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**2024/TPTWG/MEG/TM1/009**

Agenda Item: 3.7

## **Women's Involvement in Maritime Workforce**

Purpose: Information

Submitted by: Women in Maritime Association



**Thematic Session on Supporting the  
Identification and Integration of New  
and Emerging Smart and Sustainable  
Maritime Technologies and Services**

**4 April 2024**



Asia-Pacific  
Economic Cooperation

Supporting the Identification and Integration of New  
and Emerging Smart and Sustainable Maritime  
Technologies and Services



WIMA  
ASIA

# *Women's Involvement in the Maritime Workforce*



MS. MERLE JIMENEZ-SAN PEDRO, WIMA  
ASIA President 04 April 2024



# OUTLINE

## I. INTRODUCTION

## II. WOMEN IN MARITIME (ASIA)

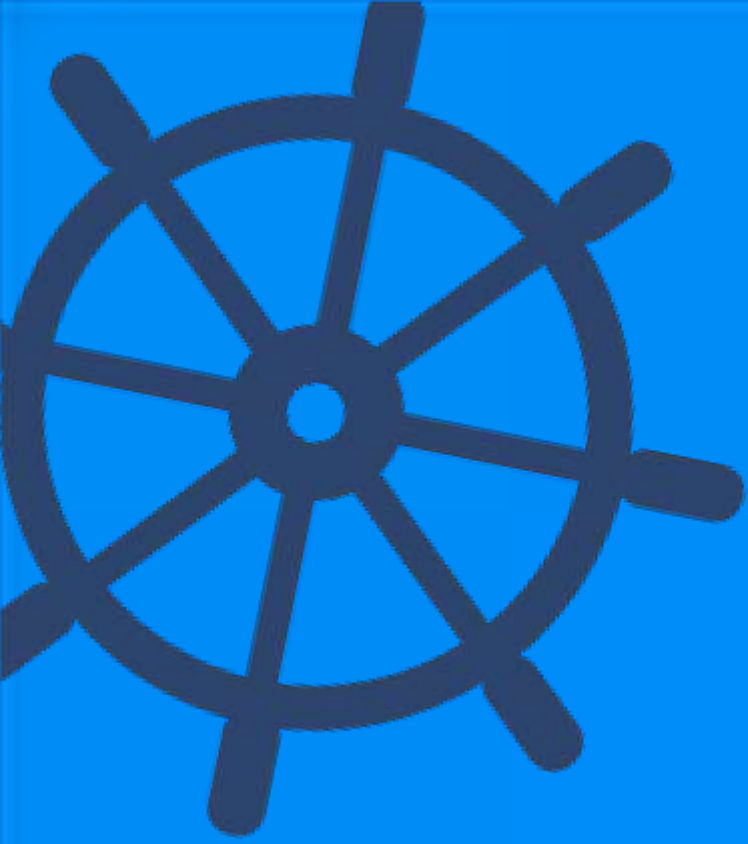
- Women in Maritime - IMO's gender programme

## III. New and Emerging Smart and Sustainable Maritime Technologies and Services

## IV. **Women's** involvement

- roles as seafarers
- maritime professionals
- leadership position

## V. Way Forward





# PANDEMIC IMPACT : THE MARITIME INDUSTRY



WIMA  
ASIA



[https://ph.images.search.yahoo.com/search/images;\\_ylt=Awr1SnrLfANmTuwZ2XGzRwx;\\_ylu=Y29sbwNzZzMEcG9zAzEEdnRpZAMEc2VjA3BpdnM-](https://ph.images.search.yahoo.com/search/images;_ylt=Awr1SnrLfANmTuwZ2XGzRwx;_ylu=Y29sbwNzZzMEcG9zAzEEdnRpZAMEc2VjA3BpdnM-)



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# IMO has facilitated the creation of eight Women in Maritime Associations (WIMA) networks



## Africa (three WIMAs)

- Network of Professional Women in the Maritime and Port Sectors for West and Central Africa (NPWMP-WCA);
- Association for Women in the Maritime Sector in Eastern and Southern Africa region (WOMESA);

## Asia-Pacific (two WIMAs)

- Women in Maritime Association, Asia (WIMA Asia); and Pacific Women in Maritime Association (PacWIMA)

## Caribbean

- Women in Maritime Association, Caribbean (WiMAC)





## IMO has facilitated the creation of eight Women in Maritime Associations (WIMA) networks

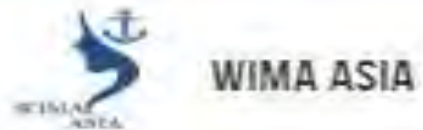


\*Arab Women in Maritime Association (AWIMA) established in Egypt in October 2017.

\*Red de Mujeres de Autoridades Marítimas de Latinoamérica (Red-MAMLa), established in Chile in December 2017.

\*Women in Maritime of West and Central Africa (WIMOWCA) - primarily Anglophone, in Ghana





The International Maritime Organization (IMO), consistent with the United Nation's call for wider participation of women in various sectors, launched the "Women in Maritime" program.



IMO supported the establishment of the Pacific Women in Maritime Association (PACWIMA) and the IMO Regional Presence for East Asia advocated the establishment of "Women in Maritime" in the Philippines and Asia.

### Mission Statement

Regional integration, support, and cooperation of women in national maritime associations for the promotion of greater and active participation on SDGs, including those relating to maritime safety, security, environmental protection, and trading throughout Asia.

### VISION STATEMENT

Empowerment of Asian women as leaders in the Maritime Industry

### PARTNERSHIP

WIMA ASIA shall establish partnerships with other international organizations (e.g. the United Nations) government agencies, private companies and non-government organizations of each member countries in the implementation of its purpose.









