

Marine Transportation Women's Participation Study



Supplementary Paper to the *Marine
Transportation Human Resources Strategy*

Marine Transportation Women's Participation Study



This report is one of a series of papers developed for the Council of Marine Professional Associates (COMPASS) *Marine Transportation Human Resources Strategy*, an initiative undertaken with the assistance of the Labour Market Partnerships Program of the Canada-Newfoundland & Labrador Labour Market Development Agreement.

The overall objective of the COMPASS *Marine Transportation Human Resources Strategy* is to contribute effectively to identifying, attracting, and retaining the future marine transportation workforce.

Responding to this objective provides benefits for the Canadian marine transportation industry by supporting the development of its future workforce; for Canada's coastal regions by providing awareness of rewarding employment and career opportunities; for coastal communities by contributing to the development of a well-paid workforce that is employed around the world but continues to reside in coastal communities and contribute to their sustainability; and for marine education and training institutions by identifying training needs, gaps, and opportunities.

The COMPASS *Marine Transportation Human Resources Strategy*, developed through extensive consultation with the marine transportation industry and related stakeholders, presents progressive strategies to expand and enhance current outreach initiatives; develop and implement targeted outreach to underrepresented groups; and create and sustain an innovative recruitment and retention model based on stakeholder input, diversity, best practices, and collaborative implementation.

To support and inform the development of the *Strategy*, COMPASS commissioned a series of supplementary papers:

- *Recruitment Best Practices in the Marine Transportation Industry*
- *Survey of Seasoned Marine Transportation Personnel Report*
- *Survey of Female Marine Transportation Professionals*
- *Marine Transportation Women's Participation Study*
- *Gender Equity Support and Incentives*

The COMPASS *Marine Transportation Human Resources Strategy* will contribute to recruitment and retention initiatives in the Canadian marine transportation industry for many years to come.

Marine Transportation Women's Participation Study

COMPASS (Council of Marine Professional Associates)

P. O. Box 29033

St. John's, NL, A1A 5B5

www.seaforyourself.co

www.compasscanada.info

email: info@seaforyourself.co

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise) without the permission of COMPASS.

This report is intended as guidance and is to be used at the user's own risk. No responsibility is accepted by COMPASS or by any person, firm, corporation or organization which has been in any way concerned with the furnishing of information or data, the compilation, publication or authorised translation, supply or sale of this report, for the accuracy of any information or advice given herein or for any omission here from or for any consequences whatsoever resulting directly or indirectly from compliance with or adoption of guidance contained herein.

Marine Transportation Women's Participation Study

Strategic Directions Inc. (SDI) has prepared this Report for the Council of Marine Professional Associates (COMPASS) based in part upon information provided by COMPASS and others. While SDI believes such information to be reliable, it cannot warrant it. The reader assumes responsibility for decisions made or actions taken based upon this Report.



Table of Contents

1. Introduction.....	1
2. Overview of Labour Demand and Supply for Seafarers	1
2.1 International Labour Demand and Supply for Seafarers	1
2.2 Opportunities for Female Seafarers.....	2
3. Attracting Youth to Marine Careers	4
4. Underrepresentation of Women in the Marine Transportation Industry	6
5. Attracting Women to Seafaring Careers	8
6. The IMO Women in Development (WID) Programme	10
7. Conclusion	13
Appendix A – 2011 National Household Survey, Water Transport Industry	14
Appendix B – Organizations for Women Seafarers	15

1. Introduction

The *Marine Transportation Women's Participation Study* was undertaken as part of the process for developing the Council of Marine Professional Associates (COMPASS) *Marine Transportation Human Resources Strategy*. The study involved a review of published information about women's participation in marine transportation. It provides a snapshot of the marine transportation labour market; industry initiatives to attract youth to consider marine transportation careers; factors contributing to the underrepresentation of women; initiatives that may improve the attractiveness of marine transportation careers to women; and the International Maritime Organization's (IMO) ongoing role and initiatives to encourage the participation of women in the maritime sector.

