

TECHNICAL CO-OPERATION COMMITTEE
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Agenda item 8

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INTEGRATION OF WOMEN IN THE MARITIME SECTOR

Report on 2012

Note by the Secretariat

SUMMARY

<i>Executive summary:</i>	This document reports on the implementation of activities under the Programme on the Integration of Women in the Maritime Sector from January to December 2012
<i>Strategic direction:</i>	3
<i>High-level actions:</i>	3.3.1, 3.5.2
<i>Planned outputs:</i>	3.3.1.1, 3.5.2.1
<i>Action to be taken:</i>	Paragraph 26
<i>Related documents:</i>	TC 63/3(a), TC 63/5 and TC 62/8/Add.1

Capacity-building programme

1 The International Maritime Organization (IMO) was in the vanguard of United Nations (UN) specialized agencies in forging a realistic programme for the Integration of Women in the Maritime Sector (IWMS), grounded in the vision of equality enshrined in the United Nations Charter, at a time when few maritime training institutes opened their doors to female students. Then as now, capacity-building is the touchstone of the new programme MDG 3: Strengthening Maritime Resource Development (MDG3/RD).

2 Previously known as the IWMS programme, the title change for this global programme signalled the conclusion of the pivotal development phase of the Organization's gender strategy. Following the elaboration of the first strategy document in 1988, the implementation of its objectives was marked by an initial sensitization phase, a subsequent phase to identify regional linkages, and thirdly by the strategic development of regional associations for women maritime professionals.

3 The MDG3/RD programme also serves to highlight the role of the Millennium Development Goals (MDGs) as drivers of the Integrated Technical Co-operation Programme (ITCP). In particular, the programme provides the symbiosis between the objectives of MDG 3 and those technical co-operation activities which reinforce capacity-building in the maritime sector as a whole. One of the outcomes of this approach is the identification and selection of women, by their respective authorities, for career development opportunities in maritime administrations, ports and maritime training institutes.

4 The main objective of the programme is to facilitate access to high-level technical training for women maritime officials. Results for 2012 include:

- .1 award of fellowships to participants from Belize and Morocco, to attend the five-week in-depth 26th Advanced Course on Port Operations and Management (September to October 2012), held at *Institut Portuaire d'Enseignement et de Recherche du Havre* (IPER), Le Havre, France; and
- .2 award of fellowships to participants from Kenya and the Philippines, to attend the Senior Port Management Programme (November 2012), held at the Galilee International Management Institute (GIMI), Israel.

Partnership development

5 In the maritime and shipping industry, considerable benefit can be derived from a regionally cohesive approach to the harmonized implementation of IMO instruments. Key to that strategy is the work undertaken by the formal associations, hitherto mostly organized by male officials whose networks provide practical operational tools for improved communication. Building on that strategy, the reinforcement of regional partnerships between women managers in the maritime and port sectors remained a significant aspect of the 2012 programme.

Major outcomes for 2012 include the following:

- .1 delivery of a seminar on advocating greener shipping;
- .2 delivery of a seminar on the FAL Convention, information technology and port logistics;
- .3 the launch of a new regional association in Latin America;
- .4 at the grass-roots level, support to a maritime sensitization road show in Papua New Guinea;
- .5 a meeting on the role of women in the infrastructure development of Africa's maritime sector; and
- .6 delivery of a regional seminar for women maritime managers from west and central Africa.

Advocating green shipping for women managers in the maritime sector – WIMA-Asia

6 The MDG3/RD programme provided the platform for follow-up assistance to the Women in Maritime Association, Asia (WIMA-Asia), through a regional workshop hosted by the Philippines in January 2012. Convened on the subject of advocating green shipping for women managers in the maritime sector, this event was implemented by the IMO Regional Coordinator for East Asia, Mrs. Brenda Pimentel, under the auspices of the Philippines Maritime Industry Authority (MARINA) and the Women in Maritime Philippines (WIMAPHIL), the national chapter for WIMA-Asia. Fifty female officials attended from Brunei Darussalam, Cambodia, India, Malaysia, Maldives, the Philippines, Republic of Korea, Singapore, Sri Lanka, Thailand and Viet Nam.

7 Subjects covered by the workshop included: the vulnerability of Small Island States to rising seas; protecting our waters from invasive species: Malaysia's initiative; the handling of hazardous and toxic substances in ports; mainstreaming green shipping in seafarer training; taking care of mangroves; and oil spills from ships: the impact on marine biodiversity.

