

Regional Strategy for Pacific Women In Maritime 2020– 2024



Pacific Community
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Foreword

“Educate a girl, you educate a nation”

Desmond Tutu

It is the responsibility and obligation of individuals, families, organisations, communities, leaders and countries to ensure girls and women fulfil their lives’ potential and aspiration in a meaningful way.

The Sustainable Development Goal (SDG) 5: *Achieve gender equality and empower all women and girls* requires addressing structural issues such as unfair social norms and attitudes as well as developing progressive legal frameworks that promote equality between women and men.

The Pacific Island Forum Leaders’ Gender Equality Declaration, the Revised Pacific Platform for Action on Advancement of Women and Gender Equality, and the Small Island Developing States (SIDS) Accelerated Modalities of Action (S.A.M.O.A) Pathway, constitute the regional framework to strengthen the existing policies and operational framework aiming at achieving SDG 5.

This Regional Strategy reinforces the regional commitment for a Pacific Platform for Action on Advancement of Women and Gender Equality. The platform offers targets and indicators on women’s’ rights and gender equality, forms a regional counterpart to the global commitment for sustainable development through empowering women.

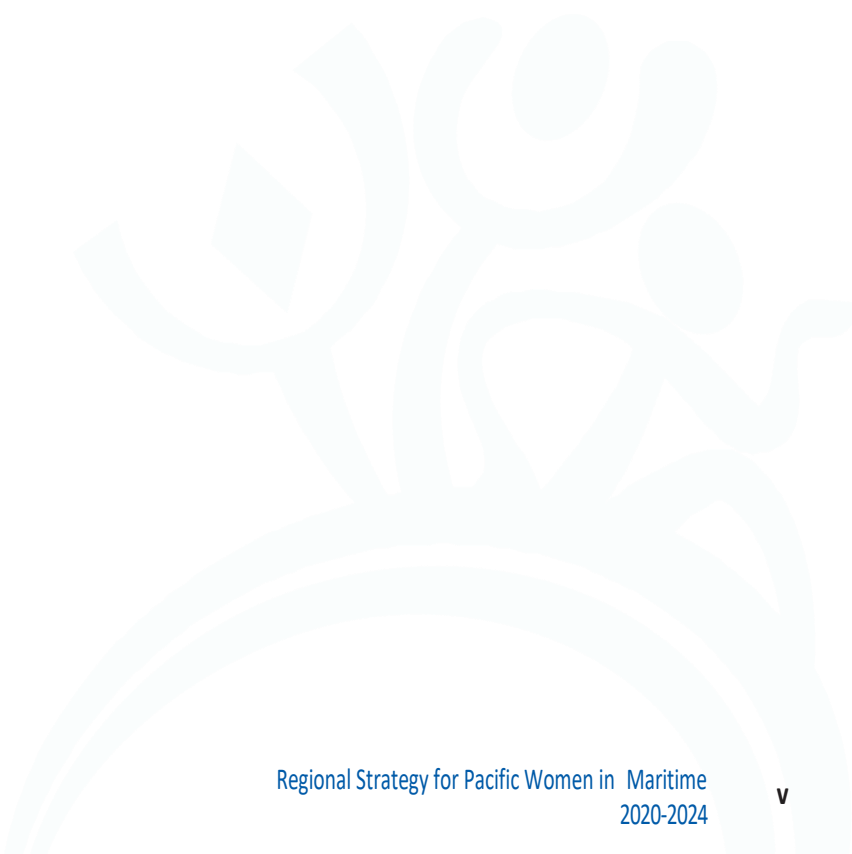
Traditionally, the maritime sector has been known as a male dominated industry, but the narrative is slowly changing as results of robust platforms that promote diversity and inclusivity in the work places, are tools for more comprehensive outlook for equal participation of men and women in maritime.