# New and Emerging Smart and Sustainable Maritime Technologies and Services

“**Ports** will play a pivotal role in rapidly decarbonizing our economy in a way that does not leave anyone behind. We have provided a clear path forward for ports to reduce greenhouse gas emissions that maximizes economic opportunities and benefits to local **communities.**”

...said Dr. Robert Kay, **Arup's** Americas Climate and Sustainability Services Leader.





# Major Project of IMO for a sustainable response to Greenshipping

On May 16-17, 2023, a Regional Conference was co-organized by the Philippines through the Maritime Industry Authority (MARINA), the Danish Maritime Authority of Denmark, and the International Maritime Organization (IMO).

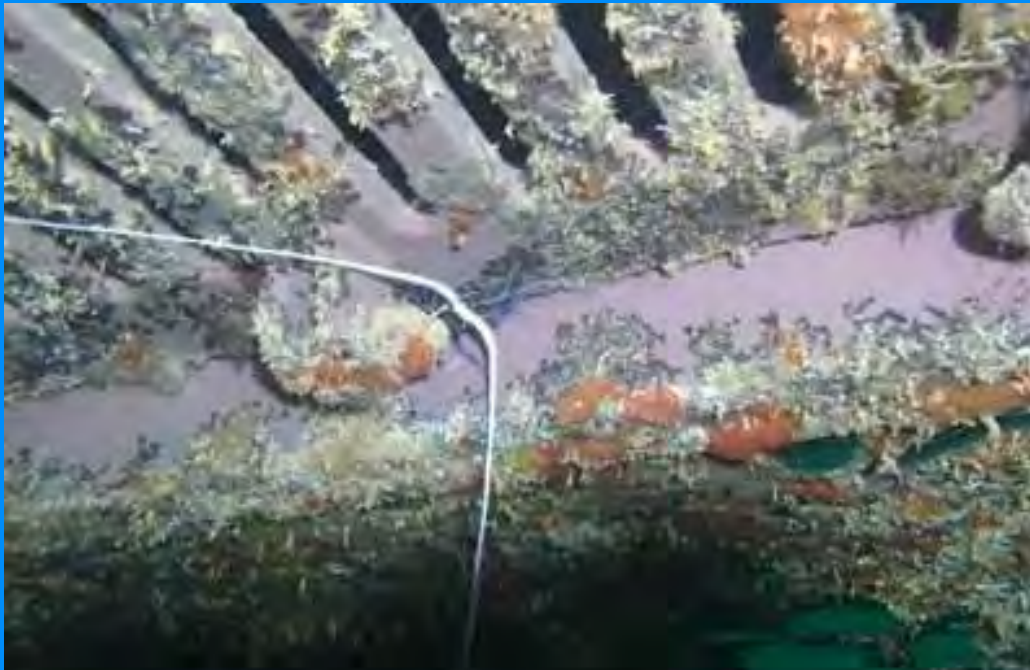
Promote green shipping in Southeast Asia and the Pacific

- 1. Energy efficiency**
- 2. Green shipping opportunities**
- 3. IMO GHG negotiations**





# Biofouling



# Decarbonization





# THE ROLE OF AI IN MARITIME INDUSTRY



WIMA  
ASIA



By incorporating AI features into the shipping industry, we can improve shipping efficiency, time management and higher output from this domain.

<https://www.marineinsight.com/know-more/10-smart-ship-technologies-that-maritime-industry>



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# *Empowering women as leaders to secure a sustainable maritime industry*



- New technologies for greener **shipping** reflect the need to support a green transition of the maritime sector into a sustainable future
  - United Nations SDGs 13 and 14 on climate action, and
  - Sustainable use of the oceans, seas, and marine resources
- Support major projects of IMO to address decarbonization, marine plastic litter, and biofouling including GMN, GloFouling Partnerships, GreenVoyage2050, and GloLitter Partnerships.



# PROFILE: WOMEN IN MARITIME

IMO WISTA Women in Maritime Survey 2021:  
Women Workforce



29 % across all subsectors of the maritime industry



Less than 2% of workers at sea mostly on cruise ship



Only 20 % of the maritime authority workforce in the Member States are women.





# IMO-WISTA Women in Maritime Survey 2021

Within IMO Member States, women represent **20%** of the workforce employed in maritime.



In the private sector, women comprise **29%** of people employed in the maritime industry.



The share of women in core roles within Maritime Administrations, such as specialist technical and operational ones, is **14%**.

Women represent **2%** of seafaring personnel.



