



# Empowering Women in the Maritime Community

GENDER DIVERSITY AND  
GENDER BIAS



SO....

# Gender Bias and Inequality



**What are  
we trying  
to address?**

# General Barriers to Gender Bias in Top Management

29%

'DOUBLE BURDEN'  
SYNDROME

26%

LACK OF PRO-FAMILY PUBLIC  
POLICIES OR  
SUPPORT SERVICES

21%

'ANYTIME, ANYWHERE'  
PERFORMANCE MODEL

19%

'THERE ARE NO  
BARRIERS'

12%

WOMEN'S TENDENCY TO  
NETWORK LESS  
EFFECTIVELY THAN MEN

8%

ABSENCE OF  
FEMALE ROLE  
MODELS

**How do  
we  
address  
it?**



# A Comprehensive Eco-System

**A comprehensive ecosystem is  
required to build inclusiveness and  
diversity in top management; 5  
dimensions for action**

# Five dimensions for action

**1** CEO AND MANAGEMENT COMMITMENT

**2** TRANSPARENCY AND INDICATORS TRACKING

**3** WOMEN'S LEADERSHIP DEVELOPMENT:

Training and Coaching

Sponsorship and mentorship

Women's networks

**4** DIVERSITY-ENABLING INFRASTRUCTURE

Flexible working schedules

Extended leave policies

Back-to-work programs

INCLUSIVE MINDSET PROCESSES

**5** On-the-job training

Evaluation and recruitment de-biasing

*Women Matter*

*Time to Accelerate: Ten Years of Insight Into Gender Diversity*

McKinsey & Company, October 2017



LET'S BE THE CHANGE WE  
WISH TO SEE

GET THE FACTS TO BECOME A  
BELIEVER.

GET THE FACTS TO CONVERT  
NAYSAYERS.

RECRUIT/CONVERT MEN AS  
ALLIES





# EMPOWER WOMEN IN THE MARITIME COMMUNITY

