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## CONSIDERATION OF THE REPORTS AND RECOMMENDATIONS OF THE TECHNICAL COOPERATION COMMITTEE

### Comments on the report of the sixty-ninth session of the Technical Cooperation Committee on the subject of measuring gender equality and progress in the maritime sector

Submitted by Canada, Georgia, Germany, Ghana, Iceland, Malaysia, Malta, Mexico, Republic of Korea, United Arab Emirates and WISTA

#### SUMMARY

*Executive summary:* This document highlights the importance of accurate data to assess levels of female participation in the maritime sector and to inform evidence-based policies and measures to increase participation of all women in the future. The co-sponsors of this document request IMO Member States and observer organizations to provide information to the IMO Secretariat prior to the seventieth session of the Technical Cooperation Committee on work or studies they have undertaken to assess female employment in the sector and access to maritime education and training by women.

*Strategic direction, if applicable:* 1 and OW

*Output:* 1.6, OW 12 and OW 21

*Action to be taken:* Paragraph 12

*Related documents:* C 120/D; TC 69/10/1, TC 69/10/2; C 122/3(a)/1, C 122/12/Add.1, C 122/17(d)/1, C 122/D; A 31/13 and Circular Letter No.3922

#### Introduction

1 At its 120th session, the Council endorsed "Empowering Women in the Maritime Community" as the IMO World Maritime theme for 2019. The 2019 theme has emphasized the important contribution that women all over the world make to maritime, ports, fishing and related industries. However, it has also highlighted the under-representation of women in these professions and the economic and social benefits that increased participation by women present for the future.

2 As discussed at the sixty-ninth session of the Technical Cooperation Committee (TCC 69)<sup>1</sup> and set out in further detail below, the available statistics on the number of women in the maritime sector are outdated. Thus, while there is a general acknowledgement that women are under-represented, there is little baseline data to accurately assess what measures are working to advance their participation and how to track progress.

3 The co-sponsors of this document believe that updated gender statistics underlying the role of women and their employment and integration into the maritime sector are critical to inform effective national policies to remove barriers and improve female participation in maritime professions in all levels. Up-to-date and disaggregated data will also support accurate analysis of the effects of IMO policies and resolutions for building a road map to gender equality in the global maritime sector.

### **Efforts to Document Female Participation in the Maritime Sector**

4 In the past, the gender data gap was an unknown issue. Now, there is an increasing interest in data collection about the lives of women and girls. There have been few and isolated efforts to estimate the global number of women in offshore and onshore roles, as well as their enrollment in maritime education and training (MET) institutions. The most relevant findings from official sources follow:

- .1 The Women seafarers book (Belcher, Sampson, Thomas, Zhao, & Veiga, 2003)<sup>2</sup>, a publication commissioned by the International Labour Organization (ILO), shows that women represent 1% to 2% of the world's 1.25 million seafarers, of whom 94% serve in passenger ships and 6% on cargo ships. In addition, this study shows that female participation in trade unions is low. Thirteen out of 27 trade unions that responded to the survey reported that they had no data on women membership.
- .2 The Manpower Report (Baltic and International Maritime Council & International Chamber of Shipping, 2015)<sup>3</sup> indicates that approximately 1% of seafarers that serve on ships trading internationally are qualified women who hold certificates issued in accordance with the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978 (STCW Convention). According to this report, the number of women seafarers in the sample is: 540 officers, 734 officer trainees, 306 ratings and seven rating trainees. The number of officer trainees indicates a positive and increasing trend; however, more data and analysis are required.
- .3 The Women Seafarers' Health and Welfare Survey (International Maritime Health Association, International Seafarers' Welfare and Assistance Network, International Transport Worker's Federation and Seafarers

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<sup>1</sup> TC 69/10/1 – Capacity-building: Strengthening the impact of women in the maritime sector report on the number of female graduates from IMO global maritime training institutions and other maritime training institutions.

<sup>2</sup> Belcher, P., Sampson, H., Thomas, M., Zhao, M., & Veiga, J. (2003). *Women seafarers: Global employment policies and practices*. International Labour Organization.

<sup>3</sup> Baltic and International Maritime Council & International Chamber of Shipping. (2015). *Manpower Report. The global supply and demand for seafarers in 2015*. Marisec Publications.

Hospital Society, 2015)<sup>4</sup> states that women's main health challenges are joint/back pain and stress, depression and anxiety. According to the survey, over 55% of the respondents linked their health issues to working conditions.

- .4 The Review of Maritime Transport (United Nations Conference on Trade and Development, 2017)<sup>5</sup> demonstrates that women account for 74% of administrative positions and 19% in director positions in global onshore maritime employment. According to this review, while there is no global data available, the lack of women in senior positions result into a gender pay gap.
- .5 The Global Ocean Science Report (United Nations Educational, Scientific and Cultural Organization, 2017)<sup>6</sup> states that, on average, 38% of researchers in ocean science are women, 10% higher than in science in general.

