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GENDER ISSUES RELATED TO THE MARITIME ENVIRONMENT

Gender analysis activities and outputs

Working together, we can make real progress achieving a Europe where women and men, girls and boys, in all their diversity, are equal – where they are free to pursue their chosen path in life and reach their full potential, where they have equal opportunities to thrive, and where they can equally participate in and lead our European society.



”Union of Equality: EU gender equality strategy 2020-2025”

COM (2020)/152/5.3.20

EUROPEAN UNION GENDER LEGAL FRAMEWORK **References:**

- EU Charter of Fundamental Rights (i.e. Articles 21 and 23);
- Directive 2002/73/EC of the European Parliament and of the Council of 23.09 2002 amending Council Directive 76/207/EEC on the *implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working*.
- Directive 2006/54/EC of the European Parliament and of the Council of 5.07.2006 on the *implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation* (recast), 2006, OJ L 209/23.
- EU Strategic Approach to Women, Peace and Security (WPS) annexed to the Foreign Affairs Council Conclusions on WPS adopted on 10 December 2018, (Council document 15086/18), (<https://www.consilium.europa.eu/media/37412/st15086-en18.pdf>),
- EU Action Plan on Women, Peace and Security (WPS) 2019-2024/4 July 2019 EEAS(2019) 747, (https://www.consilium.europa.eu/register/en/content/out?&typ=ENTRY&i=ADV&DOC_ID=ST-11031-2019-INIT).
- Directive (EU) 2019/1158 on *work-life balance for parents and carers*;
- ” *Union of Equality: EU gender equality strategy 2020-2025*” COM (2020)/152/5.3.20;
- EU Union of Equality reports - ” *2023 Report of Gender Equality in European Union*” (https://commission.europa.eu/system/files/2023-04/annual_report_GE_2023_web_EN.pdf);
- United Nations - **Sustainable Development Goals, Goal 5: Achieve gender equality and empower all women and girls** (<https://www.un.org/sustainabledevelopment/genderequality>);

EUROPEAN UNION GENDER POLICIES

EU has made significant progress in gender equality over the last decades promoting:

- **equal treatment legislation**
- **gender mainstreaming, integration of the gender perspective into all other policies**
- **specific measures for the advancement of women**

Gender Equality Strategy 2020-2025

The EU GES delivers the Commission's commitment to achieving a **Union of Equality**. The Strategy presents policy objectives and actions **towards a gender-equal Europe** - a Union where women and men, girls and boys, in all their diversity, are **free** to pursue their chosen path in life, have equal opportunities to **thrive**, and can equally participate in and **lead** our European society.

The key objectives: gender-based violence; challenging gender stereotypes; closing gender gaps in the labour market; achieving equal participation across different sectors of the economy; addressing the gender pay gaps. The Strategy pursues a dual approach of gender **mainstreaming** combined with targeted actions, and **intersectionality** is a horizontal principle for its implementation.

EUROPEAN UNION GENDER POLICY - FACTS AND FIGURES

2023 Report of Gender Equality in European Union

 **33% of women** in the EU have experienced physical and/or sexual violence.

 **22% of women** in the EU have experienced violence by an intimate partner.

 **55% of women** in the EU have been sexually harassed.

 The difference between women's and men's employment rate in the EU is **11.6%**.

 Only **55.3%** of women born outside the EU are in employment, compared to **69.7%** of women born in the EU.

Only **16%** of Roma women are in paid employment in the EU.

 **10%** of construction workers and **25%** of agriculture, forestry, fishing and transportation workers are **women**, while **25%** of workers in education and **20%** of workers in human health and social activities are **men**.

 Out of high-performing students in maths or science in OECD countries, **1 in 4** boys expect a career as an engineer or scientist, compared to **1 in 6** girls; **1 in 3** girls expect to work as health professionals, compared to **1 in 8** boys.

 The share of men working in the digital sector is **3.1 times** greater than the share of women.

 Only **22%** of AI programmers are women.