2. Overview of Labour Demand and Supply for Seafarers

2.1 International Labour Demand and Supply for Seafarers

According to the *BIMCO/ISF Manpower 2010 Update Highlights*, the estimated worldwide supply of seafarers in 2010 was 624,000 officers and 747,000 ratings and the estimated worldwide demand was 637,000 officers and 747,000 ratings.¹ In short, the demand and supply of ratings was balanced and there was an estimated shortfall of 13,000 officers. The report goes on to say that at that time [2010] there was not a serious shortage of officers.² This is attributed to the contraction in the demand for sea transport in 2009 and the significant growth in the number of total seafarers.³ The report notes the balance between demand and supply "does notmean that individual shipping companies are not experiencing serious recruitment problems."⁴

The BIMCO/ISF report concluded that "... the industry is likely to face a challenging future for crewing. There are many uncertainties, but the results indicate that the industry will most probably face a continuing tight labour market, with recurrent shortages for some officers, particularly if shipping markets recover. Unless measures are taken to ensure a continued rapid growth in qualified seafarer numbers, especially for officers, and/or to reduce wastage from the industry, existing shortages are likely to intensify over the next decade. Supply appears likely to increase in many countries, but the positive trend that has been established for training and recruitment over the past few years must continue to ensure a suitable future pool of qualified seafarers."⁵

¹ BIMCO/ISF, *Manpower 2010 Update Highlights The Worldwide Demand for and Supply of Seafarers*, https://www.bimco.org/en/News/2010/11/~media/About/Press/2010/Manpower_Study_handout_2010.ashx

² Ibid., p.2

³ Ibid.

⁴ Ibid.

⁵ Ibid.

The findings from a more recent source of marine transportation labour market information, *Drewry's Manning 2014 Annual Report*, were reported in the article *Looming Seafarer Shortage will Challenge Carrier Profitability*. Drewry's 2014 report "estimates the current officer supply to be 610,000, representing a shortfall of 19,000 personnel. This shortfall is forecast to rise to 21,700 by 2018 given that there will be a requirement for an additional 38,500 officers by this time."⁶ The report also notes the shortage of senior engineering officers and officers of specialist ships such as LNG carriers. It further notes there is less supply pressure with ratings.⁷ Shorter rotations and increased benefits are also indicated as factors contributing to a tighter labour supply.⁸

2.2 Opportunities for Female Seafarers

While the BIMCO/ISF 2010 report indicates improvement in the labour demand and supply for seafarers since its "2000 Manpower Update" report, when there was a shortfall of 16,000 officers or 4% of the total workforce for the world fleet,⁹ the need to continue to train and recruit seafarers remains. Recruiting females to the maritime industry continues to be a focus for industry.

2.2.1 International

The 2000 Niagara College study *Making Waves – A Profile of Career Opportunities in Niagara's Marine Sector* reported that "[i]nternationally, women represent less than 2% of the world's 1.25 million seafarers, with the majority working as cooks, porters, or waitresses in the cruise segment of the industry. European Union fleets fare a little better, with women representing 4-5% of their total workforce. The socio-cultural factors impeding the integration of women onboard have deep roots in most countries."¹⁰

These and similar statistics on women's participation were referenced at the *Maritime Women: Global Leadership, An International Conference* held in April 2014, at the World Maritime University in Malmö, Sweden.

Other data regarding women's participation in the marine transportation industry include those from the International Labour Organization (ILO) 2003 publication *Women seafarers: Fighting against the tide?* which points out that:

⁶ *Looming Seafarer Shortage will Challenge Carrier Profitability*, <http://www.drewry.co.uk/news.php?id=275>

⁷ Ibid.

⁸ Ibid.

⁹ *BIMCO/ISF 2000 Manpower Update, The Worldwide Demand for and Supply of Seafarers*, Institute for Employment Research, University of Warwick, 2000, (p.2).

