



Empowering Women in the Maritime Community – Diversity / Gender Bias



Jodi Munn-Barrow
Secretary General

**Caribbean MOU on port State
control**

12 Ocean Boulevard
Kingston, Jamaica

A close-up photograph of a person's hand in a white shirt pointing towards the right. The background is blurred, showing more of the person's torso and another hand holding a device.

About Us

Personal Experience

We have so much more to do!

- 9 Global MOUs on port State control
 - Only 2 Female Secretary Generals
 - Have not felt that our voices are heard at IMO meetings
 - Let's not even start the discussion about comparing emoluments received.

Personal Experience

Maritime Cliques

Marine Pilots – Are there any in the Caribbean? How many in the rest of the World?

PSCOs – There were 2 (from about 7 years) now maybe up to 6. This is probably similar for the rest of the world.

How do we change this and make positions more available and attractive?

Gender and Sexual Bias in the Workplace (Short Survey, 2018)

Survey among females in the government with respect to their experiences

Questions

- Attitudes with respect to their work experiences;
- Promotions were based more on a systematic policy or based on personal preferences;
- Senior level staff members who had assisted the participants in their career;
- Do you think your organization should be doing more to increase diversity at your workplace;
- Does your organization have diversity programmes and what is your view of same?

Responses

- 36% - very unhappy with their opportunities for advancement within the organization & 28% were very unhappy with their senior manager;
- 42% - they did not feel that their organization was a meritocracy;
- 75% Male assisted them;
- 67% said more needed to be done;
- 75% said no diversity Programme exists and 71% said they were a good thing to have,

Where do we go from here?

It would be good if WISTA or the Wi-MACs of the Caribbean and even globally could carry out similar studies and have these presented to the IMO as well.

The more we can put the matter before the powers that be the more we may be able to make traction on this very important topic.





THERE IS NO FORCE
MORE
POWERFUL
THAN A WOMAN
DETERMINED
TO
RISE



Thank You

Jodi Barrow

+1 8769671077

secretariat@caribbeanmou.org

[@CaribbeanMou](#)