The call for the development of the Regional Strategy for Pacific Women in Maritime by the ministers responsible for transport and energy sector is a reflection of the responsibilities and obligations to progress gender equality in maritime and contribute to achieving SDG 5.

This regional strategy is the first in the global maritime community, which is a reflection of the regions’ commitment to empower Pacific women in the maritime sector. It calls for collaboration, strengthening existing alliances and forging new partnership. It articulates the aspiration of the Pacific Women In Maritime Association (PacWIMA) to serve the cause through better recognition, increased visibility and improved capacity.

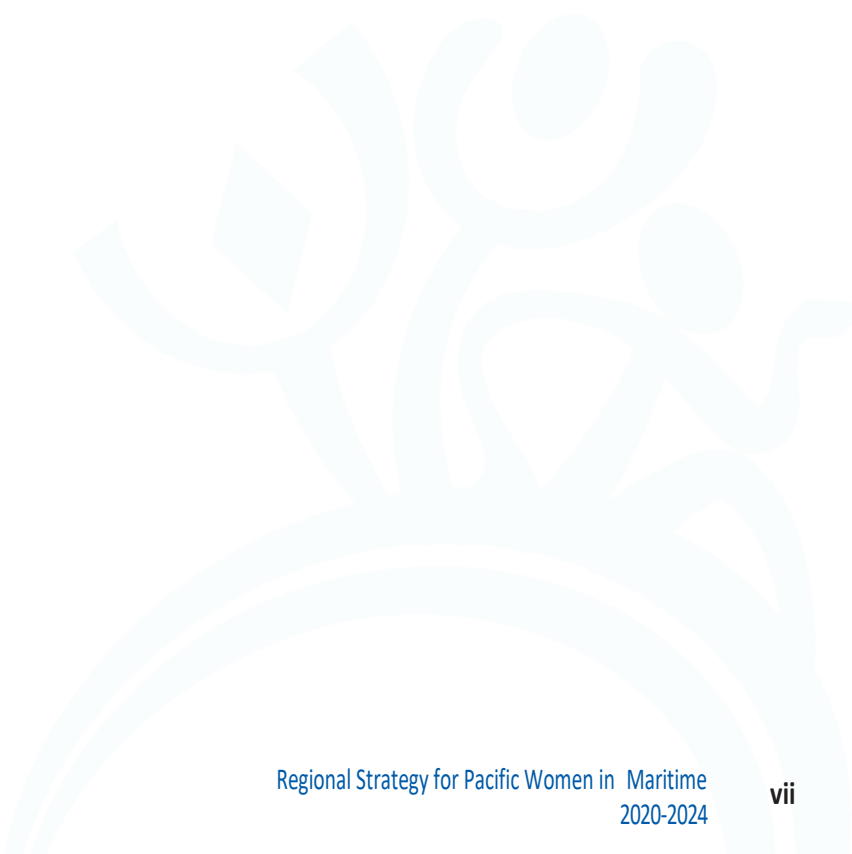
It is envisaged that implementing the strategy will mobilise more and more young girls and women to embrace maritime careers and contribute to the sustainable economic development of the Pacific Island countries and territories.

Statement from the Samoa Minister for Transport & Energy



Statement from SPC Dr. Audrey Aumua

Statement from the PacWIMA Chairperson



Executive summary

Globally, the maritime sector is male-dominated and in many places, it does not provide a safe environment for women or equal opportunities for their empowerment. Two per cent of international seafarers are women and, despite progress made in the last two decades, particularly under the International Maritime Organization (IMO) framework, more needs to be done for this sector to contribute to achieving Sustainable Development Goal 5 (SDG 5): *Achieve gender equality and empower all women and girls*.

In the Pacific, women are over-represented in informal, unregulated, low-wage and low skilled jobs, and suffer additional challenges and obstacles, such as restrictions to the labour market, violence and lack of gender-sensitive policies and legislation. This is the situation in many sectors, including the maritime sector.

