

# IMO Latest Trends to Empowering Women in the Maritime Industry

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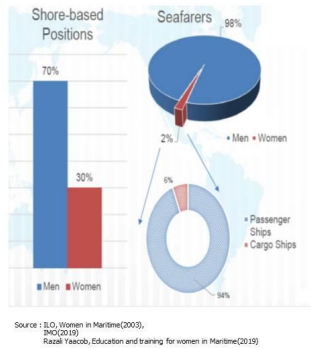
**Abstract** : The number of women seafarers around the world is 2%, and about 30% of women in the shipping industry. International organizations are making efforts in various ways to advance women in the maritime industry. This study provides recent information about the International Maritime Organization(IMO)'s new programme as IMO focuses on women in maritime during 2019, under the World Maritime Day theme 'Empowering Women in the Maritime Community'.

**key words** : Women seafarer, IMO, Gender equality, SDGs.

## Introduction

### Women in Maritime

- Today, women represent only 2% of the world's 1.2 million seafarers
- Of the 2% female seafarers, 94% of them are working in the cruise industry. Most of them are rating not officer.
- Just 30% of global shore-based maritime positions are filled by women.
- Being a traditionally male dominated sector, women are discouraged from participating in the maritime industry.
  - Entrenched social and cultural biases against them
  - Gender discrimination and prejudice
  - Long misplaced perception that women are not suitable for working on board ships



1

## Continuously Strong Barrier

### Gender Gap Index from WEF



#### Rankings by Region, 2017

East Asia and South Asia	Overall Rank	Overall Score
New Zealand	9	0.791
Philippines	10	0.790
Australia	35	0.731
Bangladesh	47	0.719
Mongolia	53	0.713
Laos PDR	64	0.703
Singapore	65	0.702
Vietnam	69	0.698
Thailand	75	0.694
Myanmar	83	0.691
Indonesia	84	0.691
Cambodia	99	0.676
China	100	0.674
Malaysia	104	0.670
India	108	0.669
Sri Lanka	109	0.669
Japan	114	0.657
<b>Rep. of Korea</b>	<b>118</b>	<b>0.650</b>
Fiji	125	0.638
Timor-Leste	128	0.628

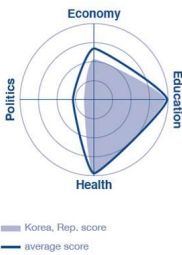
Source : World Economic Forum(2017), The Global Gender Gap Report 2017

2

## Continuously Strong Barrier

### Gender Gap Index from WEF

#### SCORE AT GLANCE



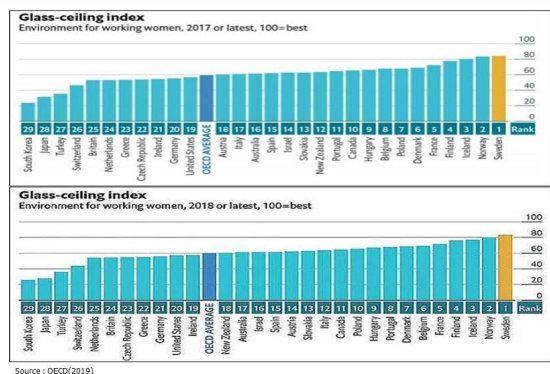
#### KEY INDICATORS

GDP (US\$ billions)	1,411.25	
GDP per capita (constant '11, intl. \$, PPP)	34,985.85	
Total population (1,000s)	50,791.92	
Population growth rate (%)	0.38	
Population sex ratio (female/male)	1.00	
Human Capital Index score	-	
Global Gender Gap score	rank 92 score 0.616	rank 118 score 0.650
Economic participation and opportunity	96 0.481	121 0.533
Educational attainment	82 0.948	105 0.960
Health and survival	94 0.967	84 0.973
Political empowerment	84 0.067	90 0.134
rank out of	115	144

Source : World Economic Forum(2017), The Global Gender Gap Report 2017

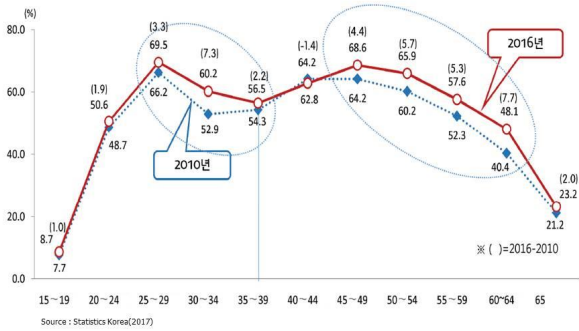
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## Glass Ceiling Index