¹⁰ *Making Waves – A Profile of Career Opportunities in Niagara's Marine Sector*, Niagara College Canada, 2000, (p.32).

Marine Transportation Women's Participation Study

“Women represent only 1 – 2% of the world’s 1.25 million seafarers. However, in the cruise line sector, they represent 17-18% of the workforce. Ninety-four per cent of women are employed on passenger ships (with 68% on ferries and 26% on cruise ships) and 6% are employed in cargo vessels (i.e., container ships, oil tankers, etc.). As for jobs, there are women shipmasters and chief engineers, as well as other officers. However, generally, women are working as hotel staff on passenger ships. Of this latter group, 51.2% of women at sea come from OEDC countries, 23.6% from Eastern Europe, 9.8% from Latin America and Africa, 13.7% from the Far East, and 1.7% from south Asia and the Middle East.”¹¹

2.2.2 Canada

As indicated in Table 1, Statistics Canada reported, on the basis of 2006 Census information, that of the 5,010 deck officers working in the water transportation industry in Canada at that time 7.2% (360) were female. Of the 2,270 engineering officers in the industry in 2006, 2.6% (70) were female. Females accounted for 8.4% (340) of 4,030 deck crew and 1.5% (10) of 650 engine room crew. A total of 780 females were reported to be working in water transportation in Canada in 2006.

	Total	Male	Female	% Females of Total
C173 Deck officers, water transport	5,010	4,655	360	7.2%
C174 Engineer officers, water transport	2,720	2,650	70	2.6%
H733 Deck crew, water transport	4,030	3,695	340	8.4%
H734 Engine room crew, water transport	650	640	10	1.5%
Total	12,410	11,640	780	6.3%

Table 1 – Statistics Canada, 2006 Census, Employment in Occupations in Water Transport, Source¹²

¹¹ *Women seafarers: Fighting against the tide? As on land, so by sea: Women join the ranks of seafarers*, ILO, article in *World of Work* magazine, 01 December 2003, http://ilo.org/global/publications/magazines-and-journals/world-of-work-magazine/articles/WCMS_081322/lang--en/index.htm

¹² Occupation - National Occupational Classification for Statistics 2006 (720), Class of Worker (6) and Sex (3) for the Labour Force 15 Years and Over of Canada, Provinces, Territories, Census Metropolitan Areas and Census Agglomerations, 2006 Census - 20% Sample Data, Source: Statistics Canada - 2006 Census. Catalogue Number 97-559-XCB2006011.

2.2.3 Newfoundland and Labrador

Drawing on the 2006 Census information, the Newfoundland and Labrador Statistics Agency reported the total labour force for the water transport industry in the province in 2006 was 2,290 including 2,185 males and 100 females. (Note this excludes fishing vessel masters and skippers and fishermen/fisherwomen (I17).) As Table 2 illustrates, 4.2% (35) of 825 deck officers and 3.9% (20) of 515 engineering officers were female. Of 755 deck crew, 6.0% (45) were female. All engine room crew were reported to be male.

Mariners NL	Total	Male	Female	% Female
C173 Deck officers, water transport	825	790	35	4.2%
C174 Engineer officers, water transport	515	495	20	3.9%
H733 Deck crew, water transport	755	705	45	6.0%
H734 Engine room crew, water transport	195	195	0	
Total	2,290	2,185	100	

Table 2 – Excerpt from Labour Force by Detailed Occupation and Sex, Water Transport Industry, Source¹³

The National Household Survey 2011 statistics for the water transport industry are presented in Appendix A.