KEY FINDINGS FROM STUDY OF FEMALE MARITIME WORKFORCE IN IMO MEMBER STATES & PRIVATE COMPANIES

NEXT SURVEY DUE 2024





# IMO-WISTA Women in Maritime Survey 2021

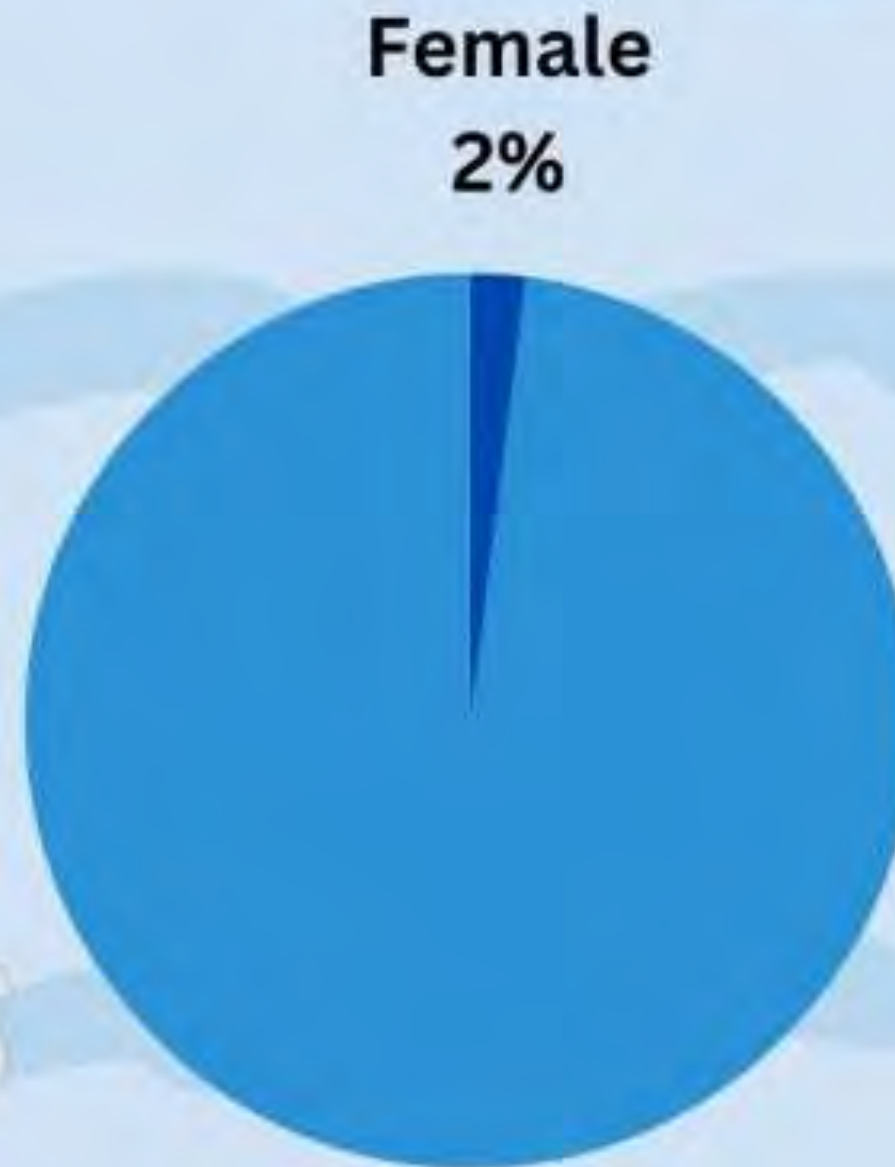
Within IMO Member States, women represent **20%** of the workforce employed in maritime.





# IMO-WISTA Women in Maritime Survey 2021

Women represent **2%** of seafaring personnel.



Male  
98%



# IMO-WISTA Women in Maritime Survey 2021

In the private sector, women make up **29%** of people employed in the maritime industry.





# IMO-WISTA Women in Maritime Survey 2021

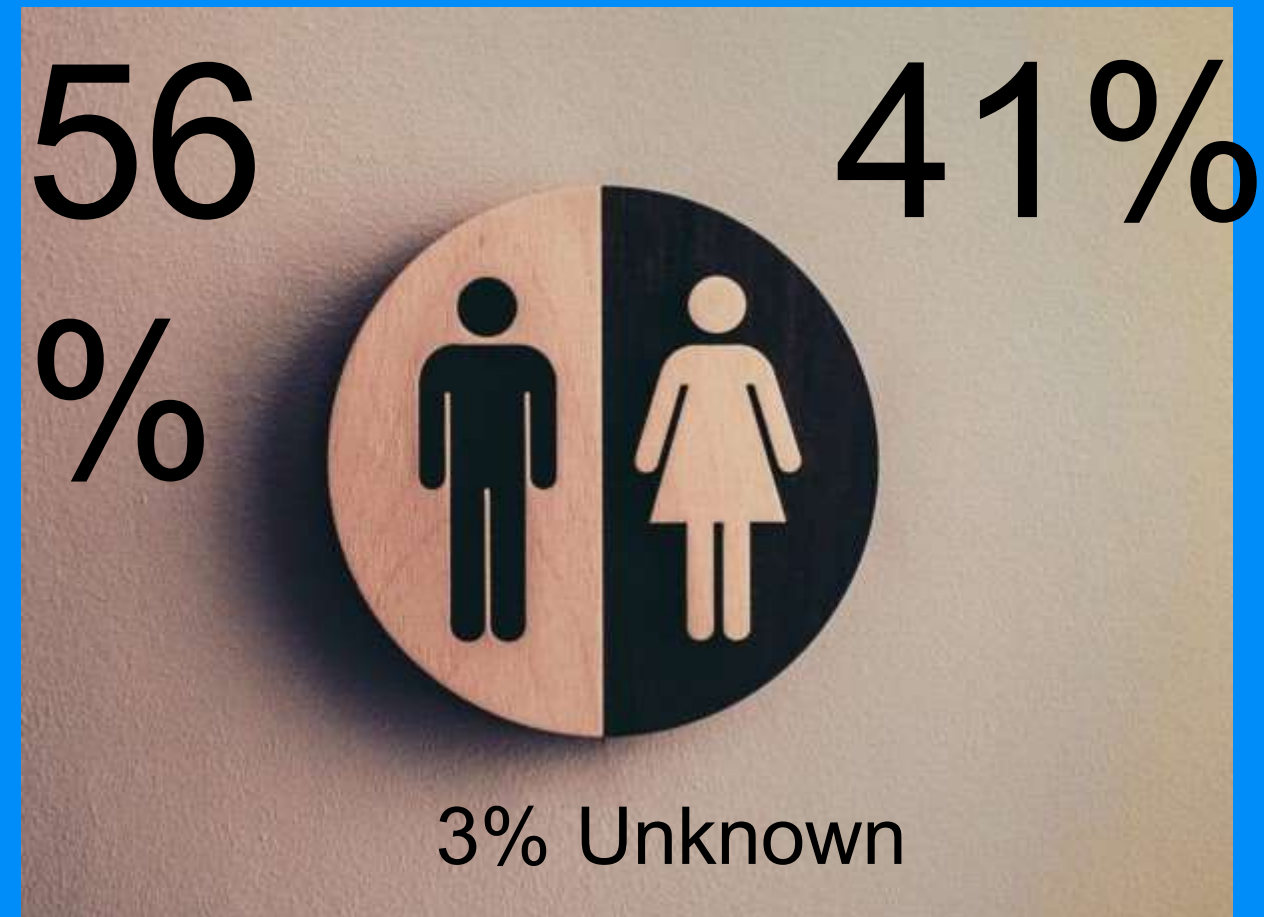


The share of women in core roles within Maritime Administrations, such as specialist technical and operational ones, is **14%**.