Seminar on the FAL Convention, Information Technology and Port Logistics

8 Under the auspices of the Arab Academy for Science and Technology and Maritime Transport (AASTMT), Alexandria, Egypt, support was provided in February 2012 for a regional seminar on the FAL Convention, IT and port logistics, within the framework of the MENA* and Africa Arab International Women's Maritime Forum (AIWMF). Attended by 30 participants from Egypt, Jordan, Libya, Nigeria, Sudan, Tunisia and Yemen, this fourth event conducted under the AIWMF umbrella, addressed the implementation and impact of the FAL Convention on the region, together with issues relating to IT and port logistics.

Launch of a new Latin American forum

9 The regional support network for maritime women was strengthened by the launch of a forum for the Latin America region in Panama City, Panama, in March 2012. The network was the main outcome of the regional conference on the Role of Women in Management Roles in the Maritime Sector, hosted by Panama and organized for IMO by the Central American Commission on Maritime Transport (COCATRAM).

10 The objective was to provide a springboard for a training plan designed to address the knowledge-gap of the participating women managers. In light of the robust maritime framework which exists in Latin America, through the Operative Network for Regional Co-operation among Maritime Authorities of the Americas (ROCRAM) and the Operative Network of Regional Co-operation on Maritime Matters in Central America and the Dominican Republic (ROCRAM-CA), the training plan will be based directly on the five-year strategies developed by those maritime bodies.

11 Seventy strategy officials from Argentina, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Peru, Uruguay and Venezuela, established working groups to address two main issues. Firstly, the identification of training needs for women managers under ROCRAM and ROCRAM-CA; and the integration of these training needs into the regional maritime strategies of ROCRAM and ROCRAM-CA.

12 The outcome of the conference was a Plan of Action for training under the ROCRAM and ROCRAM-CA strategies, and the development and adoption of a resolution entitled *the Contribution of women in the maritime sector to the strengthening of the development and sustainability of the maritime and ports community of Latin America*, which is attached in the annex.

Support at grass-roots level: Papua New Guinea Women in Maritime Road Show

13 Following the launch of the Pacific Women in Maritime Association (PacWiMA) in Fiji in 2005, a national chapter was established in Papua New Guinea entitled the Papua New Guinea Women in Maritime Association (PNGWiMA). In pursuing gender equity, maritime training and career opportunities, safe shipping and boating practices, and the protection of the marine environment, PNGWiMA also responds to the Secretariat of the Pacific Community strategy to empower women in recognition of the role they play in the maritime sector.

14 Part of PNGWiMA's work programme for 2012 on training and awareness included a road show in April 2012, aimed at creating awareness of boat safety and career opportunities in the maritime sector. This is a practical example of valuable activities implemented at field

* MENA: Middle East and North Africa.

level, to introduce primary and secondary school students, parents, teachers, community leaders and villagers to the basics of safety of life at sea. IMO's Regional Coordinator for East Asia was invited to participate in the road show, and took the opportunity to promote IMO's 'Go to sea!' campaign by providing students with information on seafaring as a career.

Meeting on the role of women in the infrastructural development of Africa's maritime sector

15 The Association of Women Managers in the Maritime Sector in East and Southern Africa (WOMESA), launched through IMO's gender programme in December 2007, has developed a sound structure which reinforces its role within the maritime community. The Kenya Maritime Authority was instrumental in supporting this gender platform and continues to resource the WOMESA Secretariat: the lesson learned here is that a fledgling association relies heavily on having support from national agencies, so as to provide the initial springboard at the policy level, together with the human resources required to administer the Secretariat. The Government of Kenya has provided an enabling environment for WOMESA, not least through the recognition derived by the support, at the highest level, of Kenya's Maritime Administration.

16 One of the outcomes of WOMESA's activities is the multiplier effect achieved through the establishment of National WOMESA Chapters. Specifically, while the regional WOMESA impacts on the higher echelons of national maritime policies and strategies, the National Chapters provide the channels of communication to the wider local community and to the new recruits that IMO is seeking to attract to the industry. The National WOMESA Chapters reach out to the grass root level, by instituting road shows which visit schools and youth clubs and encouraging girls to achieve the necessary scientific qualifications which are required further down the line, for entrance to maritime training colleges. Feedback from the associations shows that the regional context is strengthened considerably when the participating countries include representation from local associations whose work in the field does much to enhance the visibility and recognition of women in their respective maritime administrations.