 **44%** of Europeans think that the most important role of a woman is to take care of her home and family.

 **43%** think the most important role of a man is to earn money.

 Women in the EU spend **22 hours** per week on care and household work, while men spend only **9 hours**.

 **80%** of care in the EU is provided by informal carers, **75%** of whom are women. Many of them have a migrant background.

 Globally, only **1 in 10** decision-makers at venture capital and private equity firms are female, even though private funds identified as operating with a gender focus have **72%** female partners.

 All-male founding teams receive almost **92%** of all capital invested in Europe.

 **15.7%** gender pay gap in the EU.

 **30.1%** gender pension gap in the EU.

MARITIME GENDER FRAMEWORK FOR SEAFARING **References:**

- United Nations. **Sustainable Development Goals, Goal 5: Achieve gender equality and empower all women and girls** (<https://www.un.org/sustainabledevelopment/genderequality>);
- UN Women. United Nations Entity for Gender Equality and the Empowerment of Women - *The Beijing Platform for Action*;
- Sustainable Development Goal 5 - SDG Gender Index (<https://data.em2030.org/em2030-sdg-gender-index>)
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- United Nations. World Survey on the Role of Women in Development. UN Women, 2019 (<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2019/World-survey-on-the-role-of-women-in-development-2019.pdf>);
- IMO. Women in Maritime IMO's Gender Programme. Retrieved February 14, 2022, (<https://www.imo.org/en/OurWork/TechnicalCooperation/Pages/WomenInMaritime.aspx>)
- ITF Seafarers. Women seafarer. Retrieved February 9, 2022, (<https://www.itfseafarers.org/en/issues/women-seafarers>);
- ILO Violence and Harassment Convention No. 190, 2019 (https://www.ilo.org/ilc/ILCSessions/108/committees/violence-harassment/WCMS_711570/lang--en/index.htm);
- Maritime Labour Convention (MLC, 2006). Art. III provisions: '*each member shall satisfy itself that the provisions of its laws and regulations respect, in the context of this Convention, the fundamental rights to: (...) (d) the elimination of discrimination in respect of employment and occupation*'.
- ILO. Recruitment and retention of seafarers and the promotion of opportunities for women seafarers, in: Report for Discussion at the Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers, 2019.

