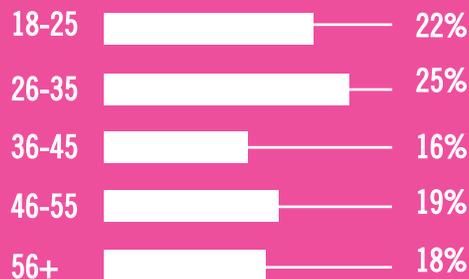
GENDER



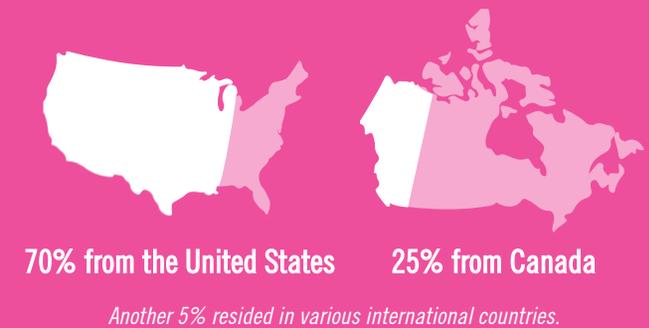
EDUCATION LEVEL = 10%



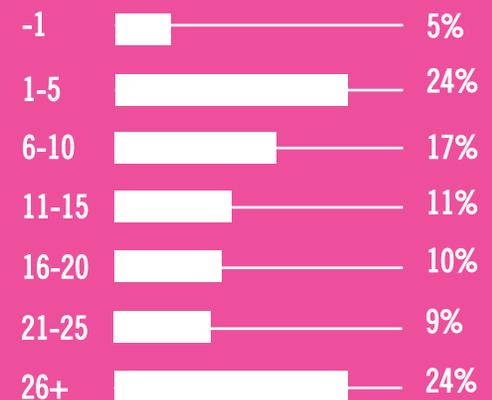
AGE



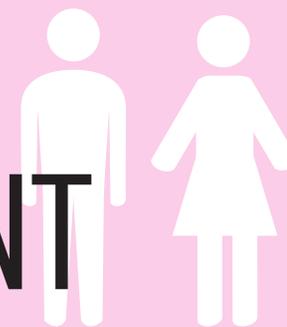
COUNTRY OF RESIDENCE



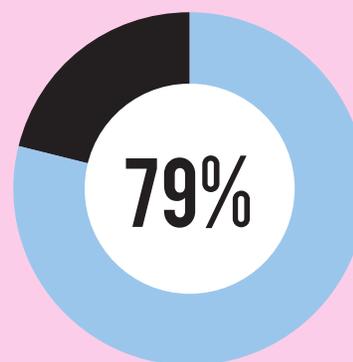
YEARS OF EXPERIENCE



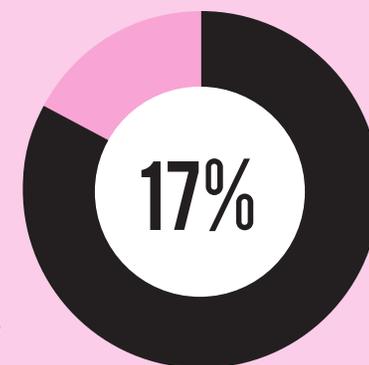
EQUALITY & ADVANCEMENT



79% of women feel there is gender inequality in agribusiness. Just 47% of men feel the same.



of men surveyed said they felt they were respected and treated equally in their workplace