Since 2005, IMO and the Pacific Community (SPC) have collaborated to develop Pacific women in maritime network and support activities to facilitate equal education and training opportunities. This led to the establishment of the Pacific Women In Maritime Association (PacWIMA), which has demonstrated its capacity to support Pacific women in maritime at the national level and identify women's development opportunities through its network. Acknowledging the impact of the Pacific women in maritime programmes and network, the Third Pacific Regional Energy and Transport Ministers' Meeting organised by SPC in Tonga in 2017 urged governments, development partners, civil society and local communities to support and build an enabling environment that will contribute to achieve SDG 5. The ministers also called for the development of a regional strategy for Pacific women in maritime to guide partners in this objective.

In April 2018, during the 2nd Regional Conference for Pacific Women in Maritime held in Port Moresby, Papua New Guinea, the conference established a Drafting Committee to develop the regional strategy with an overall objective of regional coordination and providing guidance towards progressing gender equity and equality in the Pacific maritime sector.

The regional strategy establishes a vision for the Pacific region, supported by three key strategic pillars.

1. *Recognition of leadership and contribution of women in the maritime sector*
2. *Visibility of women in the maritime sector*
3. *Capacity building for women in the maritime sector*

PacWIMA will implement monitoring and reporting progress of the strategy with the support of its partners, IMO and SPC. A Theory of Change (**Annex A**) and Results Framework (**Annex B**) are designed to facilitate the implementation of the monitoring and evaluation work.

Introduction

The maritime sector is a diverse and highly complex sector. It is responsible for the flow of trade across the world's oceans, generating huge economies and providing direct and indirect employment for millions of people globally. However, only two per cent of seafarers worldwide are women, despite the fact that the global fleet continues to expand and there is a shortage in the work force,¹ particularly of officers and those with specific skills, such as engineers.

In 1988, the International Maritime Organization (IMO) launched the Women in Development (WID) programme to address the issue and went on to forge a global programme known as the Integration of Women in the Maritime Sector (IWMS). This programme has continued to make a great impact on the maritime industry through various activities, programmes and associations. Through the 1988 WID programme, IMO also spearheaded the establishment of regional support networks for capacity building for women in the maritime sector.

Whilst recognizing that there is still a long way to go to achieve gender equality in the maritime sector, gradual but encouraging progress is being made in this area, particularly over the last decade. Many programmes and resolutions are now in place, and much has been done, facilitated by organizations such as IMO, the International Transport Federation, the International Labour Organization and the International Seafarers Welfare and Assistance Network.

Between 2005 and 2010, there was a 2%² increase in the number of women employed on board ships, predominately on cruise ships, and women are becoming an increasingly large proportion of shore-side employees in the global maritime sector. It is important that this increase be maintained as part of the overall task of ensuring sustainable development in the maritime community.

A sustainable maritime community involves the challenges of ensuring social welfare, environmental protection, economic growth and strengthening of the competitive maritime community. Maritime transport is a global industry and policy makers, researchers, educational institutions, and regional and global partners need to take special care to ensure career development and employability for maritime transport professionals.

Regional context

The Pacific Island region is diverse in terms of geography, resources, population, social and customary systems, and colonial contact experience, with differing experiences of transitions to social, political and economic systems.

Women in the Pacific region are over-represented in informal, unregulated, low-wage and low-skilled jobs, often in sectors that are most vulnerable to global economic shocks. They are particularly affected by high food prices, inflation and environment degradation. Despite their vulnerability, women make a substantial contribution to livelihoods and poverty prevention within their families and communities. For example,

1 The Gender Empowerment Multi-cultural Crew (GEM) Project Report, 2015, 2016 for the ITF Seafarers Trust

2 Kitada, M; Williams, E; Frohdt, L; Maritime Women: Global Leadership, 2014, WMU.

in Solomon Islands, rural women's subsistence farming is considered a safety net that prevents extreme poverty among many Solomon Islanders. This is shown by the fact that households in rural areas are the least affected by poverty in the country, followed by households in provincial-urban centres.³

Gender parity in primary education is improving in most Pacific Island countries and territories (PICTs). In secondary and tertiary education, however, several issues affect girls' enrolment and retention rates. They include early marriage, pregnancy, the risk of harm when travelling to school, unsecure washroom facilities at school, the ever-present risk of harassment and sexual assault, and the costs associated with education. Due to gender segregated labour markets and the weight of traditional gender roles, education gains for women and girls do not always lead to better employment outcomes.

