



PRESENTATION TO THE WISTA AGM & Conference 2019

HOW ORGANIZATIONS LIKE WIMA AND WISTA CAN WORK TOGETHER TO CHALLENGE GENDER BIAS

OCTOBER 31, 2019

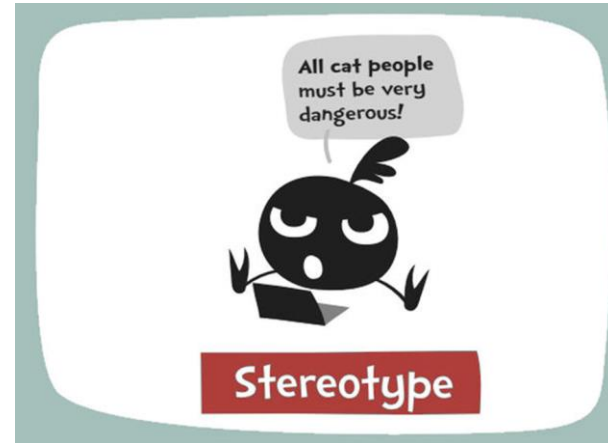
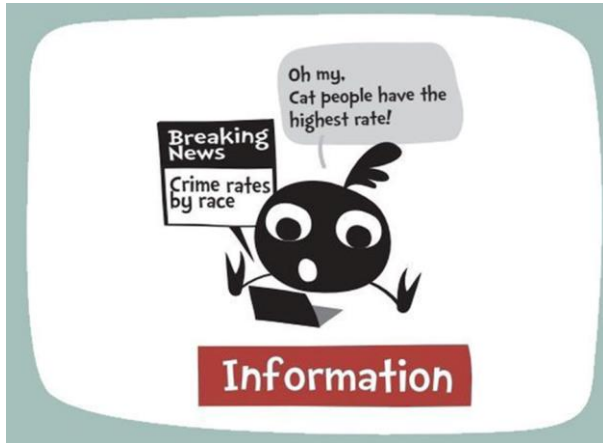




Who Are We: ASSOCIATION OF WOMEN PROFESSIONALS OF ALL AGES

- Advocate for positive change on issues affecting women and the industry
 - Research and development on maritime issues and gender equality/mainstreaming
 - Network, support and mentor women in the sector
 - Engage in dynamic partnerships with regional and global allies
 - Support enabling legislative and regulatory maritime environments
 - Promote the sector as a viable option for all, and for over regional development.
1. Research- gender equality & economic value of Caribbean sector
 2. Mentorship as part of a larger campaign
 3. Growing membership- new Chapters
 4. School and Career Outreach
 5. CSA/ WIMAC PARTNERSHIP
 1. Gender Awareness 101 for Caribbean Maritime Agencies
 6. CARIBMEPA
 7. Gender mainstreaming and gender-responsive programming etc. *Ministers of Transport, Feb. 2019*

The case for gender equality- from bias to discrimination





Language and Contexts

- Gender- our beliefs about masculinity and femininity – or our ideals about what it means to be a man or a woman and the roles we think women and men should play or are meant to naturally play - shape (different kinds of) women and men's access to status, power and resources in our society
- Gender bias -Making decisions based on gender that result in favoring one gender over the other which often results in contexts that are favoring men and/or boys over women and/or girls.
- Gender discrimination- "...any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."

Promoting GENDER EQUALITY to end gender discrimination

- According to the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), **gender equality** is defined as “equal rights, responsibilities and opportunities of women and men and girls and boys.
- Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female”.

Gender equality is a fundamental value that should be reflected in development choices and institutional practices.

Gender equality is not a “women’s issue” but a societal one.

Gender equality goals influence economic and social policies that impact the distribution of resources.

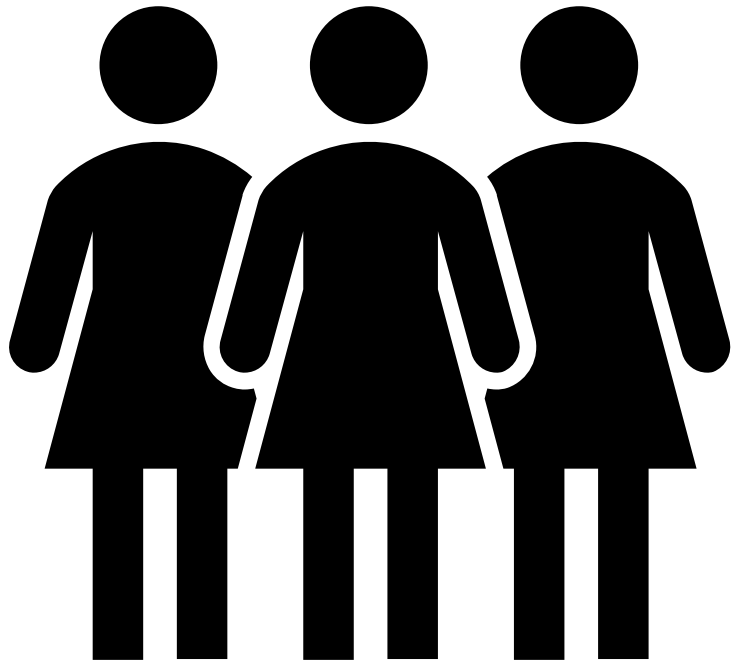
Women’s participation as decision makers has huge developmental impact.