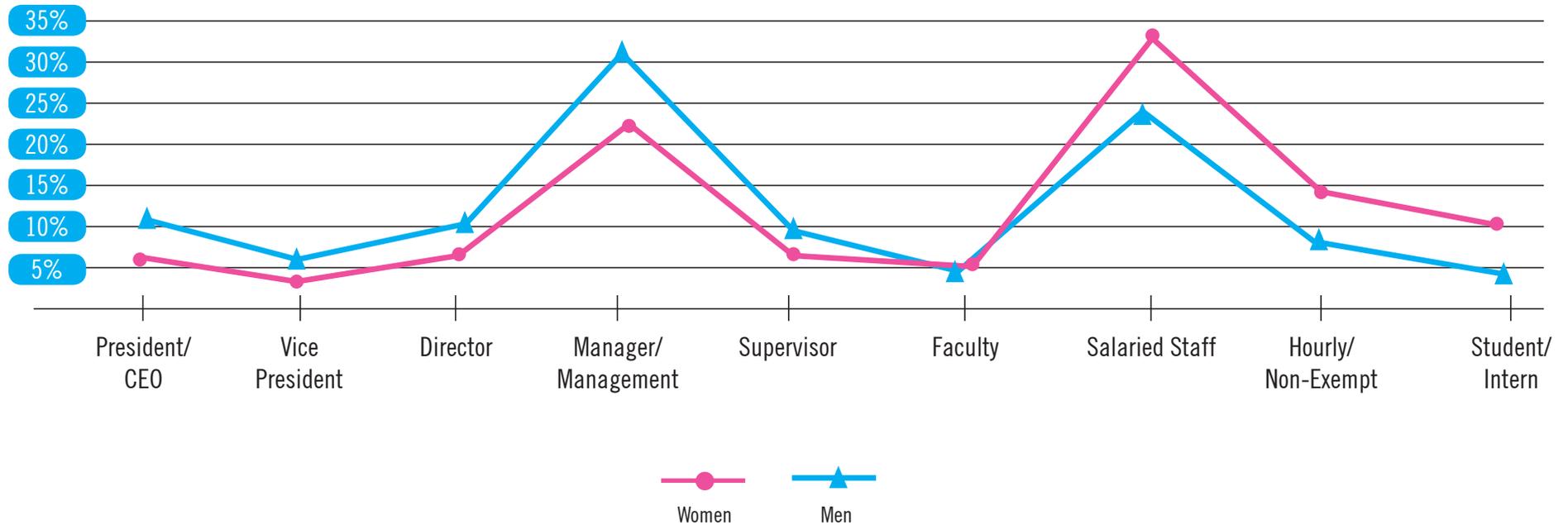
of women felt they were not as respected as their male coworkers.

while

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, Director and Management positions.

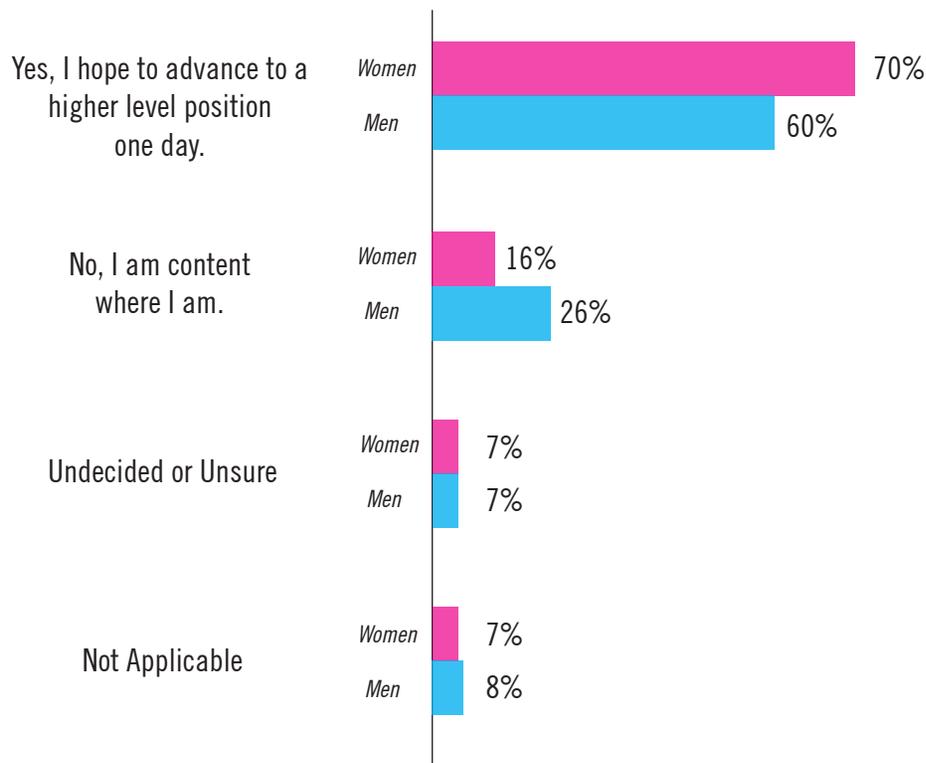
There were significantly less men than women in hourly and salaried staff, as well as student/trainee/intern roles.*



*However this does correlate to findings that there were a higher percentage of men with more years of experience and higher salaries among survey respondents.

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

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



"ARE YOU WILLING TO **RELOCATE FOR A CAREER ADVANCEMENT?**"



1/3 of women feel that their performance would be reviewed **better if they were male.**



BENEFITS & COMPENSATION



42% of female respondents feel they are “**the breadwinner**” in their household while 72% of male respondents consider themselves to be.