A 2012⁴ research report from the Australian Agency for International Development based on six Pacific Island countries estimated that subsistence agriculture and informal activities provide a living for 65–85% of the female population. Women traders, despite the highly informal setting in which they operate and their lack of basic business services, often make enough to cover the living costs of entire families.

Twenty-two PICTs⁵ are members of various regional organisations and agencies and form a consistent group of small islands nations in the Pacific region with a total estimated population of 11,161,800.⁶ Across the region, men outnumber women in paid employment, outside the agriculture sector, by approximately two to one, despite the Pacific population in terms of the male/female ratio being the same.

A 2012 report by the Pacific Islands Forum Secretariat (PIFS) and the Pacific Community (SPC) on inequalities in the Pacific region highlights how the effects of international food and fuel crises and economic downturns particularly affect the poor and other vulnerable groups: children, women, rural people, urban poor and groups with special needs, such as the elderly and people living with disabilities.⁷

Pacific women in maritime

Across the Pacific, women employed in the maritime sector do not fare any differently from those in other sectors: aviation, agriculture, commerce and healthcare, to name a few. The challenges and obstacles are the same across the sectors: restrictions to the labour market; violence against women; and legislation that is gender-sensitive that does not discriminate. However, in Fiji, Papua New Guinea, Solomon Islands and Vanuatu, significant progress has been reported in improving women's access to financial services, including credit and savings, especially for women in the rural areas.⁸

3 SPC Regional, Report Beijing +20: Review of progress in implementing the Beijing Platform for Action in PICTs.

4 SPC Regional, Report Beijing +20: Review of progress in implementing the Beijing Platform for Action in PICTs; page 23.

5 Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu, Vanuatu, American Samoa (United States), French Polynesia (France), Guam (United States), New Caledonia (France), Commonwealth of the Northern Mariana Islands (United States), Pitcairn Islands (United Kingdom), Tokelau (New Zealand) and Wallis and Futuna (France).

6 SPC, Pacific Regional Information System (PRISM), Statistics for Development Division, <http://www.spc.int/nmdi/population> accessed 13/07/16.

7 SPC, Pacific Regional Information System (PRISM), Statistics for Development Division, <http://www.spc.int/nmdi/population> accessed 13/07/16.

8 SPC Regional, Report Beijing +20: Review of progress in implementing the Beijing Platform for Action in PICT's; page 24.

Women in leadership roles are rare in the maritime industry because it has traditionally been a male-dominated industry, but the tide is changing and now there are women who are leaders in their own capacity serving at different levels. The gap is slowly closing but the challenges and obstacles, both physiological and psychological, remain prevalent.

As the shipping industry continues to evolve because of the nature of its complex and dynamic operations, emerging issues run parallel to its existence. These include climate change mitigation in the maritime industry, behavior change, and gender implications in Green Shipping.

One of the main methods of capacity building is mentoring and coaching. It is evident in shipboard operations, where senior officers mentor and coach lower ranking officers. This is also evidenced in onshore jobs, where a senior manager shows the subordinate how the job is done. While these opportunities are mostly found among men, as they predominate in leadership roles, mentoring and coaching can also be a catalyst for women who are already in a leadership role and for younger women. Since 2016, there has been a notable increase in training opportunities for women in a cohesive approach, as well as further strengthening measures to promote the role of women in the maritime sector. There is still a need, however, for more awareness and advocacy within the sector to make working conditions safe and appealing for women and young females.