Ranking Of Barriers To Women's Leadership, Source ILO 2015

- Women have more family responsibilities than men
- Roles assigned by society to men and women
- Masculine corporate culture
- Women with insufficient general or line management experience
- Few role models for women
- Men not encouraged to take leave for family responsibilities
- Lack of company equality policy and programmes
- Stereotypes against women
- Lack of leadership training for women
- Lack of flexible work solutions
- Lack of strategy for retention of skilled women
- Inherent gender bias in recruitment and promotion (ranked the same as)
- Management generally viewed as a man's job
- Gender equality policies in place but not implemented



ILO Conventions and Recommendations adopted since 1919 to promote gender equality.

IMO Women in Maritime-Integrated Gender Programme

UN Human Rights Agenda
and
UN SWAP

UNSDGs 4, 5 and 8. Goal 4 aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. Goal 5 seeks to achieve gender equality and empower all women and girls. Goal 8 focuses on decent work and economic growth.

A global goal

- Over 5% of airline pilots worldwide are female, (International Society of Women Airline Pilots 2018)
- 6.6% of women in US worked full-time in male-dominated occupations in 2017
- Roughly 17% of the global mining industry comprises women
- 18 percent of water workers in 28 economies are women—or fewer than one in five (World Bank 2019).
- 4% of the 10,600 UK certified officers active at sea are female.
- Less than 2% of 1.2 million seafarers are women

Economic Imperative of Gender Gap



\$12 trillion
could be added to global
GDP by 2025 by closing
the gender gap

240 million
workers would be added to the
world's labor force in 2025 by closing
the gender gap in the economy¹

¹ In a scenario where all countries would match the progress toward gender parity of the country in their region with the most rapid improvement on gender inequality.

Exhibit 3

Most surveyed executives recognize that companies with women on their leadership teams perform better financially

Many studies show that companies with diverse leadership teams that include a significant number of women have higher financial returns. Do you personally believe this connection to be true?

N=547; Percent of respondents



SOURCE: "Women Matter: A Latin American perspective," 2013; "Women Matter: An Asian perspective," 2012; "Women Matter 2012"

WHAT WE CAN DO

1. AGREE ON COMMON ACTION PLAN- 5 -10 YRS.

- a) Meeting of WIMAS and WISTA on gendered issues in the sector and develop plan of action
- b) Research Agenda- Intersectionality concerns and compounded discrimination unique to sector
- c) Promote uniformity of language for uniformity of outcomes: equality, discrimination, bias, empowerment, mainstreaming.
- d) Lead by example- Mainstream in our organizations- Build sisterships- guided by global work of UN Women etc. and inclusive of gender entities locally
- e) Establish global mentorship for all categories of women in the sector

2. UNLEASH EXCELLENCE IN ALL

- a) Resist “women in maritime” spectacularity. Celebrate successes of icons while continuing to push for rights and access of all and create spaces to succeed.
- b) Action not up to individual women but also company-based and industry-wide recognizing the power of stereotypes and gender socialization.

3. LEVERAGE INFLUENCE - IMO-LED

- a) Dedicate % of contributions from member states and ship owners to gender mainstreaming and diversity e.g. symbolic 2 %
- b) Lead by example- Gender Mainstreaming UNSWAP and influence commensurate action by partners and member states to address systemized aspects of gender discrimination
- c) Establish/expand dedicated IMO Gender Desk / Office, Regional support
- d) Focus on benefits- Economic growth and Social Development

4. BUILD STRATEGIC PARTNERSHIPS

- a) Sisterships with other male dominated sectors- aviation, mining, women in water, fishing,
- b) Distil: what can we learn, how can we build on strengths and propel global-level progress through solidarity
- c) Male Allies- benefitting men through improved and more balanced workplaces e.g. CSA/WiMAC Partnership

Thank you, CSA Allies



FEATURED PROFILE



RIKKI LAMBEY

“My advice to women looking to enter the maritime world is to be fearless and take the leap into the industry.”

JOB: Port State Control Officer

COUNTRY: Belize

ASSOCIATION: Women in Maritime Association, Caribbean (WiMAC)

MY JOB INVOLVES...

As a port state control officer, I am responsible for inspecting foreign vessels entering Belizean waters against the international safety and security standards. Additionally, I am responsible for conducting marine casualty incidents to identify the causes and provide solutions to prevent future mishaps.

My role in the maritime industry is to do my part in the safety regime by reducing the number of substandard ships sailing in the world.

WHY MARITIME?

Growing up in a small coastal village in Belize led me to fall in love with the sea at a very young age. As a result, I studied tourism and ventured into that industry because at the time I was unaware of the possibility of women working in the maritime industry. Two years later, I applied for a vacancy at Belize Port Authority as a vessel traffic officer. I liked it but never felt fully satisfied until I was promoted and fell in love with my new job as a port State control officer. It is a great honour to take part in ensuring safety of life at sea, rather than simply making a pay check.

TOP TIP

My advice to women looking to enter the maritime world is to be fearless and take the leap into the industry. I advise them to never doubt themselves and that there is a place for them in the industry, take the risk and explore their options.

PROFESSIONAL ASPIRATION

My professional aspiration for 2019 is to have the opportunity to attend the World Maritime University to acquire a Master of Science Degree in Maritime Affairs specializing in Shipping Management & Logistics. This would equip me in being an excellent shipping and logistics manager and to help improve the Belize shipping industry.

HOW IMO HAS HELPED...

In October 2018, I was blessed to come into contact with the IMO Women in Maritime Programme at the WiMAC conference in Belize. Later, I was able to attend an intensive flag inspector course (CASIT) thanks mainly to the Programme – to which I am eternally grateful for furthering my growth in the maritime industry.