# GLOBAL SHORE-BASED WORKFORCE

◦The proportion of male and female employees within the global shore-based workforce remained largely stable in 2020 (Spinnaker's Maritime HR Association, 2021)

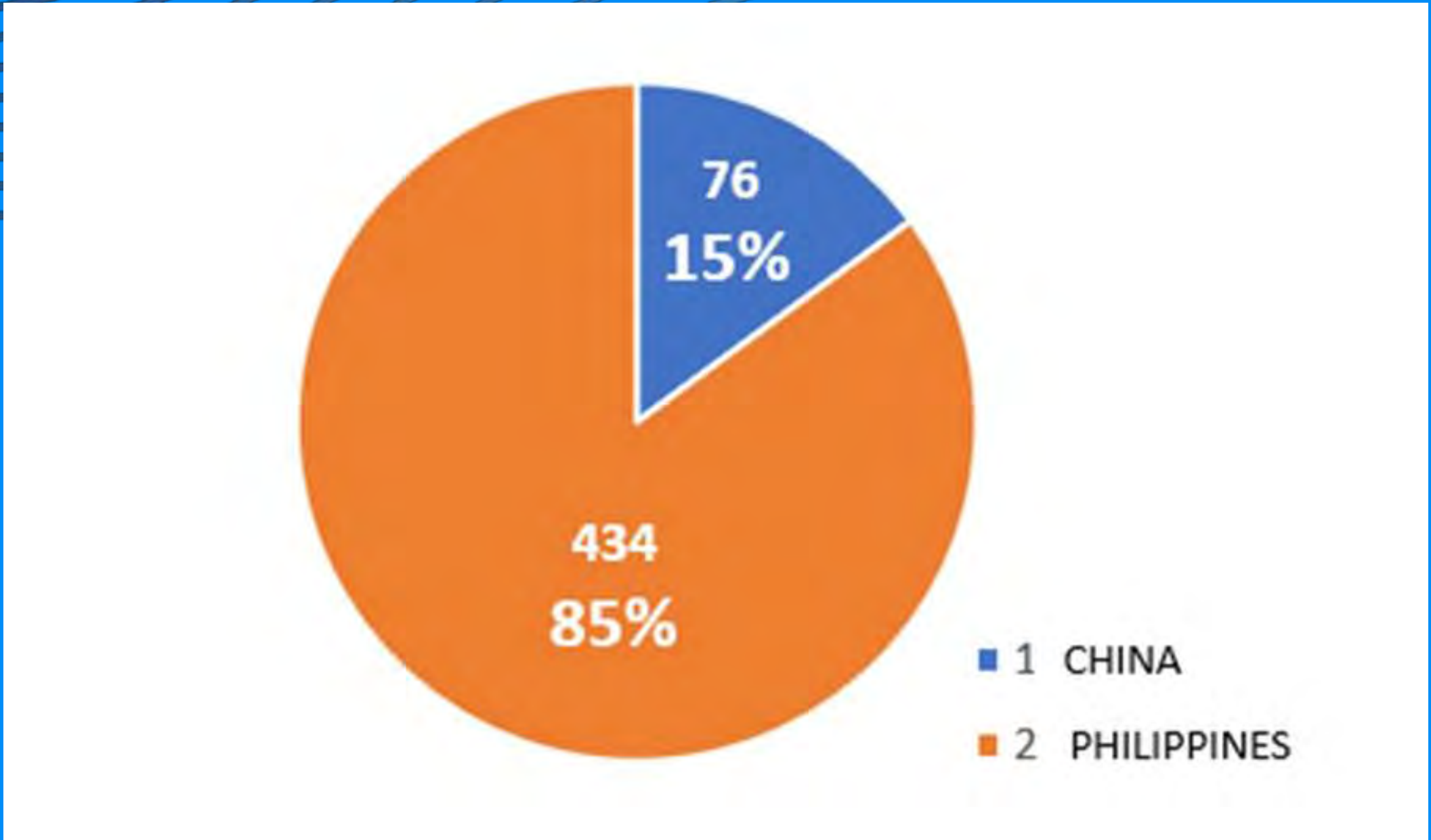


[https://spinnaker-global.com/0\\_09-02-2021-women-in-maritime-leadership-salaries](https://spinnaker-global.com/0_09-02-2021-women-in-maritime-leadership-salaries)





# INDUSTRY SURVEY ANALYSIS OF WOMEN IN MARITIME AND SEA



In ASIA, the Philippines and China are the biggest employers of Women Seafarers (Out of 510 women seafarers)