IMO GENDER POLICY IN SEAFARING- FACTS AND FIGURES



**WOMEN IN
MARITIME**
IMO's GENDER PROGRAMME



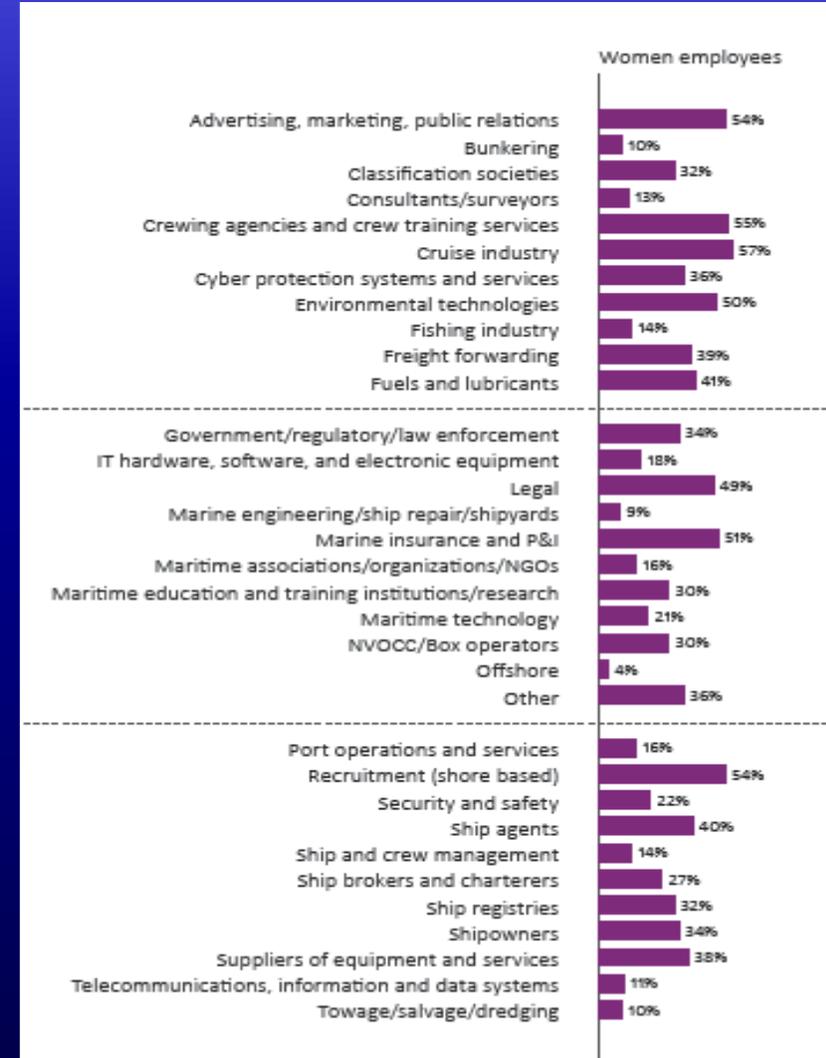
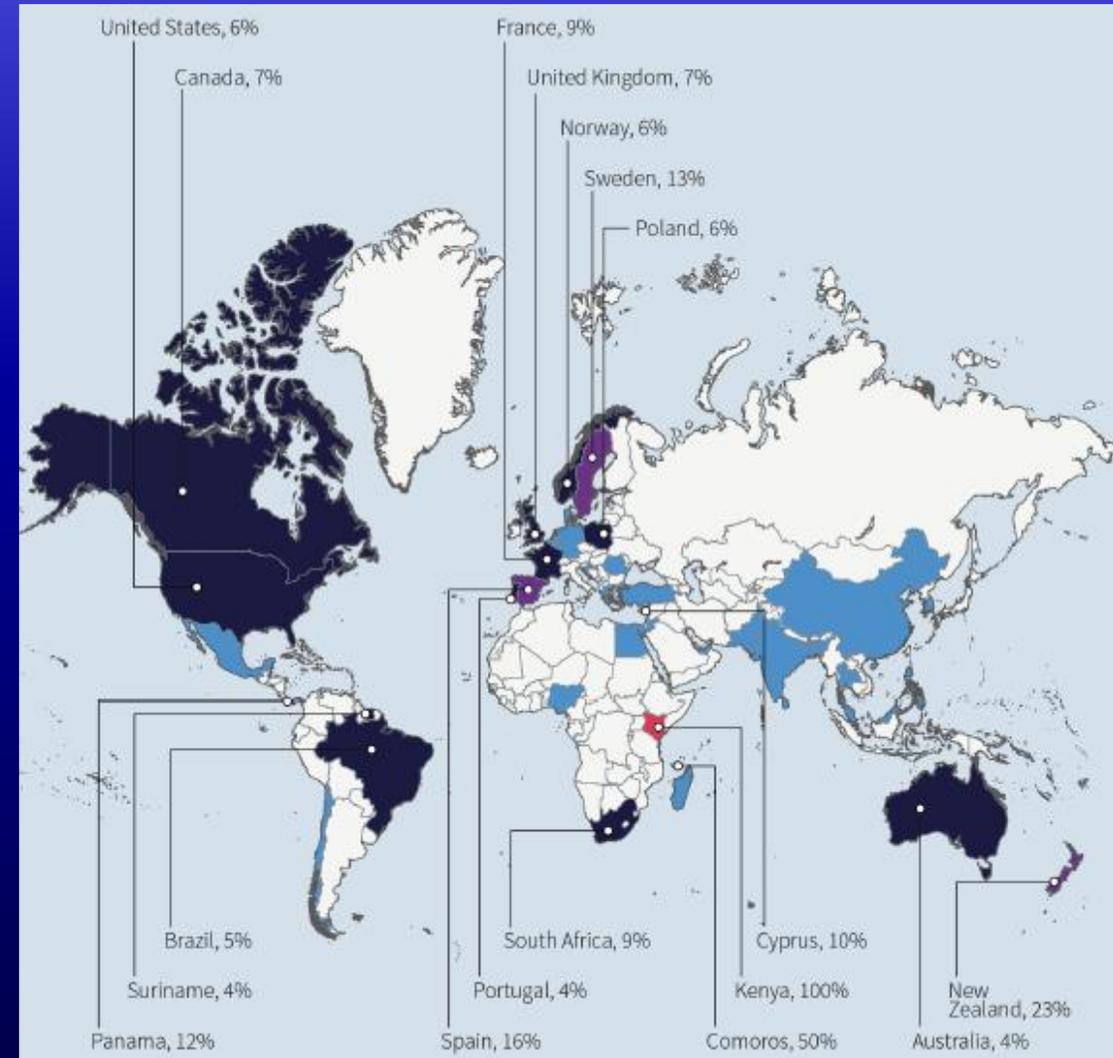
→ Today, **women represent only 1.2% percent of the global seafarer workforce** as per the BIMCO/ICS 2021 Seafarer Workforce Report (<https://www.ics-shipping.org/press-release/new-bimco-ics-seafarer-workforce-report-warns-of-serious-potential-officer-shortage/>). This represents a positive trend in gender balance, with the report estimating **24,059 women serving as seafarers**, which is a **45.8% increase compared with the 2015 report**.