3. Attracting Youth to Marine Careers

Some of the reasons often provided to explain why marine occupations may not be widely viewed as attractive career options include:

- separation from friends and family while at sea;
- fewer opportunities to “see the world” due to shorter port calls;¹⁴
- lack of awareness of the scope of career possibilities for officers with seagoing experience, particularly the opportunities to transition to shore-based careers; and
- negative perceptions arising from highly publicized events at sea such as piracy, passenger ship accidents, shipping accidents causing environmental damage, etc.¹⁵

¹³ Labour Force by Detailed Occupation and Sex, Newfoundland and Labrador, 2006 Census Economics and Statistics Branch, (Newfoundland & Labrador Statistics Agency), Does not include “I17 Fishing vessel masters and skippers and fishermen/women.”

http://www.stats.gov.nl.ca/statistics/census2006/PDF/LBR_LF_Occ_Sex_2006.pdf

¹⁴ *Challenge to the industry securing skilled crew's in today's marketplace*, Deloitte, 2011, p. 7.

www.deloitte.com/shipping

¹⁵ Ibid.

Marine Transportation Women's Participation Study

Industry's efforts to improve the attractiveness of careers at sea include:

- offering shorter rotation periods where possible;
- equipping vessels with modern communications technology to facilitate contact with family and friends through social media; and
- beginning to raise awareness of career paths for officers that include transitioning from seagoing to shore-based positions. This is important to attracting recruits, and to retaining valuable marine experience in the marine transportation industry.¹⁶ Some of the shore-based occupations highlighted by various sources include marine superintendents and crewing, and other occupations in areas such as insurance, maritime law, etc. Other shore-based positions identified include "pilotage, marine surveying, terminal/cargo operations, port operations, ship management, marine administration, and maritime education and training. (Company of Master Mariners 2008)."¹⁷

Another suggestion for making seagoing careers more attractive is to provide opportunities for marine personnel to alternate seagoing and shore-based positions.¹⁸

In its presentation *Promoting Careers in International Shipping* the International Shipping Federation offers the interesting perspective that promotion to captain or chief engineer (senior operating roles) over a 10 year period is "rapid" relative to other industries.¹⁹ Awareness of potential opportunity for promotion to senior positions over a relatively short period of time could enhance the attractiveness of marine careers.

¹⁶ Lewarn, Barrie, Maritime Transport Policy Centre, Australian Maritime College, *A review of some solutions to the shortage of maritime skills*, January 2009, p.7,

www.amc.edu.au/sites/default/files/MTPC+Occasional+Paper+1_0.pdf

¹⁷ Ibid.

¹⁸ Osborn, Ben, *The Rising Tide of Female Seafarers*, Chart & Compass, Summer 2013, www.sailors-society.org

¹⁹ Promoting Careers in International Shipping, Tony Mason, Secretary General, International Shipping Federation, IMO, 17 November 2008.
http://www.imo.org/en/OurWork/HumanElement/GoToSea/Documents/ICS_ISFpresentations/Gotosea!show-ISF.ppt

4. Underrepresentation of Women in the Marine Transportation Industry

Factors affecting the underrepresentation of women in marine transportation occupations include:

- A traditionally male-dominated industry

Gender stereotyping of careers in the marine transportation industry as work for males reduces the likelihood of these careers being actively promoted to, or considered by, females.

In addition, the culture of a long standing male-dominated work environment may present challenges for females in terms of workplace and social acceptance. This is a well-documented workplace dynamic in the maritime and other industries involving traditional trades and technology occupations.

- Lack of awareness of career opportunities

Locally, the relatively low profile of the marine transportation industry compared to other industries such as oil and gas contributes to the lack of awareness of career opportunities in the industry. As noted previously, gender stereotyping of careers in the industry contributes to this as well.

- Lengthy periods of time away from home²⁰

While lengthy periods of time away from home is often presented as a reason to explain why few women have been attracted to a seagoing career, it is also widely recognized that both men and women benefit from shorter rotations away from home. Achieving a balance between work and family can be a challenge for both genders.

- Lack of separate accommodations on older vessels.

Pamela Tansey's article *Women on board – ten years of the IMO Women in Development Programme (2000)* notes that in the shipping industry:

²⁰ Angelica M Baylon, VAdm, (Maritime Academy of Asia and the Pacific, Office of the Director of Research and Extension Services), Eduardo Ma R Santos (Maritime Academy of Asia and the Pacific, Office of the President), *The Challenges in Philippine Maritime Education and Training*, International Journal of Innovative Interdisciplinary Research, Issue 1 Dec 2011, p. 37.