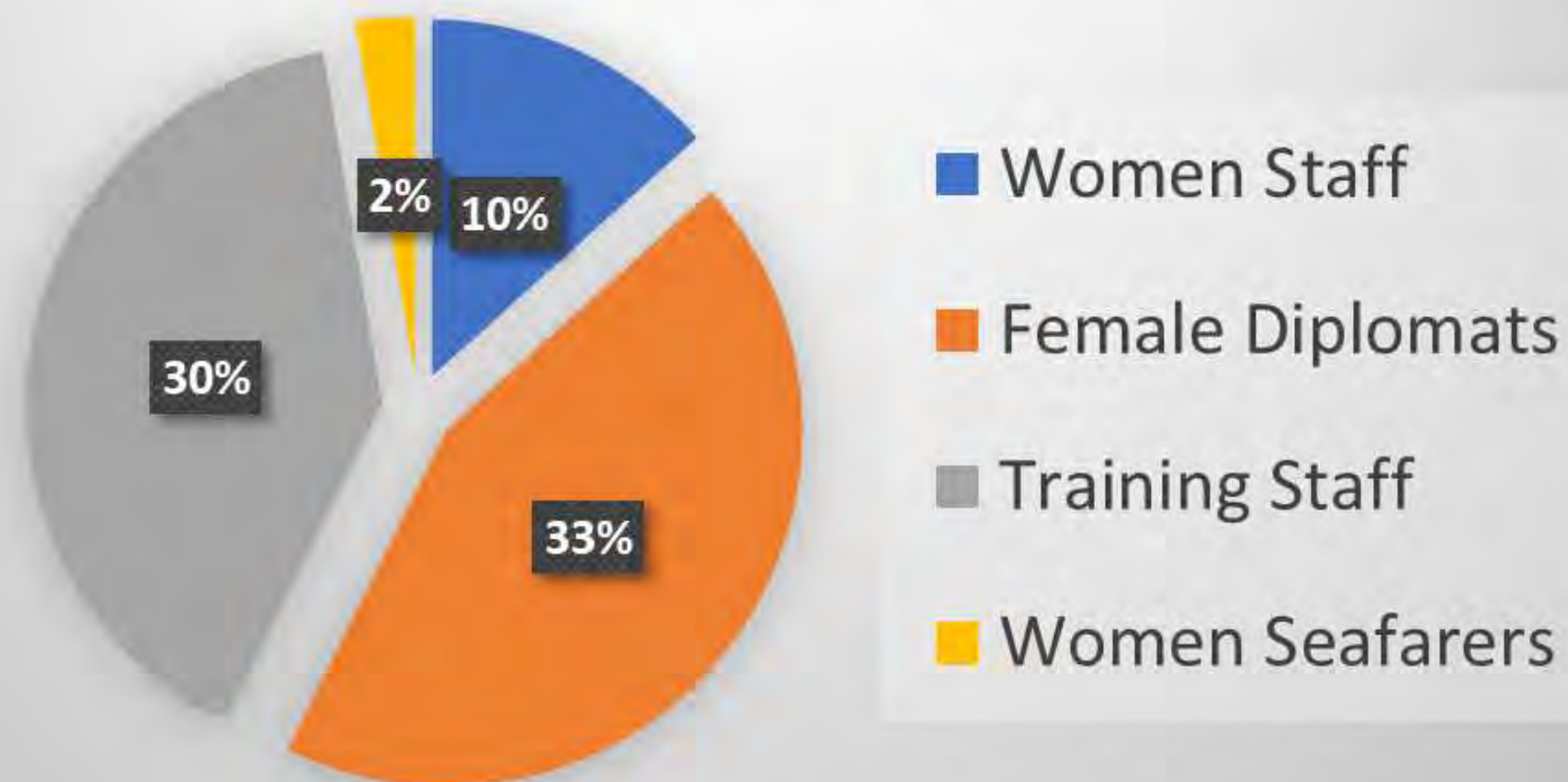


# Women in the Workforce

- Shore based, women staff (10%) are fewer as compared to female diplomats (33%) and training staff (30%).
- women seafarers make up just 2% of the crewing workforce and are predominately found in the cruise sector, while in ship-owning companies they make up 34% of the workforce.