→ 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 and girls"**.

IMO GENDER POLICY IN SEAFARING- FACTS AND FIGURES

Share of female seafarers by country of company location



MARITIME GENDER SURVEY – SURVEY PREREQUISITES

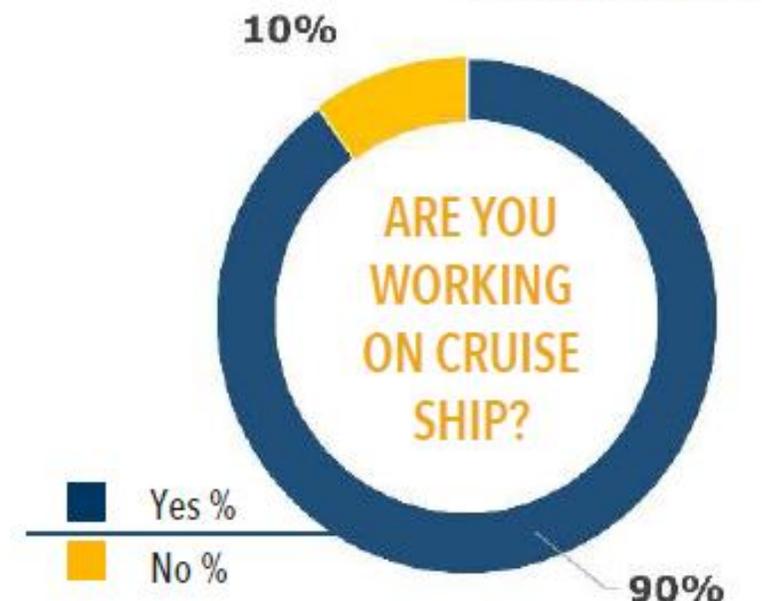
→ In August 2020, a Gender Diversity Survey was launched as a joint initiative by Anglo-Eastern, WISTA International, the International Seafarers Welfare and Assistance Network (ISWAN) and the International Chamber of Shipping (ICS).

→ The survey sought to gather information from women seafarers about issues related to discrimination, harassment and bullying, working conditions on board, health and access to medical care - 1 total of 1128 women, representing 78 nationalities responded.

