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**CAPACITY-BUILDING: STRENGTHENING THE IMPACT OF WOMEN
IN THE MARITIME SECTOR**

Note by the Secretariat

SUMMARY

Executive summary: This document reports on the implementation of activities under IMO's Women in Maritime programme in 2020 and considers the way forward

Strategic direction, if applicable: 1 and other work

Output: 1.6 and OW 21

Action to be taken: Paragraph 18

Related documents: TC 70/8; TC 71/3(a) and resolution A.1147(31)

Introduction

1 Through its Women in Maritime programme, which is now in its 33rd year, and under the slogan: "Training-Visibility-Recognition", IMO has continued to take a strategic approach towards enhancing the contribution of women as key maritime stakeholders in both shore-based and sea-going posts. The programme for 2020 provided a vector for promoting the United Nations (UN) 2030 Agenda for Sustainable Development's Sustainable Development Goal (SDG) 5 on Achieve gender equality and empower all women and girls. And, in particular, Target 5.5 of SDG 5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

2 Despite the challenges of the COVID-19 pandemic, the Technical Cooperation Division (TCD) continued to play a pivotal role in supporting Member States, non-governmental organizations, intergovernmental organizations and industry in helping raise awareness of the importance of gender equality and highlighting the important, yet under-utilized contribution of women within the maritime sector. Implementation of the Women in Maritime programme was consistent with the overall IMO technical cooperation mission of giving priority to meeting the special assistance needs of Africa, the least developed countries (LDCs) and the small island developing States (SIDS).

3 The COVID 19 pandemic has had an impact on all IMO activities, including technical cooperation. All regional and most national training events were cancelled in 2020. In 2020, some \$260,195 was expended under the programme, as opposed to \$735,000 in 2019. This significant decrease in expenditure resulted from the cancellation of in-person activities, however online implementation modalities were actively explored, in lieu of in-person training, and the number of such activities increased.

4 The overall direction of the Women in Maritime programme has continued to evolve to take into account the legacy of the World Maritime theme for 2019: "Empowering women in the maritime community"; the direction given by resolution A.1147(31) on Preserving the legacy of the World Maritime theme for 2019 and achieving a barrier-free working environment for women in the maritime sector; the priority conclusions of the Third World Maritime University (WMU) International Women's Conference: Empowering Women in the Maritime Community, held in April 2019; and the symposium held at IMO Headquarters in February 2020 as part of IMO's continuing efforts to maintain momentum in empowering women in the maritime community.

Training and fellowships

5 The Women in Maritime programme provided access to high-level technical training for women from developing countries. In 2020, a total of 46 fellowships were awarded: Twenty-two women from ten francophone countries in Africa, took part in the two-week "Women in Port Management" course at the Institut Portuaire d'Enseignement et de Recherche (IPER), in France (27 January to 7 February); and 24 women from developing countries, with a focus on Africa, SIDS and LDCs participated in a virtual Port Senior Management Programme, organized by the Galilee International Management Institute (GIMI) in Nahalal, Israel (24 November to 21 December). In addition, the programme sponsored 29 women to attend the virtual Women Offshore UNITE conference on mentorship and leadership to support women in operations.

Regional associations

6 Regional harmonization has been another key priority under this programme, resulting in the establishment, through IMO support, of seven regional associations for women in the maritime sector (WIMAs) across Africa, Arab States, Asia, the Caribbean, Latin America and the Pacific, covering some 152 countries and 700+ participants. Access to these regional associations provide members with a platform to discuss many issues, not just about gender, but also technical issues for example, applying a gender lens to priority environmental conventions on climate change mitigation and biofouling management. These associations could go some way to bridging the gap in narrowing some of the institutional barriers and cultural stigma facing women who enter the maritime industry.

7 Through IMO, each regional network has established national chapters. In 2020, these networks delivered some 50+ webinars on a wide range of issues including: maritime careers, crew change/repatriation, HIV prevention, sexual health, beach clean ups, domestic violence, mentorship, mental health, leadership, challenging stereotypes, female genital mutilation, work/life balance and unconscious bias. In addition, seven new national chapters were launched by IMO in 2020.

Wider engagement

8 In 2020, IMO participated in the following online raising-awareness events on empowering women; women in peace and security, women in leadership, digitalization and diversity and the blue economy. By collaborating with strategic partners, for example, WISTA International, Women Offshore, and Maritime SheEO, the Organization has expanded its outreach to women in the maritime industry.

9 Another focus of the programme was providing support for greater inter-agency involvement in official UN Days:

- .1 For the International Day of Women and Girls in Science (11 February), the Women in Maritime programme showcased women in science, technology, engineering and mathematics as role models through a series of online profiles.
- .2 For International Women's Day (8 March), IMO launched an online initiative to continue to raise the profile of women at sea not just as role models but increasingly as the new normal. Women of the maritime sector were invited to share photos of themselves at work, using the hashtag #MaritimeWomenPhotoShare. Thanks to contributions from around the world, this initiative has built up a bank of images of women in maritime, where external audiences can source quality and realistic photos for use in news stories, social media posts and brochures. To achieve a more diverse workforce, it is essential that women are visible – both within the maritime community and beyond, so that roles such as captain, chief engineer and seafarer are also portrayed by women. This will be key in inspiring young women to embark on a maritime career, by showing there is a place for them in the maritime sector.
- .3 The Day of the Seafarer (25 June) saw the launch of a global strategy on women seafarers to increase the access of women seafarers to education and employment by 2030. The strategy was developed by WMU and the United States Coast Guard and sponsored by IMO. It sets out the challenges, stakeholders, targets, and advocates for the adoption of policies and regulations which support access for women to maritime education and the marine professions. The plan is to create an online map to call for pledges from various stakeholders in different countries, through sharing of information, experiences, and best practices, and contributing to relevant associations and networks.