## Percentage Distribution of Women in Maritime Workforce

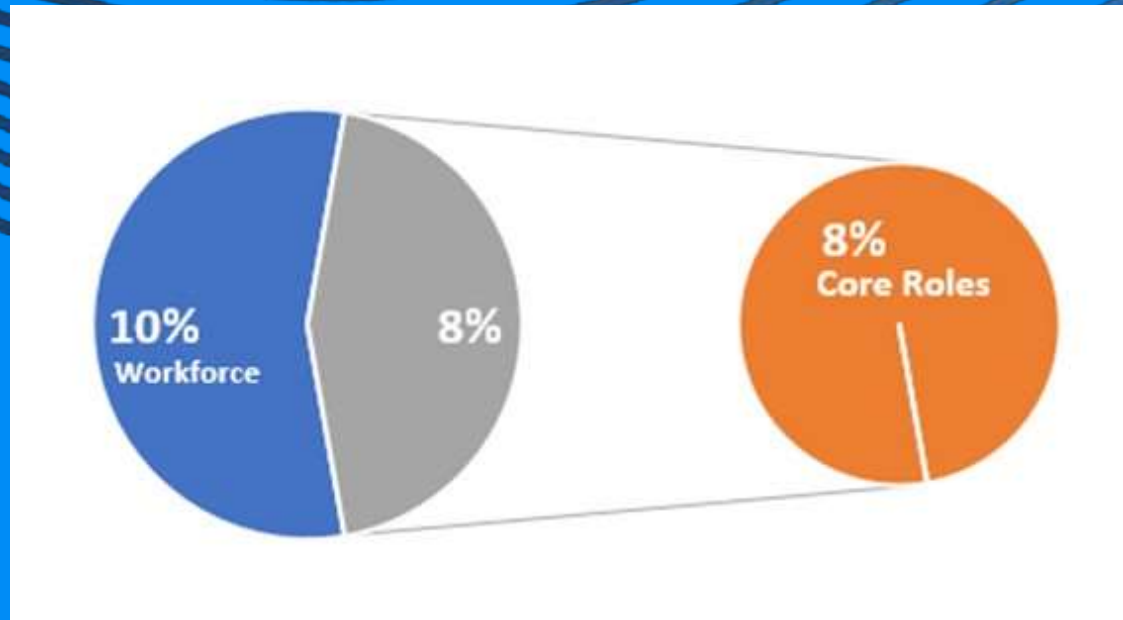




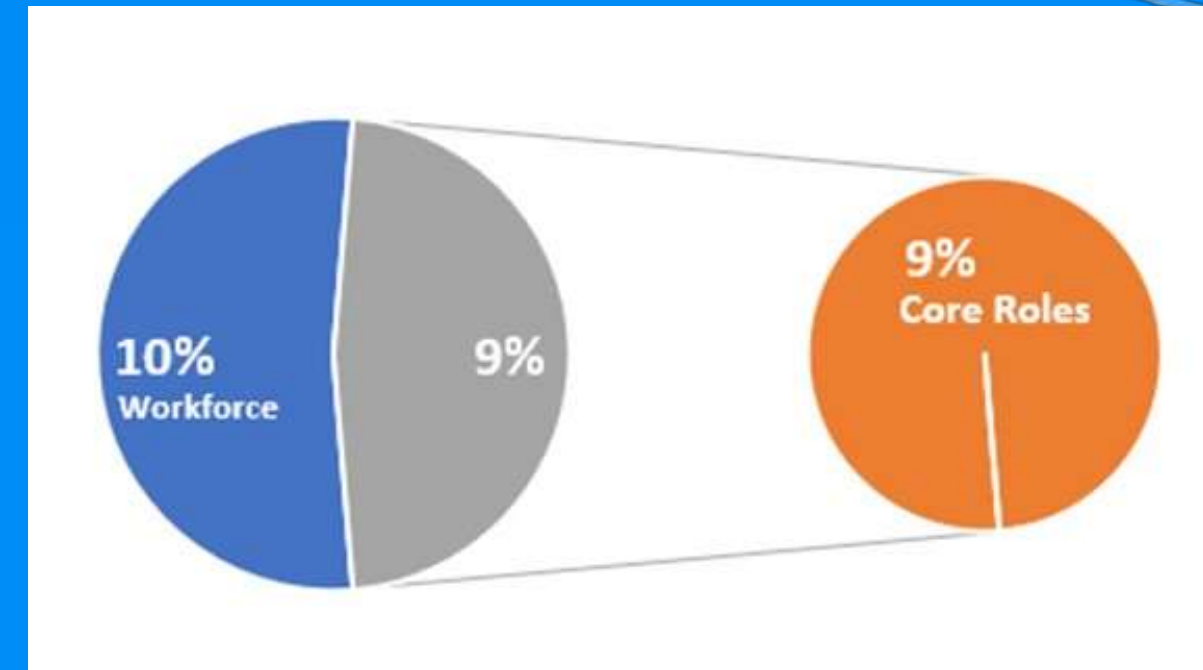
# INDUSTRY SURVEY ANALYSIS OF WOMEN IN MARITIME AND SEA



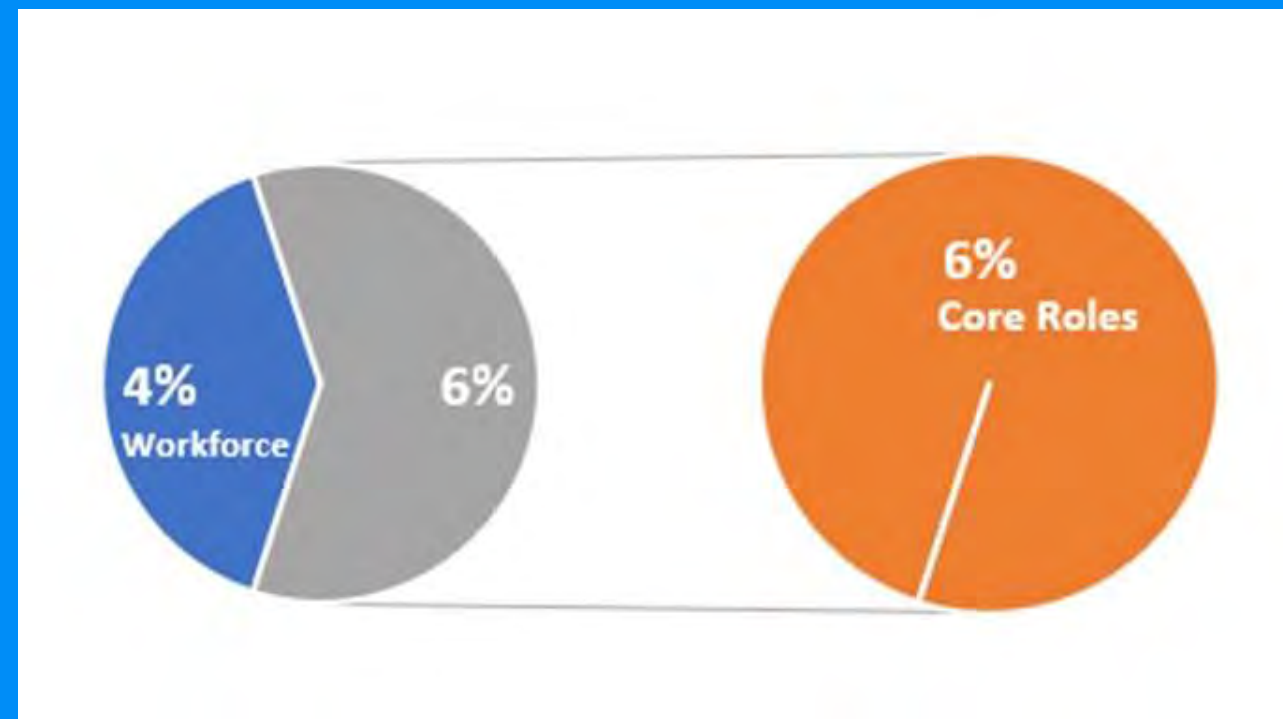
WIMAC  
ASIA



Towage/Salvage/Dredging  
(Lowest Percentage of Women Employed)