49%
of women felt they would be better compensated if they were male.



73%
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.**



There was a significantly higher percentage of men than women earning **\$70,000+.**

In contrast, there was a significantly lower percentage of men than women earning **BELOW \$50,000.**

MOST VALUED BENEFITS

WOMEN



Health Insurance



Flexible Hours



401K/Retirement



Bonus



Maternity Leave

MEN



Health Insurance



401K/Retirement



Flexible Hours

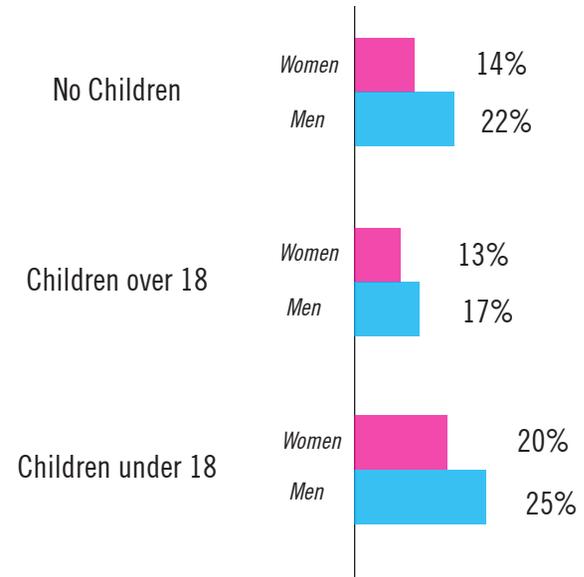


Bonus

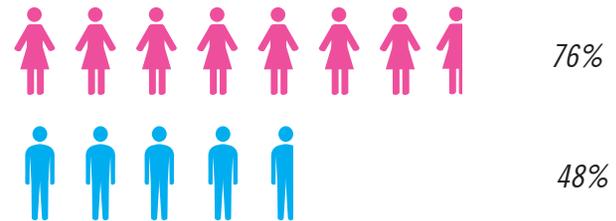


Vehicle

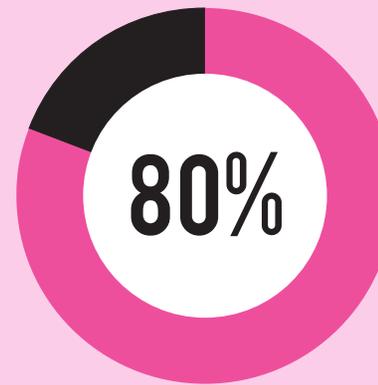
WOULD YOU RATE YOUR EMPLOYER'S WORK/LIFE/FAMILY BALANCE ACCOMODATIONS AS EXCELLENT?"



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



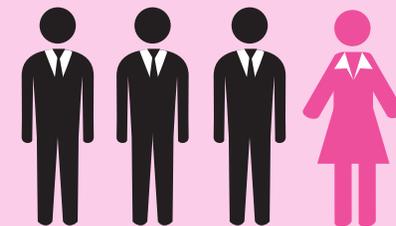
IN AGRICULTURE



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

BUT MORE THAN 70%

of women still feel **outnumbered** by men in agribusiness.



MORE THAN 90%

 of both men and women said that they frequently **advocate** for the agricultural industry.

TOP 3 SKILLS/CHARACTERISTICS YOU FEEL YOU BRING TO THE INDUSTRY:

MEN



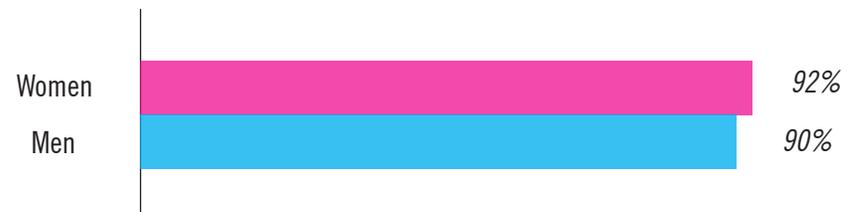
WOMEN



"I AGREE THAT WOMEN ARE SUFFICIENTLY REPRESENTED IN AGRICULTURE."



"I AGREE THAT WOMEN ARE AN INTEGRAL PART OF AGRICULTURE."



DOWNLOAD THE COMPLETE REPORT

The pages of this report of *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 the stressors of being a working parent, maternity leave policies, gender equality in agribusiness compared to business overall, the role of mentors, and more. To download the full report, visit www.agcareers.com/reports.cfm.

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