Marine Transportation Women's Participation Study

“The relevance of sea experience for many shore-based jobs means the resource of women with appropriate skills is limited and will continue to act as a long-term constraint on the representation of women in the maritime sector as a whole.

There may also be some cultural resistance to women working outside the home, but the principal objections to employing women at sea appear to centre on lack of adequate separate facilities for women on board and stringent physical requirements.

The perception that seafaring is a man's job can lead to lack of training and work-experience opportunities for women, compounded by employers' reluctance to appoint those women that are trained. To break the cycle, adequate training has a critical role in the integration of women into all spheres of professional life, with special emphasis on improving accessibility at all levels to potential women applicants.”²¹

In another, more recent, article (2013) Tansley notes:

“When I started this programme [the Integration of Women in the Maritime Sector (IWMS) which celebrated 25 years in 2013], most of the maritime training institutes around the world wouldn't actually allow women to join them. That has changed considerably, to the extent that there are only a few very specific parts of the world where cultural or religious issues preclude women from joining maritime training institutes. But problems still, of course, exist. You may now get female cadets, but you do hear that sometimes crewing agencies are reluctant to take on women seafarers because, in their minds, this could create problems with the captain of the ship. The captains of ships in certain situations may not be particularly keen to have women on board because they believe it might cause issues with the crews. These problems are not necessarily borne out in reality, but it is perceptions as well as practices we have to challenge.

One practical way that we've seen working well is to ensure there are at least three women seafarers working on board a ship together. If you've got just one woman, she is under phenomenal pressure to be seen as a role model for everything. Two women again can be marginalized, but three seems to be a magic number – they will still be a minority but they

²¹ Pamela Tansey, *Women on board – ten years of the IMO Women in Development Programme (2000)*, http://www.imo.org/blast/mainframe.asp?topic_id=406&doc_id=1082

have to be taken into account, and can, of course, provide support for each other.”²²

In 2013 IMO began the development of a Global Strategy for Women Seafarers which, at that time, was expected to be available by late 2014.

5. Attracting Women to Seafaring Careers

A number of actions which would facilitate increased female participation were identified in the secondary research.

Suggestions for improving conditions for women seafarers include:

- implementing respectful workplace policies;
- understanding and recognizing that having women as part of the crew is advantageous as it “creates a more normal social environment” and “reduces the sense of isolation felt by many seafarers”²³;
- placing new female recruits aboard vessels that already have female officers.²⁴ Having two²⁵ or three females²⁶ onboard a ship provides them with more support²⁷;
- bringing attention to the possible career paths. Seagoing experience enhances opportunities for onshore shipping or port related positions, or positions with maritime services, government and others. This career path awareness could make marine careers more attractive to both male and female seafarers; and
- taking the career path a step further by “creating a pattern of professional career progression integrating seafaring and onshore employment into a lifelong progressive path that offers age-appropriate career choices, post-experience higher university degrees, and senior management positions.”²⁸

²² Osborn, Ben, *The Rising Tide of Female Seafarers*

²³ Hussain, Dr. Sajid, *Young Bangladeshi Women embarking on Blue Highways!*, presentation at “Maritime Women: Global Leadership, An International Conference,” held at the World Maritime University in Malmö, Sweden, April 2014

²⁴ Ibid.

