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 officers.
- 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 misconception that women are not suitable for working on board ships.

Continuously Strong Barrier

Gender Gap Index from WEF

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<tr>
<th>Country</th>
<th>Overall Rank</th>
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</tr>
</thead>
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<tr>
<td>New Zealand</td>
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Glass Ceiling Index

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<td>Japan</td>
<td>155</td>
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<tr>
<td>South Korea</td>
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</tr>
</tbody>
</table>

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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 Goal 5.
  - Goal 5 is to achieve gender equality and empowering all women and girls.

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

Promoting Gender Balance and Equality

Women in Maritime – Associations
- WMO (Women in Maritime) was established in 2005. WMOA 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 (PWMMA) set up in Fiji in February 2004 and relaunched in Tonga in April 2016 (http://www.wm-maroa.org). A Regional Conference for the female maritime sector was held in Tonga in August 2014.
- Women in Maritime Association, Caribbean (WAMAC) set up in Jamaica in April 2013 (http://www.wmcaribbean.com).
- Arab Women in Maritime Association (AWMAA) established in Egypt in October 2017 (http://www.amwmae.com) and held the first conference for AWMAA in Cairo in Egypt in the first quarter of 2019.
- Red de Mujeres de Autoridades Marítimas de Latinoamérica (Red-MARLA), established in Chile in December 2017
- IMO: Women’s Association (WMOA) aims to establish a network of past current and prospective female students by expanding international networks with other organizations worldwide.

Female Workers and Managers

Less than 40%, 20%
While the proportion of female workers in the workplace 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 merger in 2010.2% in 2008 to 20.1% in 2016

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 institutions 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 (WIMIS).
Promoting Gender Balance and Equality

Women in Maritime – Asia / Korea


- 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 Times, MyWIMA

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.