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Women in Maritime International Day for Women in Maritime 2022

The International Day for Women in Maritime 2022 has taken place on 18 May 2022.

Why gender balance?

There is ample evidence that investing in women is the most effective way to lift communities, companies, and even countries. Countries with more gender equality have better economic growth. Companies with more women leaders perform better (*see study, The Bottom Line : Corporate Performance and Women's Representation on Boards*). Peace agreements that include women are more durable. Parliaments with more women enact more legislation on key social issues such as health, education, anti-discrimination and child support. The fact is clear: equality for women means progress for all.

Women in Maritime - IMO's gender programme

Today, women represent only 1.2% percent of the global seafarer workforce as per the [BIMCO/ICS 2021 Seafarer Workforce Report](#). 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. Within this historically male dominated industry, IMO has been making a concerted effort to help the industry move forward and support women to achieve a representation that is in keeping with twenty-first century expectations. Within the framework of maritime development, and through its Women in Maritime programme, under the slogan : "Training-Visibility-Recognition", IMO has taken a strategic approach towards enhancing the contribution of women as key maritime stakeholders. IMO continues to support the participation of women in both shore-based and sea-going posts. IMO is strongly committed to helping its Member States achieve the UN 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs), particularly Goal 5 "Achieve gender equality and empower all women". 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. This has supported access to maritime training and employment opportunities for women in the maritime sector.

IMO supports the Maritime SheEO Leadership 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. The first course, consisting of 8 weeks with a weekly commitment of 3-4 hours of learning, will be held during 2022.

Women in Maritime – 2021 Survey

IMO and WISTA International have conducted the inaugural **Women in Maritime Survey 2021** to examine the proportion and distribution of women working in the maritime sector, from support roles to executive level positions. Member States and companies/NGOS were asked to fill in the survey to provide essential baseline data. The results of the survey can be [downloaded here](#).

Turning the Tide

A film from the International Maritime Organization (IMO) showing how IMO's women in Maritime programme is helping to support gender diversity in the maritime sector <https://youtu.be/BTn0rzYF5cE>.