### Recent Developments on Data Collection at IMO

5 In April 2019, the World Maritime University hosted its third International Women's Conference in Malmö, Sweden. The conference brought together over 350 participants from 70 countries working in the public, private and non-governmental sectors. Its aim was to identify gaps in current policies and programmes that hinder women's access to employment opportunities and their ability to pursue careers in the maritime sector. The conference developed a set of conclusions which set out a list of six priority actions to address the problem. The first was that: "a new study should be undertaken, without delay, which would provide the most up to date information and data on the number of women in maritime and oceans fields across all sectors and the positions they occupy."

6 At the sixty-ninth session of TCC, held in June 2019, the IMO Secretariat advised that it was working in collaboration with the Women's International Shipping & Trading Association (WISTA) to develop a study that will collect and analyse current data on the number of women employed in the maritime sector. The study is to include statistical research and analysis to map out the numbers and distribution of women seafarers within the industry, identify the positions and sectors they work in and analyse the legislation Member States have in place to ensure non-discriminatory access to employment and equal opportunities, as well as to identify examples of best practice.

7 During its 122nd session, the Council created an intersessional Correspondence Group to revise the text of document C 122/17(d)/1 proposing a draft Assembly resolution on "Preserving the Legacy of World Maritime Day 2019 and Achieving a Barrier-Free Working Environment for Women in Shipping", for transmission to the thirty-first session of the Assembly for adoption. The report of the Correspondence Group is contained in document C.ES 30/8(d)/2.

8 In October 2019, the Correspondence Group agreed on the importance of collecting data on female participation at all levels in the maritime sector in order to inform future policy decisions and to accurately gauge progress in women's empowerment. It further agreed to include a paragraph to this effect and supporting the IMO-WISTA study in the proposed Assembly resolution.

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<sup>4</sup> International Maritime Health Association, International Seafarers' Welfare and Assistance Network, International Transport Worker's Federation and Seafarers Hospital Society. (2015). Women Seafarers' Health and Welfare Survey. Croydon: International Seafarers' Welfare & Assistance Network.

<sup>5</sup> United Nations Conference on Trade and Development. (2017). Review of Maritime Transport. New York: United Nations.

<sup>6</sup> United Nations Educational, Scientific and Cultural Organization. (2017). Global Ocean Science Report - The current status. Paris: UNESCO Publishing.

## Proposal

9 The co-sponsors of this document strongly support the need for up-to-date data to inform evidence-based policies and regulations at the national and international level to improve gender equality in the maritime sector. The proposed IMO-WISTA study is an important first step. Accurate data will assist IMO Member States in measuring the success of the IMO Women in Maritime programme, as well as progress in achieving the United Nations 2030 Agenda for Sustainable Development and, in particular Sustainable Development Goal 5 on gender equality and empowerment of women and girls. More recent and accurate data will also inform the debate on the under-representation of women in the maritime sector and make it possible to reach out to a wider range of actors.

10 The co-sponsors of this document believe that for the IMO-WISTA study to be comprehensive, IMO Member States and observer organizations must contribute to it. In this regard, the co-sponsors of this document believe it would be helpful for the IMO Secretariat to create an inventory of existing data on women in maritime related professions, including studies or work undertaken by Member States and observer delegations to try to assess the extent of female participation in the fishing, ports, shipping and related sectors and any barriers to participation that may have been identified. Information about existing or planned studies can provide an important starting point for the IMO-WISTA study as it will help reduce duplication of effort, in addition to highlighting areas of importance to policy makers in Member States and industry, as well as where gaps may exist.

11 The co-sponsors of this document encourage all IMO Member States and observer organizations to submit the requested data to the Technical Cooperation Division (TCD) of the IMO Secretariat by email to [tcdregistry@imo.org](mailto:tcdregistry@imo.org), as soon as possible, to enable it to be considered as part of the preliminary work prior to the seventieth session of TCC. However, given the breadth and complexity of the maritime sector, results of data collection and analysis are welcome at any time.

## Action requested of the Assembly

12 The Assembly is invited to request:

- .1 Member States and observer organizations to voluntarily provide TCD with information about any work, studies or initiatives they have undertaken or plan to undertake to assess the participation of women in maritime related professions in their respective jurisdictions, in addition to women's access to MET institutions, ideally prior to the seventieth session of TCC.
- .2 The IMO Secretariat to collect, analyse and interpret this data. This information should be taken into account in developing the proposed IMO-WISTA study to collect and analyse data on the number of women employed in the maritime sector and women enrolled at MET institutions, as proposed in document TC 69/10/1.