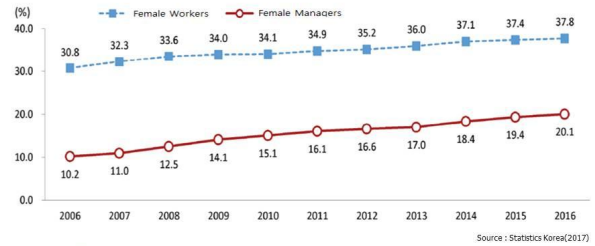
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## Women's Career Cycle "M"



5

## Female Workers and Managers



**Less than 40%, 20%**  
While the proportion of female workers in the workplace is steadily rising, it is still less than 40%, and the ratio of employing female workers in public and private companies is quite similar.  
The proportion of the female manager increased from 10.2% in 2006 to 20.1% in 2016

6

## Promoting Gender Balance and Equality

### UN – 2030 Agenda

- The 2030 United Nations Development Goals are related to the Capacity building of women in the maritime industry, in particular Goals 5.
- Goals 5 is to achieve gender equality and empowering all women and girls



### IMO

- SDGs
- Gender and capacity building programme
- World Maritime Day 2019



Source : IMO(2019)

7

## Promoting Gender Balance and Equality

### IMO Gender Programme

The International Maritime Organization (IMO) has launched a new logo for its Women in Maritime programme, as part of its mission to support the United Nations Sustainable Development Goal 5: Achieve gender equality and empower all women and girls.

The primary objective of the IMO Women in Maritime programme is to encourage IMO Member States to open the doors of their maritime institutes to enable women to train alongside men and acquire the high-level of competence that the maritime industry demands.

The launch of the new logo for the Women in Maritime programme comes as IMO focuses on women in maritime during 2019, under the World Maritime Day theme "Empowering Women in the Maritime Community".

The Women in Maritime programme is largely funded through IMO's Technical Cooperation fund, with a great deal of in-kind and financial support from a number of donors.

IMO's Women in Maritime programme was formerly known as the programme for the Integration of Women in the Maritime Sector (IWMS).

Source : IMO(2019)



8

## Promoting Gender Balance and Equality

### Women in Maritime –Associations

- IMO has facilitated the establishment of seven regional associations for women in the maritime sector across Africa, Asia, the Caribbean, Latin America, the Middle East and the Pacific Islands, some 152 countries and dependent territories and 490 participants.
- Pacific Women in Maritime Association (PacWIMA) set up in Fiji in February 2004 and relaunched in Tonga in April 2016. (<http://www.pacwima.org>)
- Network of Professional Women in the Maritime and Port Sectors for West and Central Africa launched in Benin in February 2007, set for a relaunch in 2019.
- Association for Women in the Maritime Sector in Eastern and Southern Africa region (WOMESA) established in Kenya in December 2007. (<http://womesa.org>)
- Women in Maritime Association, Asia (WIMA Asia) established in January 2010 and relaunched in the Philippines in 2015. (<https://www.facebook.com/wimaasia/>)
- Women in Maritime Association, Caribbean (WIMAC) set up in Jamaica in April 2015. (<http://wimacaribbean.com>)
- Arab Women in Maritime Association (AWIMA) established in Egypt in October 2017 (<http://www.arabwima.org/en/home>) The second conference for AWIMA will be held in Egypt in the first quarter of 2019 (Facebook page: <https://bit.ly/2U8RHT1>)
- Red de Mujeres de Autoridades Marítimas de Latinoamérica (Red-MAMLa), established in Chile in December 2017.
- WMU Women's Association(WMUWA) aims to establish a network of past, current and prospective female students by expanding international networks with other organizations worldwide

Source : IMO(2019)

9

## Promoting Gender Balance and Equality

### Women in Maritime –World Map



Source : IMO(2019)

10

## Promoting Gender Balance and Equality

### Women in Maritime – Asia / Korea

- Women in Maritime Association, Asia (WIMA Asia) established in January 2010 and relaunched in the Philippines in 2015. (<https://www.facebook.com/wimaasia/>)
  - Represent women in the maritime industry
  - Promote education, training and sea career for women
  - Promote safe, secure and efficient shipping and port operations
  - Promote the protection of the environment
  - Promote health and wellness of women in the maritime industry
  - National Chapter in 2019, WIMAPhil, WIMA Timor, MyWIMA



Source : WIMA ASIA(2019)

| 11

## Summary

There are many reasons why women's social participation is challenging and many companies do not give jobs' opportunities to them

However, overall there are positive examples of changes in the way the maritime industry is accepting women's participation.

Currently, IMO is actively looking for women's participation and encouraging stakeholders to offer opportunities to women in the maritime sector.

Women and the whole maritime industry need to be aware and concerned about the entry barriers to women's participation in the maritime industry.

| 12