



Women in the Maritime Sector in Eastern and Southern Africa

"Think maritime, think Women"



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Women Empowerment in the maritime transport industry

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Background

Countries with more gender equality, enjoy better economic growth.

Blue economy is next pillar of the global economy.

Women Empowerment in the Blue Economy context is fraught with overwhelming challenges!

These challenges are rooted to the point of view of the governments, organizations and the individuals themselves with respect to their respective realities pertaining to several factors, namely:

- Political (Is the Government Policy conducive to women empowerment?)
- Legal (Is the appropriate regulatory framework in place?)
- Economic (Are the opportunities economically viable?)
- Social (Is society supportive of these opportunities?)
- Educational (Is capacity building possibilities available/accessible?) and
- Cultural (most challenging of all?).

IMO & SDGs

As part of the United Nations family, IMO is actively working towards the 2030 Agenda for Sustainable Development and the associated 17 Sustainable Development Goals (SDGs).

IMO & SDG 5 - GENDER EQUALITY

While SDG 14 – Life Below Water, is central to IMO, aspects of the Organization's work can be linked to all individual SDGs, particularly SDG 5 – Gender Equality, by developing capacity-building programmes geared towards achieving gender equality and empowering women and girls.

IMO relentless efforts - last three decades

IMO's gender programme was initiated in 1988.

At that time, only a few maritime training institutes opened their doors to female students.

Since then, IMO's gender and capacity-building programme has helped put in place an institutional framework to incorporate a gender dimension into IMO's policies and procedures.

SUPPORTING WOMEN AT IMO'S GLOBAL MARITIME TRAINING INSTITUTIONS

World Maritime University (WMU), Sweden

4 female in 1985 has now increased by twenty-fold and represent 20% of over 5,000 graduates to-date.

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International Maritime Law Institute (IMLI)

IMLI was the first UN body to include in its Statute a requirement that 50% of its places be reserved for women, which gives a representation of 45% female graduates out of a total of some 850 graduates to-date.

IMO gender-specific fellowships

- Women in Port Management course, Galilee International Management Institute (GIMI), Nahalal, Israel
- Courses on Women in Port Management, Institut Portuaire d'Enseignement et de Recherche (IPER), Le Havre, France
- AtoN managers courses, delivered in partnership with the International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA), IALA WWA, France

Establishment of Women In Maritime associations (WIMAs)

IMO has facilitated the creation of professional networks to improve gender balance in the shipping industry.

Under IMO's auspices, eight WIMAs have been established in Africa, Arab States, Asia, the Caribbean, Latin America and the Pacific, covering some 152 countries and dependent territories and 490 participants

WOMESA

- WOMESA is the Association of Women in the Maritime Sector in Eastern and Southern Africa Region launched in the year 2007 in the Republic of Kenya.
- WOMESA was formed as a Regional organization in line with SDG 5 on gender equality under the auspices of the International Maritime Organization (IMO) Women in Development (WID) Programme.
- The main objectives of the Programme are to advocate gender equality in the maritime sector, integrate women into mainstream maritime activities, improve their access to maritime training and technology, increase their percentage at senior management level, promote women's access to quality employment in the maritime sector and enhance inclusion of women in the maritime sector through partnerships and collaboration with development partners T

WOMESA Mauritius

- WOMESA Mauritius was launched in December 2011.
- Over the past decade, WOMESA Mauritius has been actively pursuing the objective of WOMESA region through its ongoing activities ranging from awareness raising on career opportunities in the maritime sector, annual training and workshop of its members, celebration of the Day of the Seafarer, World Maritime Day and International Day for Women in Maritime amongst others.

IMO World Maritime theme for 2019

"Empowering Women in the Maritime Community"

Resolution A.1147(31) Adopted on 4 December 2019
(Agenda item 19(d)) PRESERVING THE LEGACY OF THE
WORLD MARITIME THEME FOR 2019 AND ACHIEVING A
BARRIER-FREE WORKING ENVIRONMENT FOR WOMEN IN
THE MARITIME SECTOR

OTHER IMO women Empowerment initiatives

Maritime SheEO leadership accelerator programme

IMO's Women in Maritime programme is sponsoring women from developing countries to take part in the SheEO leadership scheme. The Maritime SheEO leadership accelerator programme aims to equip women with the leadership skills and confidence to take a seat at the shipping decision-making table.

Global MARITIME statistics – SDG 5

As per the [BIMCO/ICS 2021 Seafarer Workforce Report](#), women represent only 1.2% percent of the global seafarer workforce.

This represents a positive trend in gender balance, with the report estimating 24,059 women serving as seafarers, which is a 45.8% increase compared with the 2015 report.

Global MarITIME statistics – SDG 5

IMO-WISTA global survey on Women in Maritime (2022) - Women account for just 20% per cent of the workforce in the maritime authorities of Member States and 29% of the workforce across subsectors in the maritime industry, although these numbers are significantly higher than those at sea.

Global statistics

McKinsey Global Institute, about women participation in maritime sector states that according to an estimation, participation of women in “full-potential” scenario, i.e. if women participate at the same level as men, towards economy they would add up to \$28 trillion, that makes up to 26% of annual global GDP by 2025 compared with what the global GDP is today!

IMO & SDG 5 – RECENT DEVELOPMENTS

- Significant differences from where things started and where we reach today.
- In pursuance towards a more inclusive future - 18 May declared as the International Day of Women in Maritime

Challenges remain ...

Key Requisites:

- Awareness of the career opportunities
- Access to resources
- Capacity building programmes
- To have a platform to voice themselves

Way forward

Women empowerment in the maritime transport industry requires a multi-stakeholder engagement in the maritime community, ranging from the Government, traditional stakeholders, seasoned professionals related to maritime, port, ocean and fishing, regional organizations, international organizations, research organisations, NGOs, and media amongst others.

Thank you
for your attention 😊