The sector needs to be part of the gradual momentum that is evident in the region and, with strong support from partners, take a closer look at the challenges facing gender equality across all areas of the sector: the marketing of careers at sea, the accessibility and use of information about the sector in recruitment, on-board and shore-based culture, management and enforcement of applicable maritime laws and regulations, and gender-sensitive legislation.

Approach in the Pacific region

PacWIMA was the first of several regional maritime associations to be established. With the support of SPC and IMO it was first launched in 2005, but had to be relaunched in April 2016 due to lack of commitment and resources. Since then, it has been active and demonstrates the regions' willingness to form partnerships and collaborate in order to increase the participation of Pacific women in maritime.



Technical Workshop on Disaster Response Planning and Data Recovery in Niue.

Niue's Ms. Rossy Mitiapo - Director of Niue Meteorological Service and Ms. Lynsey Talagi - Maritime Administrator, Department of Transport, Ministry of Infrastructure, Commodore Fiona Freeman, Chair of SWPHC and Hydrographer of Australia, Samoa's Ms Makerita Atonio - Principal Shipping Officer, Maritime Division, Ministry of Works, Transport & Infrastructure and SPC's Ms. Francesca Pradelli - Policy and Legal Officer/ Acting Regional Safety Navigation Advisor, GeoScience, Energy and Maritime (GEM) Division, participated in this Technical Workshop.

Since the relaunch of PacWIMA, a significant number of State Women In Maritime Associations (StateWIMAs) have been successfully established and officially launched. They are Fiji (2016), Tonga (2017), Cook Islands (2017), Solomon Islands, Vanuatu and Kiribati (2018), Nauru and Tuvalu (2019). The Papua New Guinea WIMA was established and has been active since 2007. These State WIMAs play a critical role alongside parallel national efforts to increase women's representation in the sector and achieve gender equality. They promote access to maritime training and education opportunities for women and girls, and provide safe spaces for shore-based females and female seafarers to share their experiences of life on board, the lessons they have learnt, the challenges and ways to address the challenges.

In April 2017, during the third Pacific Regional Energy and Transport Ministers' Meeting organised by SPC and held in Nuku'alofa, Tonga, the ministers called for the development of a regional strategy for Pacific women in maritime. In their communique, the ministers welcomed the recent initiatives to enhance gender equality and empower women in the maritime sector. Governments, development partners, civil society and local communities were enthusiastically urged to champion the provision of an enabling environment to achieve SDG 5. The development of a regional Strategy for Pacific Women in Maritime was strongly supported and prioritized to assist with this objective.

In April 2018, during the Second 2nd Regional Conference for Pacific Women in Maritime held in Port Moresby, Papua New Guinea, the conference established a Drafting Committee with the oversight of SPC to develop this regional strategy, with the overall objective of regional coordination and providing guidance on progressing gender equity and equality in the Pacific maritime sector.

Role of PacWIMA and maritime administrations

PacWIMA plays a critical role in working with government entities, development partners, and international and regional organisations to identify and collect relevant data on women employed in the different areas of the maritime sector; to identify gender-sensitive policies, legislation and strategies at all levels of the public and private maritime sector; and to report on a comprehensive gender analysis.

The Secretariat for PacWIMA is housed within the maritime administration that has the chair of PacWIMA.

The Secretariat:

- i. provides ease of regional coordination and networking;
- ii. provides a centralised focal point;
- iii. maintains the database of all Pacific women in the maritime sector; and
- iv. improves awareness of PICTs' level of implementation through information sharing.

PacWIMA through technical support and guidance from SPC and IMO continues to create more and more opportunities and aspire to its vision of being the leading network for women's empowerment and advancement in the Pacific maritime sector.