Bunkering

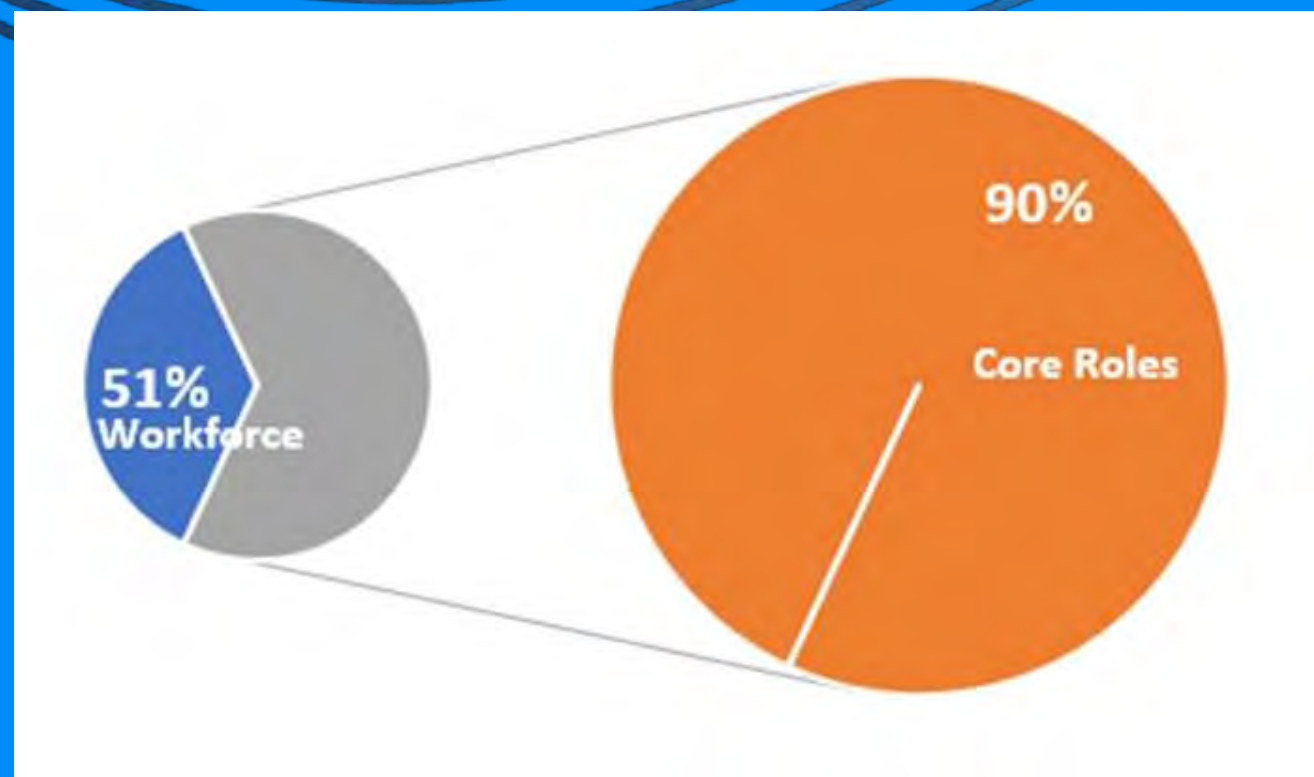


Survey Offshore Sector

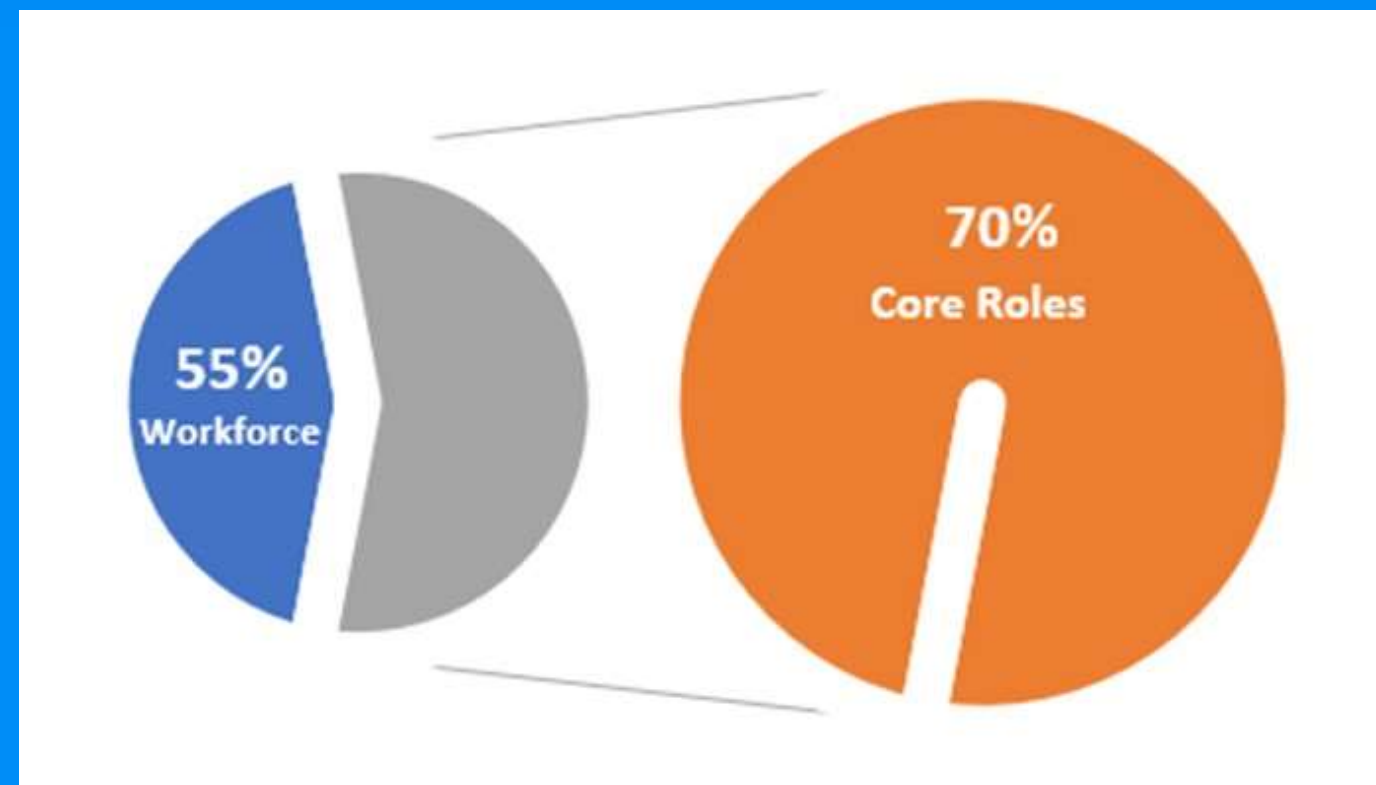




# INDUSTRY SURVEY ANALYSIS OF WOMEN IN MARITIME AND SEA



Marine Insurance



Crewing Agencies





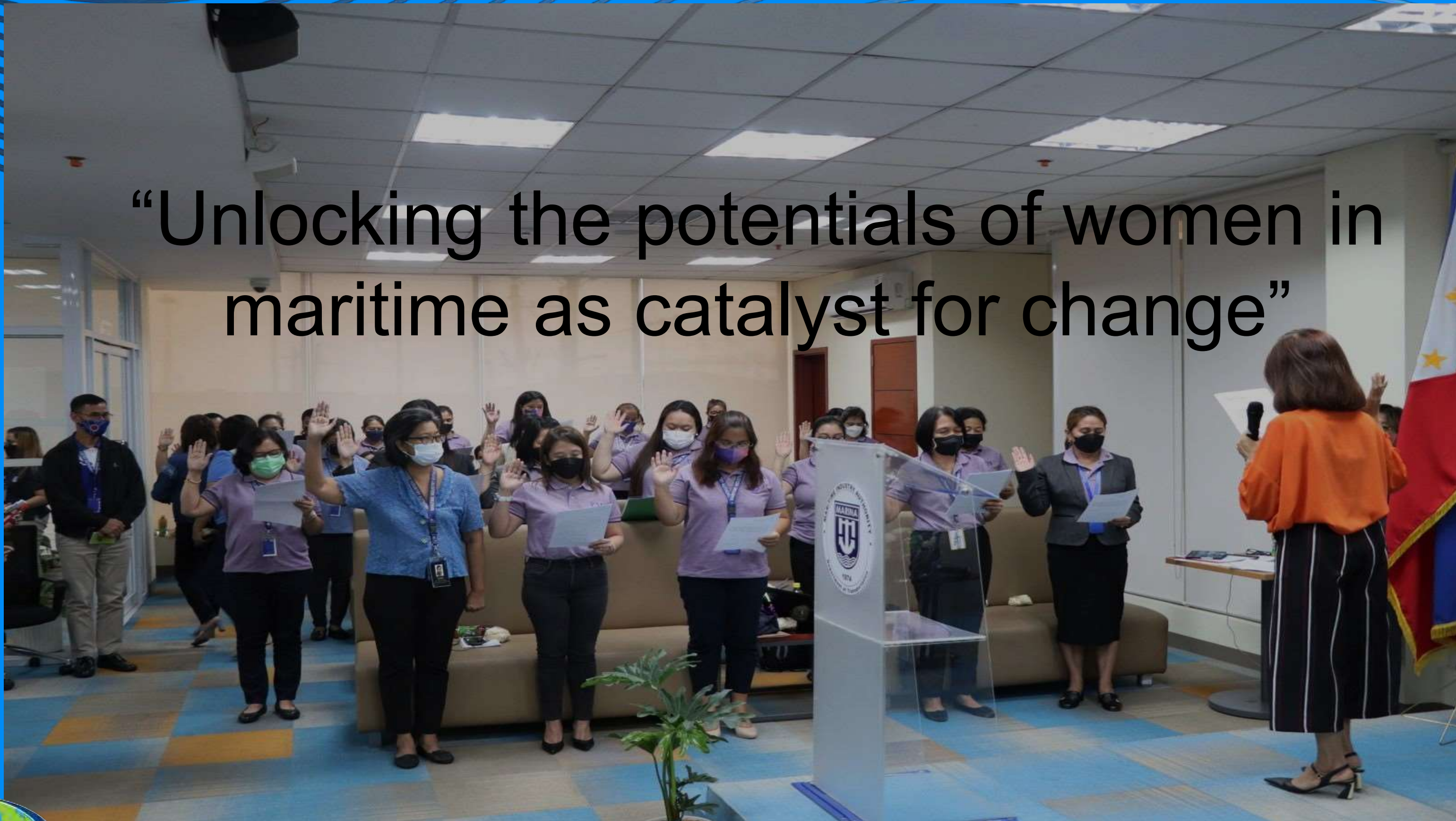
# ***MOVING FORWARD (Proposals To APEC SEN)***

- Conduct profiling of women in the maritime workforce in maritime and offshore-based jobs in ASIA (counterpart of WISTA survey)
- Develop more women to perform core roles in the maritime industry such as technical specialist and operational personnels.
- Develop training programs aligned to new and emerging Smart and sustainable maritime technologies and services including those for unique positions in the maritime industry accessible to women
- Create policies and programs to ensure the inclusion of women in maritime across-shore and offshore-based





“Unlocking the potentials of women in maritime as catalyst for change”





## REFERENCES

<https://theaseanmagazine.asean.org/article/asean-maritime-transport-working-group-celebrates-women-in-maritime/>

<https://www.marineinsight.com/know-more/10-smart-ship-technologies-that-maritime-industry/>

<https://www.imo.org/en/OurWork/TechnicalCooperation/Pages/Women-in-Maritime-Visibility.aspx>





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*Thank you*



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