²⁵ Oil Online Press, *Continued sea change in female maritime careers*, April 14th, 2014, <https://oilonline.com/industry-news/workforce-trends/continued-sea-change-female-maritime-careers/>

²⁶ Osborn, Ben, *The Rising Tide of Female Seafarers*

²⁷ Oil Online Press, *Continued sea change in female maritime careers*

²⁸ Lewarn, Barrie, Maritime Transport Policy Centre, Australian Maritime College, *A review of some solutions to the shortage of maritime skills*

Marine Transportation Women's Participation Study

Recognized ways to attract women to maritime careers and promote equality include:

- building a network of maritime women²⁹
- reserving spaces for women in training programs.³⁰

Recommendations for gender equality for both women and men include:

- offering continuing professional development opportunities to enable those who have taken a break from the profession to maintain their skills for workplace re-entry
- recognizing the key role of education, mentoring and networking in the advancement of all individuals
- participat[ing] in national and international associations.³¹

Other examples of initiatives to create a representative workforce and improve representation are:

- including employment equity/developing a representative workforce as an objective for managers in their work objectives in the performance management programs. For example, CCG reports in its 2011-2014 *Strategic Human Resources Plan* that it “has included EE [employment equity] recruitment in Executive performance agreements, so that managers are held accountable to improve representation.”³²
- creating a support network of women such the CCG’s Operational Women’s Network (OWN), a communication forum (technology) for seagoing women.³³
- identifying and developing career paths “to increase professional mobility and enable experienced seafarers to transition back on shore upon reaching a certain level of age and experience, or for specified periods during their commitment.”³⁴

Drawing upon the secondary research findings noted and its experience in marine transportation, COMPASS developed a survey to seek input from females in seagoing and shore-based positions in marine transportation. The survey results are presented in the report *Survey of Female Marine Transportation Professionals, A Supplementary Paper to the Marine Transportation Human Resources Strategy*. The report provides

²⁹ Oil Online Press, *Continued sea change in female maritime careers*

³⁰ Ibid.

³¹ Ibid.

³² 2011-2014 Strategic Human Resources Plan, CCG, www.dfo-mpo.gc.ca/Library/344817.pdf

³³ Ibid.

³⁴ Angelica M Baylon, VAdm, (Maritime Academy of Asia and the Pacific, Office of the Director of Research and Extension Services), Eduardo Ma R Santos (Maritime Academy of Asia and the Pacific, Office of the President), *The Challenges in Philippine Maritime Education and Training*, International Journal of Innovative Interdisciplinary Research, Issue 1 Dec 2011, p. 41.

input from women in the marine transportation industry on factors affecting their decision to pursue and to continue in a seagoing or shore-based career in marine transportation, their overall perception of key aspects of the work environment, the nature of the work, and work life balance.

6. The IMO Women in Development (WID) Programme

Since 1989, the International Maritime Organization's (IMO)³⁵ *Women in Development (WID) Programme* has undertaken activities with the objectives of integrating women into mainstream maritime activities; improving women's access to maritime training and technology; increasing the percentage of women at senior management levels within the maritime sector; and promoting women's economic self-reliance, including access to employment.³⁶

More recently referred to as the IMO's *Programme on the Integration of Women in the Maritime Sector (IWMS)*, the program retains as its priorities the encouragement of female participation in the maritime sector through access to training at maritime training institutes and regional harmonization through support for the development "of six regional associations for women in the maritime sector covering Africa, Asia, Latin America, and the Pacific Islands."³⁷

IMO continues to support the participation of women in both shore-based and sea going positions, in line with the goals outlined under the United Nations Millennium Development Goal (MDG) 3 "to promote gender equality and empower women," under the slogan: "Training – Visibility – Recognition."³⁸

In 2013 the IMO held a *Regional Conference on the Development of a Global Strategy for Women Seafarers* at Busan, Republic of Korea (Asia-Pacific region). The Busan Declaration, signed at the conference, committed to the development of a *Global Strategy for Women Seafarers* and the encouragement of support for the implementation of the Strategy through the *IMO Technical Cooperation Committee*,

³⁵ "IMO – The International Maritime Organization – is the United Nations specialized agency with the responsibility for the safety and security of shipping and the prevention of marine pollution by ships." *Women At The Helm, Integration of Women in the Maritime Sector*, April 30, 2013, <http://celebrationofwomen.org/2013/04/women-at-the-helm-integration-of-women-in-the-maritime-sector/>