Age Group:

18-25 yrs	17%
25-30 yrs	29%
30-35 yrs	26%
35-45 yrs	20%
45-55 yrs	6%
Above 55 yrs	2%

Position aboard



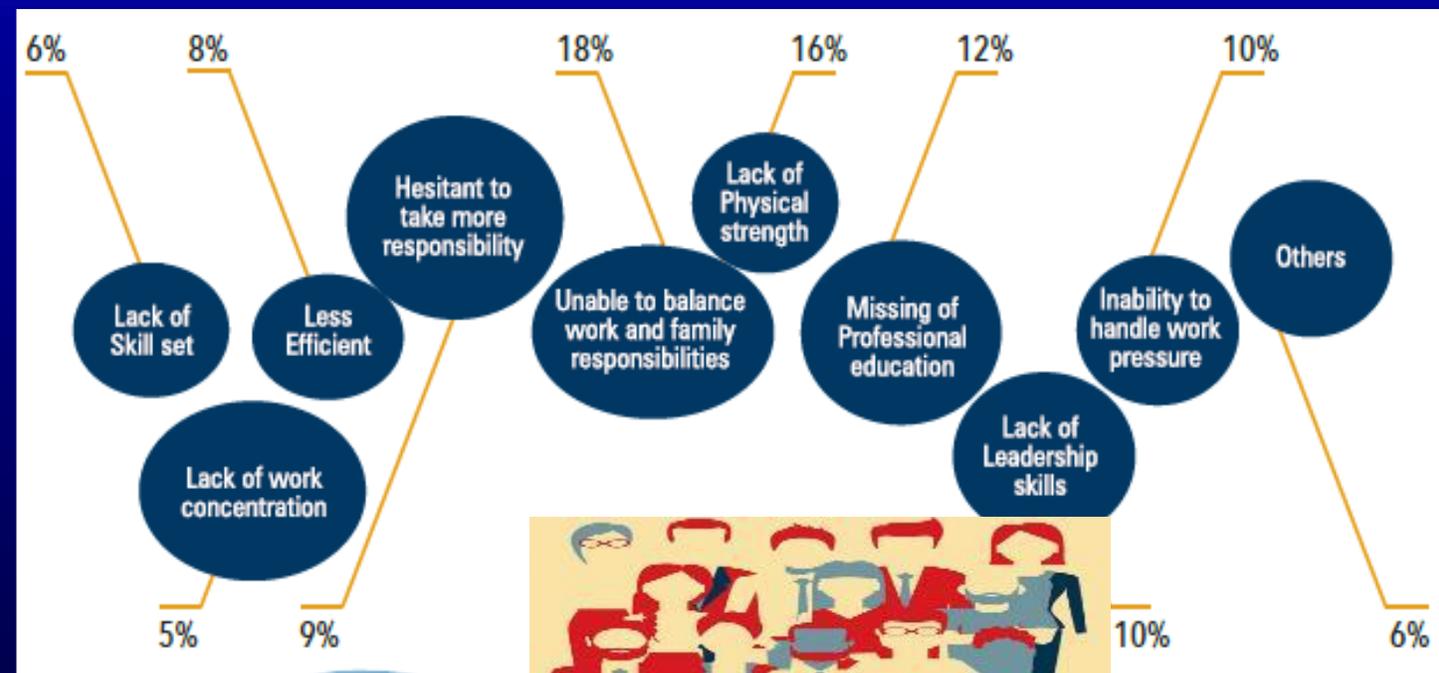
MARITIME GENDER SURVEY – SURVEY PREREQUISITES

→ In 2019, a survey was conducted in India. It was an initiative by Sitara Shipping Ltd. And supported by DG shipping, United Nations Global Compact and Sandvik. A total of 205 companies, 781 women in shore jobs and 112 women seafarers participated in the survey.

→ The survey revealed the reasons respondents cited for rejecting them which they felt as incorrect.

→ Women seafarers face not only the general challenges of weather, hard work and rough seas, but also inordinate amounts of discrimination, exploitation: sexual and mental harassment, violence, and limited opportunities for promotion.

These can affect their dignity, security, health, and wellbeing.