17 A meeting of female maritime administrators was conducted jointly by WOMESA and IMO in December 2012, around the subject of "Changing the face of maritime administration". Hosted by Namibia, the meeting included participants from Eritrea, Ethiopia, Kenya, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles and the United Republic of Tanzania. Major issues under discussion, within the context of regional cooperation in east and southern Africa, included global dangers posed by piracy in Indian Ocean waters and maritime education and research. The meeting was attended by 42 strategy officials from 10 countries from east and southern Africa, including five graduates from the World Maritime University and two from the IMO International Maritime Law Institute.

18 Outcomes included positive feedback on the increasing role of female cadets at national maritime colleges, in contrast to earlier years when girls were barred from applying for such training. It was noted that South African port authorities lead the way in employing a large core of women pilots; nonetheless, a number of ship's captains in the region still do not allow women to sail on board their ships. However, the results from the port representatives were encouraging, with both a Mauritian and a Namibian participant speaking up as the first female port operations managers in their respective countries.

Regional seminar for women maritime managers, west and central Africa

19 In partnership with IPER, a regional seminar for women maritime managers from west and Central Africa was held at this training institute in December 2012. The course was conducted in French with participants from Benin, Cameroon, Cape Verde, Comoros, Congo, Côte d'Ivoire, Guinea, Madagascar, Mauritius, Morocco, Senegal, Togo and Tunisia. For purposes of language facilitation and in light of the ITCP focus on Small Island Developing States, a participant from Haiti was also included.

20 Following the decision taken by TCC at its sixty-second session in June 2012, that the number of fellowships for women should be increased, the number awarded to female participants was increased from eight in 2011 to 29 in 2012, with the support of residual activity funds.

Strengthening other linkages

21 Collaborative work between IMO and the Women in Shipping and Trade Association (WISTA) was first developed in 2006 at the WISTA Singapore Conference. Subsequently IMO provided the venue for the 2009 WISTA Annual Conference, and in October 2012, IMO participated in the WISTA Paris Conference on the subject of "the new challenges for the shipping industry: the era of innovations and modernity".

22 In particular, the IWMS focal point was invited to facilitate the session on leadership, addressing potential areas of conflict between the intercultural approach to management and the gender perspective, particularly in the pressurized context of working on board a ship which may be at sea for long periods of time. Intercultural management of ships' crews and maritime leadership were central points of debate. Key speakers included the following:

- Ms. Mfon Ekong Usoro, Secretary General, West Africa Memorandum of Understanding on port State control;
- Rear Admiral Mary Landry, United States Coast Guard; and
- Ms. Sue Williams, Piracy hostage negotiator who currently advises the ICC International Maritime Bureau (IMB).

23 As a keynote speaker at the conference, Mr. Frédéric Cuvillier, French Minister for Transport, Sea and Fisheries, gave a comprehensive insight into the gender equality challenges facing his Ministry. He stated that, "the maritime industry was the clear winner in having such resources available to it. This links positively with the objective of IMO's ITCP programme to develop capacities of both genders to the benefit of the maritime sector".

Video on women seafarers – in celebration of the 25th Anniversary of IMO's Women in Development programme

24 In celebration of the 25th Anniversary of IMO's capacity-building and gender programme for women in the maritime sector, a video entitled "Women at the Helm" was produced by IMO's Public Information Services, in collaboration with the Technical Co-operation Division. Using material and interviews sourced during the WISTA Paris Conference, IMO's New Media Officer also secured footage of key stakeholders attending the WOMESA meeting in Namibia in November 2012, including female welders and carpenters employed by the Port of Walvis Bay. The video was screened for the first time at the Regional Conference on the Development of a Global Strategy for Women Seafarers, held in Busan, Republic of Korea, in April 2013.

Conclusion

25 The former United Nations Secretary-General Kofi Annan is quoted as saying "Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance". With this in mind, it may be noted that the beneficiaries of the MDG3/RD programme and preceding gender programmes are not just for training recipients, but also for national maritime administrations as a whole, for which an effective maritime transport is key to its economic infrastructure development. The testimony of the first 25 years of IMO's gender programme is that empowering women fuels thriving economies, spurs productivity and growth, and benefits every stakeholder in the global maritime community.