³⁶ Tansey, Pamela, *Women on board – ten years of the IMO Women in Development Programme (2000)*

³⁷ IMO Press Briefings, "Women at the helm" film launched at maritime women conference, Briefing 10, April 19, 2013, <http://www.imo.org/en/MediaCentre/PressBriefings/Pages/10-women-film.aspx#.Vs3Um-K9wiQ>

³⁸ *Women At The Helm, Integration of Women in the Maritime Sector*, April 30, 2013, <http://celebrationofwomen.org/2013/04/women-at-the-helm-integration-of-women-in-the-maritime-sector/>

government and non-governmental organizations, *Women in Maritime Associations (WIMAs)*, and national and international organizations.³⁹

The Busan Declaration advocates a global strategy for women seafarers based on employment policy and practice; education for career building; leadership, mentoring and networking; and sustainable development issues in shipping.

The MDG 3: Strengthening Maritime Resource Development

“Busan Declaration has advocated for implementation of a Global Strategy for Women Seafarers and urged towards enhancing greater awareness of the role of women as a valuable resource to the maritime industry, promotion of women as seafarers, support access for women to maritime education and the merchant marine professions.”⁴⁰

The *Maritime Women: Global Leadership (MWGL) Declaration* invites “the IMO Member States, the IMO governing bodies, the shipping industry and the donor community to:

- *EMPLOYMENT POLICY AND PRACTICE*
 - *Acknowledge that women are endowed with unique qualities and talents, which if nurtured and incorporated in the maritime sector, can serve to strengthen the industry;*
 - *Make concerted efforts to provide mentoring, sponsorship and networking opportunities so as to build a critical mass of women in the maritime sector;*
 - *Make efforts to enable women to incorporate their traditional roles with the careers in the maritime sector, for example maternity leave, flexible hours of work, child-care amenities at the workplace;*
 - *Develop and implement uniformed evaluation and reward systems to attract the critical mass of women to the maritime industry.*
- *EDUCATION FOR CAREER BUILDING*
 - *Encourage all stakeholders in the maritime sector to recognize that education is the key to promote the integration of women in the maritime sector;*
 - *Encourage the international exchange of students towards improving cultural awareness, tolerance and understanding and towards improved job opportunities for women;*

³⁹ *Busan Declaration*, IMO Regional Conference on the Development of a Global Strategy for Women Seafarers, 2013, Busan, Republic of Korea, 16 to 19 April 2013.
[http://www.imo.org/MediaCentre/HotTopics/women/Documents/BUSAN%20DECLARATION\(Revised1\)%20\(3\).pdf](http://www.imo.org/MediaCentre/HotTopics/women/Documents/BUSAN%20DECLARATION(Revised1)%20(3).pdf)

⁴⁰ Hussain, Dr. Sajid, *Young Bangladeshi Women embarking on Blue Highways!*

- *Support leadership and mentoring alongside male sensitivity training to facilitate career development for female professionals.*
- *LEADERSHIP, MENTORING AND NETWORKING*
 - *Identify existing female networks in shipping in order to make women in shipping more visible as role models, paving the way for the next generation of women in shipping;*
 - *Support and encourage the development of mentoring, sponsoring and networking schemes for women as maritime leaders for today and tomorrow;*
 - *Encourage the maritime industry to take active steps to attract talented young people to the industry.*
- *SUSTAINABLE DEVELOPMENT ISSUES IN SHIPPING*
 - *Encourage all maritime stakeholders to create an enabling environment for women allowing them to understand career opportunities, and providing advocacy and mentoring opportunities;*
 - *Encourage more women to enter engineering and technical fields of maritime professions;*
 - *Encourage all stakeholders to adopt consequence analysis and values-based evaluation methodologies when exploring and addressing sustainable development of the industry.*⁴¹

In 2013, IMO launched the video “Women at the Helm” which highlights IMO’s activities as well as others in promoting the integration of women in the maritime sector and interviews a number of women who have been successful in shore-based and seagoing positions. The video is part of IMO’s efforts to “make women more ‘visible’ as resources for the maritime sector.”⁴²