SEAFARING GENDER POLICIES

WISTA – Women's International Shipping & Trading Association
Gender Diversity 2nd Edition - Heading towards an inclusive work culture, 2023
(Publisher: *ANGLO-EASTERN MARITIME TRAINING CENTRE*)

DIVERSITY

INCLUSION

EQUITY

CULTURAL FLUENCY



SEAFARING GENDER POLICIES

Gender diversity in the workplace is the equal treatment and acceptance of all gender identities in an organisation, having the following impact in the society/teams/crews:

GENDER ISSUES – COPYING WITH OBSTACLES



→ **PROFESSIONAL CHALLENGES**
FACED BY WOMEN SEAFARERS

→ **WORKPLACE CHALLENGES**
FACED BY WOMEN SEAFARERS

→ COMPANY'S GENDER PROCEDURES AND POLICIES

MARITIME GENDER SURVEY – WISTA SURVEY CONCLUSIONS

→ CHALLENGES FACED BY WOMEN SEAFARERS



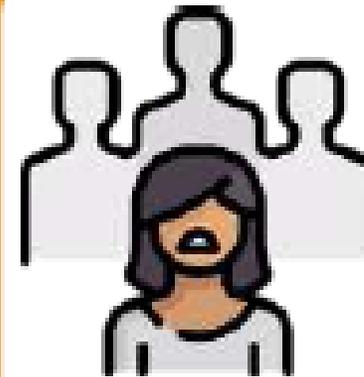
Discrimination



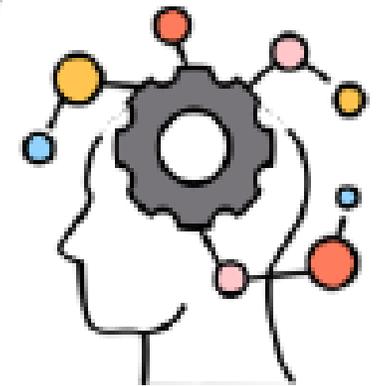
Harassment



Bullying



Isolation



Fixed Mindset

CHALLENGES FACED BY WOMEN SEAFARERS

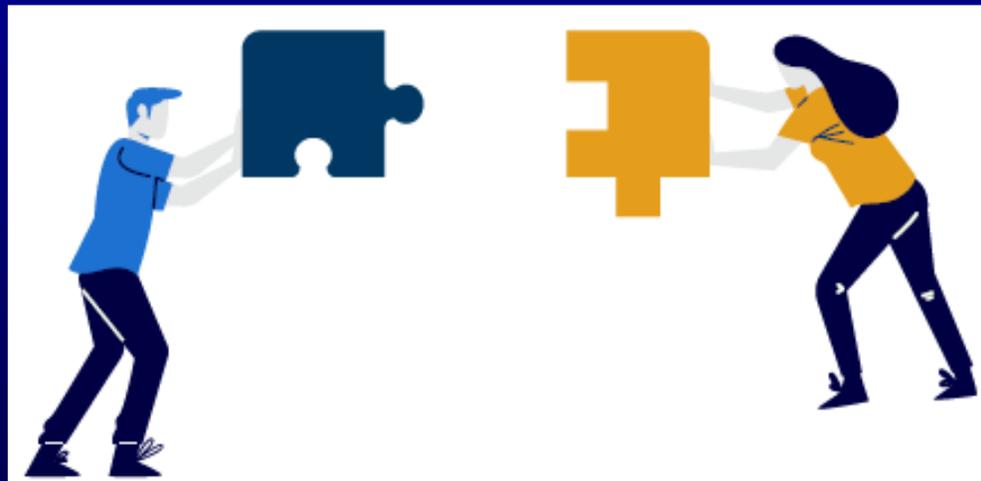
→ Discrimination

Direct / Open discrimination:

The act of **treating someone less favourably** because of certain attributes they have or are perceived to have.

Indirect / Hidden discrimination:

When the organisation practices, **policies or procedures disadvantage people** who share certain protected characteristics (e.g. age, sex, disability, sexual orientation) This is a more hidden and subtle form of discrimination.