Other activities

10 In addition to the initiatives mentioned above, during 2020 the Women in Maritime programme participated in a wide range of activities promoting gender-related activities and meeting SDG 5. These included:

- .1 Promotion of UN Women's COVID-19 and gender monitor tracker among the seven IMO WIMAs;
- .2 COVID-19 webinars on mental health and well-being of seafarers, in particular, female seafarers;

- .3 Participation in a workshop on the fundamentals of leadership aimed to train future leaders in the maritime industry. Such training aims to increase employee morale and retention, improve productivity, promote better decision-making, build better teams and train future leaders to adopt a management style that is conducive to a positive working atmosphere;
- .4 Participation in webinars on a wide range of subjects including gender sensitive laws, policies, and peace agreements; unconscious bias, authenticity, and imposter syndrome; leadership, focussing on 6 things we can learn from how women leaders have handled the pandemic; and addressing sexual harassment and bullying;
- .5 In November 2020, Fiji WIMA held an event showcasing the many facets of maritime during the Careers Day at one of the leading secondary schools in the country; and
- .6 In November 2020, the Latin America Women's Maritime Association – RED MAMLa launched a series of "Café con MAMLa" virtual meetings, providing an open space for women from maritime authorities and guests to discuss gender, professional and technical issues, and to promote the leadership of RED MAMLa members.

Establishing baselines

11 Although delayed by the COVID-19 pandemic, the IMO-WISTA International Survey 2021 was launched in early 2021. This survey aims to examine the proportion and distribution of women working in the maritime sector, from support roles to executive level positions, in order to obtain baseline data on the number of women in maritime. The intention is to repeat the survey every three years, with the aim of supporting implementation of the UN SDGs by having comparable data that will assist all stakeholders in creating programmes and proposing policies that will increase the participation of women in maritime. The initial outcomes of the survey will be reported to the Committee.

Legal issues

12 Knowledge of maritime legal matters is crucial for development. To support ongoing education during the COVID-19 pandemic, 103 officials from SIDS and LDCs, and from the seven IMO-established WIMAs were awarded fellowships to undertake short professional development courses organized by the IMO International Maritime Law Institute (IMLI). The five specialized legal courses, held remotely from 30 November to 4 June 2021, help to enhance the professional capacity and understanding of participants, to better assist them with domesticating treaties. Topics covered included the Law of Treaties, Law of Ports, Seafarer' Rights, Protection of the Marine Environment and Ocean Governance, and International Maritime Security Law. IMO officials contributed to the courses by offering lectures in their field of expertise. Funds were provided under the Integrated Technical Cooperation programme (ITCP) through the SIDS and LDCs programme, the Women in Maritime programme, and the EU-funded project on Port Security and Safety of Navigation in Eastern and Southern Africa and the Indian Ocean.

Focus areas going forward

13 The Women in Maritime programme will work with WISTA International and others, including the WIMAs, to establish a speakers' bureau of female experts to promote diverse panels in the maritime sector rather than panels on diversity.

14 The United Nations theme for International Women's Day 2021 of "Women in leadership: Achieving an equal future in a COVID-19 world." In support of this, the Women in Maritime programme is promoting the #MyMaritimeMentor online campaign.

15 In order to address low levels of women in leadership and participation in decision-making and following on from the Maritime SheEO initiative, Women in Maritime programme funds have been earmarked to support women from developing countries and, in particular, from the seven WIMAs, to undertake an online maritime leadership development programme, developed by Maritime SheEO. This sponsorship will enable the selected women from government administrations to benefit from the maritime leadership scheme, which will include training, mentoring and networking opportunities. This is part of the wider outreach strategy of the Women in Maritime programme to provide women with access to short upgrading courses, similar to those offered for women in port management and operations. Fourteen women from developing countries will be sponsored to undertake the Maritime SheEO leadership accelerator programme. Although initially planned to coincide with International Women's Day 2021, due to the COVID-19 pandemic this programme is now expected to start in late 2021.

16 In April 2021, RED MAMLa, in accordance with its objectives and the IMO's Gender Programme: "Women in Maritime", launched its website: www.redmamla.org, in both English and Spanish, accomplishing one of its most desired goals by integrating this media to its digital information platform. The Women in Maritime programme will continue to work with other WIMAs to create and improve online platforms for them to exchange ideas, challenges, and training opportunities.

17 The Women in Maritime programme is currently working with WIMOWCA to support its relaunch as an IMO WIMA and with WOMESA to help update its constitution and strategic action plan.

Action requested of the Committee

18 The Committee is invited to note the information provided in this document in relation to the activities undertaken under IMO's Women in Maritime programme in 2020 and the current direction of travel, and to make such comments and recommendations as it deems appropriate.