Action requested of the Committee

26 The Committee is requested to:

- .1 take note of the report on the implementation activities undertaken under the IWMS programme from January to December 2012 and make such comments and recommendations as it deems appropriate; and
- .2 take note of and comment on the issues raised under the annexed resolution.

ANNEX

**REGIONAL CONFERENCE ON THE ROLE OF WOMEN IN MANAGEMENT ROLES
IN THE MARITIME SECTOR
PANAMA CITY, PANAMA, 21 TO 23 MARCH 2012**

**RESOLUTION ON THE CONTRIBUTION BY WOMEN IN THE MARITIME
SECTOR TO STRENGTHEN THE DEVELOPMENT AND SUSTAINABILITY
OF THE MARITIME AND PORTS COMMUNITY IN LATIN AMERICA**

THE CONFERENCE,

RECALLING that the International Maritime Organization (IMO) is the regulatory body of the United Nations system for the maritime sector, that its mandate at the global level is to achieve "safe, secure and efficient shipping on clean oceans"; and that, in accordance with that mandate, IMO adopts international maritime standards and regulations that Governments implement and enforce in exercise of their authority as flag, port and river States; and also the objectives and goals of the IMO Programme for the Integration of Women in the Maritime Sector (IWMS),

RECALLING ALSO that the IMO Technical Co-operation Division is responsible for implementing the Integrated Technical Co-operation Programme (ITCP), under which a forum for the implementation of the strategy on women has been established to promote gender considerations in the maritime sector,

BEARING IN MIND the targets of the third Millennium Development Goal (MDG 3), "Promote gender equality and empower women", and the leadership role that women already perform at the national and regional levels in Latin America,

RECOGNIZING the efforts by IMO to encourage the participation of women in all spheres of the maritime sector; the active participation of women in the Latin America region in the harmonized management of safe, secure and efficient shipping; the role of women in the Latin America region in the context of realizing the MDGs, including MDG 3 and especially MDG 1 ("Eradicate extreme poverty and hunger"), MDG 6 ("Combat HIV/AIDS, malaria and other diseases"), MDG 7 ("Ensure environmental sustainability") and MDG 8 ("Develop a global partnership for development"); the importance of widening channels of communication and information technology for better cooperation at the regional level; and also that the current Conference forms part of initiatives under the IMO programme to strengthen regional associations, the objective of which is to facilitate the organization and establishment of a regional cooperation network to enable women managing in the maritime sector to exchange information on effective implementation of IMO instruments in the context of their roles in their respective posts,

RECOGNIZING ALSO that the network will provide a springboard for creating regional training and development opportunities that match women's needs and requests, taking account of the sociocultural factors that determine their access to training and career development within the maritime sector; and recognizing the training needs of women in the Latin America region in the implementation of IMO standards and regulations, including the following:

- Maritime safety,
- Marine pollution,
- Maritime security,
- Implementation of and compliance with instruments,

WELCOMING the IMO initiative to further the establishment of a ROCRAM/ROCRAM-CA regional cooperation network that promotes information exchange, training and institutional strengthening and stimulates women's integration and participation in the maritime and ports community in the Latin America region, with a view to contributing to implementation of IMO instruments through regional maritime strategies,

THANKING the maritime and ports authorities in the Latin America region for having sent their national representatives to this Conference, thus enabling them to contribute to and support the IWMS,

1. REQUESTS that it be borne in mind that gender equality must be understood to be a guarantee of the presence of women in all areas of the maritime sector;
2. URGES Member States to commit to raising awareness in the maritime sector of the need to attract potential staff members of a high level of suitability, regardless of gender;
3. REQUESTS IMO to facilitate the progress of women in the maritime industry in the Latin America region through follow-up meetings;
4. REQUESTS IMO to consider the training needs identified by participants in this Conference as described in annex A, with a view to their being included in future technical assistance programmes and activities in the Latin America region;
5. URGES ROCRAM and ROCRAM-CA to take note of the proposals contained in annex B, with a view to incorporating them into the respective action plans, as appropriate; and
6. INVITES Member States to encourage the equal participation of women in all areas of maritime training and research and to strengthen national mechanisms for the employment of women in accordance with the stated objectives of the MDGs and the Convention on the Elimination of All Forms of Discrimination against Women.