CHALLENGES FACED BY WOMEN SEAFARERS

→ Harassment

Mental harassment or Sexual harassment:

any form of unwanted verbal, nonverbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment



CHALLENGES FACED BY WOMEN SEAFARERS

Bullying is a form of harassment that includes **hostile behaviour**, which can cause the recipient to feel threatened or intimidated. It results in a work environment in which a group of people or an individual may become threatened or intimidated because of the negative or hostile behaviour of another group of people or individual



→ Bullying

Cyberbullying - some common tactics include:

- Posting comments or rumors about someone online that are mean, hurtful, or embarrassing.
- Threatening to hurt someone or telling them to kill themselves.
- Posting a mean or hurtful picture or video.
- Pretending to be someone else online in order to solicit or post personal or false information about someone else.
- Posting mean or hateful names, comments, or content about any race, religion, ethnicity, or other personal characteristics online.
- Creating a mean or hurtful webpage about someone.

CHALLENGES FACED BY WOMEN SEAFARERS

→ Isolation

- Many maritime training institutions are encouraging women to join the profession.
- However once on board, **women often face difficulties in being accepted initially** - over time they are usually able to integrate themselves and become accepted and appreciated by their colleagues.
- However, over time they are **usually able to integrate themselves and become accepted and appreciated** by their colleagues.
- While the acceptance of women in shipping seems to be on the rise, research shows that there **is a reluctance to promote women to senior positions**. There is still a considerable resistance in shipping companies to hire and accept women.



CHALLENGES FACED BY WOMEN SEAFARERS

→ Biases and fixed mindsets about women

→ The challenges faced by women seafarers have a devastating impact on the **mindset leading to anxiety, poor sleep, depression, loss of appetite, headaches, exhaustion or nausea**. Victims feel humiliation, mistrust, anger, fear and sadness.

→ There is an inherent **bias in society that sailing is still a man's job**.

→ Women seafarers who have suffered harassment often take it on themselves to alter their own behavior and **restrict their activities to avoid their harasser** or similar situations, while observing that perpetrators suffer no negative consequences.



WORKPLACE CHALLENGES FACED BY WOMEN SEAFARERS

→ Poorly Fitting Personal Protective Equipment



→ Access to Sanitary Products



→ Working Conditions On board



→ Access to Healthcare and
→ Maternity constraints



COMPANY'S POLICIES THAT COULD FACILITATE GENDER BALANCE

→ Fair working procedures

Recruitment, cultural awareness, anti-harassment and anti-bullying policies are important organisational building blocks that:



Enable an environment for gender equality and camaraderie



Equitable reward and remuneration based on merit and performance



Company ethics demonstrating commitment to eliminate gender discrimination

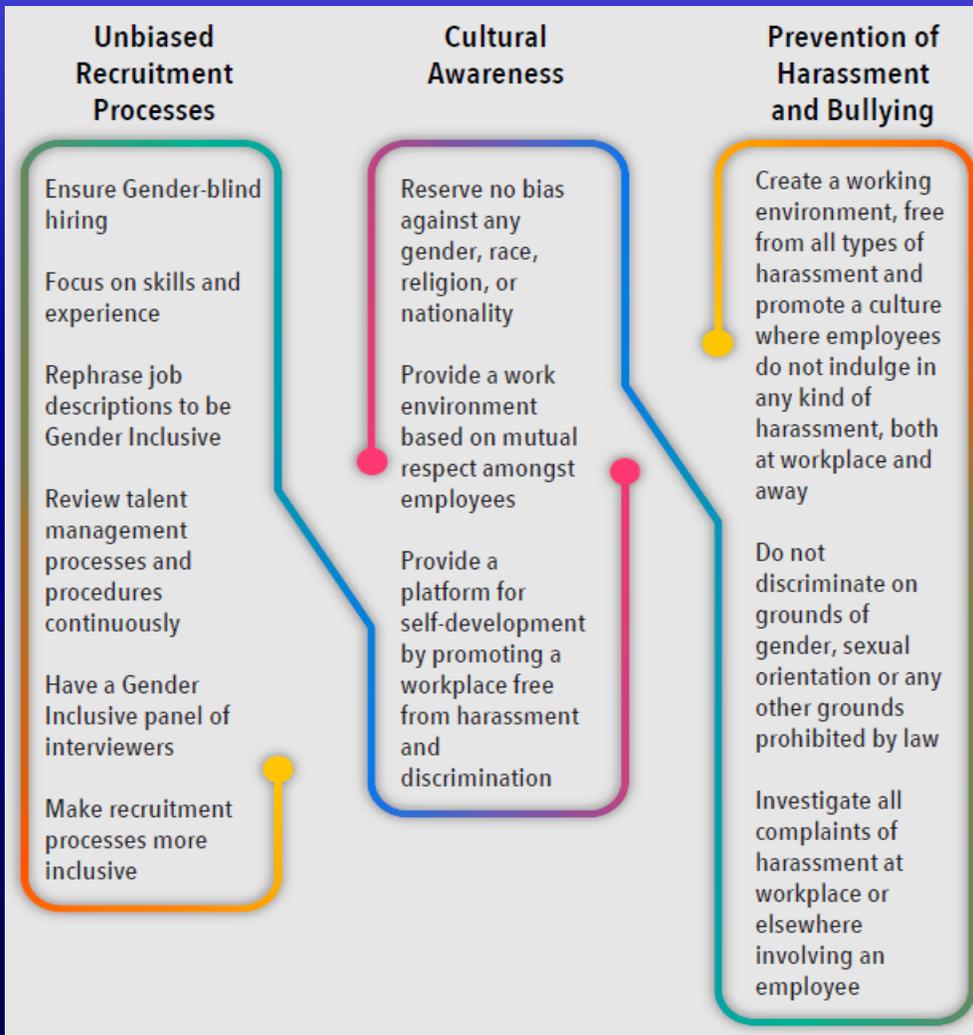
→ Zero Tolerance Policy



→ Redressal process

- Any complaints / grievances received must be investigated and resolved.
- The seafarer must be advised about the resolution of complaint in writing or by e-mail.
- All complaints / grievances should be followed as per the company's grievance redressal process and records should be maintained.

COMPANY'S POLICIES THAT WOULD FACILITATE GENDER BALANCE



Gender awareness and sensitisation

DO	DON'T
Embrace diversity.	Be gender biased.
Accept change.	Be rigid.
Treat everyone with kindness, dignity and respect.	Belittle, humiliate, harass.

Empowering female seafarers in the workplace

Educate seafarers about company initiatives



Recognize the female employees contribution

Create objectives to empower female employees

Appreciate your female team members

Recognize the contribution of female employees and reward them

SUGGESTIONS FROM WOMEN SEAFARERS – suggested policies

- ✓ Creating an **environment of trust and respect**
- ✓ Providing **equal opportunities**, equal pay, fair treatment
- ✓ Encouraging more women to work at sea, to be present in leadership positions
- ✓ Creating an environment where women feel **comfortable reporting complaints**
- ✓ Providing **good medical service**
- ✓ Bringing about a **change in the mindset**
- ✓ Encouraging **mentoring** to build confidence
- ✓ Bringing about **transparency in hiring procedures**
- ✓ Providing training on **gender sensitization** and eliminating unconscious bias and discrimination
- ✓ Making **fair evaluations** based on work performance alone
- ✓ Clear support from the company that any kind of harassment or bullying will not be tolerated and stricter penalties for inappropriate behaviours
- ✓ Designating a female officer on board/ in the company office whom women seafarers can contact in case required



Training course
Onboard gender issues – operational and leadership aspects



TOPIC 1

GENERAL FRAMEWORK OF DIVERSITY MANAGEMENT

TOPIC 2

DIVERSITY MANAGEMENT IN MARITIME SECTOR

TOPIC 3

COPING WITH GENDER EQUITY PROBLEMS IN MARITIME SECTOR

TOPIC 4

WOMEN'S INTEGRATION IN MARITIME PROFESSIONS



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