The *Integration of Women in the Maritime Sector (IWMS)* program identifies the lack of training berths as “an area of particular difficulty for women cadets given that socio-cultural environments often preclude them from accessing the necessary funding.”⁴³

⁴¹ *Maritime Women: Global Leadership (MWGL) Declaration*, Maritime Women: Global Leadership Conference, 31 March – 1 April 2014, Malmö, Sweden, <https://drive.google.com/file/d/0B5VGmBAHJ2dZYkplTk5XNnlfSGc/edit?usp=sharing>

⁴² Tansey, Pamela, *Women at the Helm: 25 Years of IM’s Gender Programme*, Kitada, Momoko; William, Erin; Frohdt, Lisa Loloma;(eds.) *Maritime Women: Global Leadership*, WMU Studies in Maritime Affairs 3, p. 19.

⁴³ Hussain, Dr. Sajid, *Young Bangladeshi Women embarking on Blue Highways!*

7. Conclusion

While the IMO, the marine transportation industry through various associations, and marine education and training institutions have focused initiatives to attract women to the marine transportation industry and are having some success, there is work to be done. Initiatives such as those identified in this study must be continued, enhanced, and supported if the marine transportation industry in Canada is to realize the legislated objective of the *Employment Equity Act* (Section 2) “to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities, and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.”

As Pamela Tansley, Senior Deputy Director, Technical Co-operation Division, points out “... it is perceptions as well as practices we have to challenge.”⁴⁴

⁴⁴ Osborn, Ben, *The Rising Tide of Female Seafarers*

Appendix A – 2011 National Household Survey, Water Transport Industry

The Newfoundland and Labrador Statistics Agency, based on the 2011 National Household Survey, reported the total labour force for the water transport industry in the province in 2011 was 2,050 including 1,920 males and 45 females. (Note this excludes fishing vessel masters and skippers and fishermen/fisherwomen (I17).) As detailed in Table 3, 5.6% (45) of 800 deck officers were female. The number of female engineer officers was not provided. Of the total 475 engineer officers, 465 were male. Of 775 deck and engine crew, 700 were reported to be male.

227 Transportation Officers and Controllers (Water Transport)	Total	Male	Female	% Female
2273 Deck officers, water transport	800	755	45	5.6%
2274 Engineer officers, water transport	475	465	0	
7532 Water transport Deck and engine room crew	775	700	0	
Total	2,050	1,920	45	

Table 3 – Excerpt from Employed Labour Force by Occupation and Sex, Newfoundland and Labrador, 2011 National Household Survey (NHS)

Source: ⁴⁵

⁴⁵ Employed Labour Force by Occupation and Sex, Newfoundland and Labrador, 2011 National Household Survey, Economics and Statistics Branch, (Newfoundland & Labrador Statistics Agency). Does not include "I17 Fishing vessel masters and skippers and fishermen/women"

Appendix B – Organizations for Women Seafarers

IMO sponsored Regional Organizations:

- Arab International Women's Maritime Forum for MENA (Middle East and North Africa) and Africa
- Association for Women Managers in the maritime sector for the Eastern and Southern Africa (WOMESA)
- Association of Women Managers in the Maritime Sector, Asia (WIMA-Asia)
- Forum for Women Managers in the Maritime Sector, Latin America
- Network for Professional Women in the Maritime and Port Sectors of the West and Central Africa region
- Pacific Women in Maritime Association (PacWIMA)

A number of organizations that focus on encouraging women's participation in the marine sector:

- Council of Marine Professional Associates (COMPASS)
- ILO International Labour Organization
- IMO International Maritime Organization
- ITF International Transport Workers' Federation
- WISTA Women's International Shipping and Trading Association
- WMU World Maritime University
- Women's Maritime Association (Seattle)
- WOW Women on the Water – SUNY Maritime College
- UN Women