Implementation of the strategy

Background information

Women make up half of the human population, yet do not have the same economic opportunities as men. This disparity is very pronounced in the male-dominated transportation and maritime sectors and the maritime industry. Women are now venturing into technical and leadership roles and are serving in various capacities at different levels in both sea-based and shore-based work.

Globally, the number of marine officers was reported to have increased by 34% between 2005 and 2010, and it is now estimated to have increased by 24% in the past five years. Table 1 provides a summary of the estimated global supply of seafarers since 2005.⁹

Table 1: Summary of the estimated global supply of seafarers 2005–2015

Rank	2005	2010	2015
Officers	446,000	624,000	774,000
Ratings	721,000	747,000	873,500
Total	1,187,000	1,371,000	1,647,500

Note: The estimates of 2015 are not directly comparable to previous reports due to change in approaches to data and definitions used in the scope of the report. Source: Country questionnaire 2015 and manpower reports from 2005 and 2010.

There have been few attempts to estimate the global number of women seafarers, despite increasing attention on attracting women to careers in shipping. The 2015 report¹⁰ is the first to have collected information on women seafarers, with questions about the gender of seafarers included in the Company Questionnaire, the Seafarer Survey and the Maritime Education and Training Institution Survey. The Company Questionnaire obtained substantial quantitative data about 164,550 seafarers, including their rank/role, age, nationality and gender. (The sample does not include any seafarers serving in non-marine operational roles such as hotel and catering personnel.)

Of the 164,550 seafarer’s sample, 1,587 were qualified women holding certificates issued in accordance with the STCW Convention (see Table 2). The current global percentage of women in the maritime industry sits at 2%. There is a need for innovative, complementary and robust efforts to increase this percentage.

Table 2: Number of women seafarers in the sample

	Percentage of seafarers in the sample by rank	
	Number of women seafarers in the sample	Percentage
Officers	540	0.7%
Officer trainees	734	6.9%
Ratings	306	0.4%
Rating trainees	7	0.4%
Total	1587	1.0%

Source: Comparative Questionnaire 2015¹¹

9 BIMCO Manpower Report: The global supply and demand for seafarers in 2015

10 BIMCO Manpower Report: The global supply and demand for seafarers in 2015

11 BIMCO MANPOWER REPORT, The global supply and demand for seafarers in 2015, page 39

The fact that 6.9% of the officer trainees in the sample were women indicates a positive trend that is likely to continue. It is equally positive that the largest percentage of women seafarers in the sample were training to be officers. Based on there being an **estimated 1,647,500 seafarers, and the sample data indicating that approximately 1% were female, it can be estimated that there may be around 16,500 women seafarers currently forming part of the global supply of seafarers.**¹²

These statistics do not reflect the global supply of shore-based female workers.

SPC estimates that there are 16,000 people¹³ employed in the maritime sector in the region and less than 10% of them are women, employed predominately in support, administration and mid-level management roles. Of these 10%, 5% are employed by shipping companies or agents, less than 2% are employed as seafarers serving in national fleets and less than 1% serve in foreign-going ships. Only 10 women (compared to 40 men) from the Pacific region have graduated from the World Maritime University since its inception in 1983. Similarly, only 12 Pacific women have graduated from the International Maritime Law Institute since its inception in 1988.



Captain Susana Balekana, Vice President, Fiji WIMA

There have been just seven Pacific women seafarers serving in foreign-going ships since 2017.¹⁴

Vision

To strengthen and contribute to a sustainable maritime community by providing a more inclusive, safe working environment for equal opportunities; and fair treatment for all Pacific women in the maritime sector.

Purpose

The purpose of the strategy is to guide all stakeholders' actions in order to:

- implement a coordinated approach towards achieving SDG 5 in the Pacific maritime sector;
- coordinate the monitoring, communication and reporting on all initiatives related to gender equality in maritime; and
- support PICTs' needs in developing policies, capacity and visibility for women in the maritime sector.

¹² BIMCO MANPOWER REPORT, The global supply and demand for seafarers in 2015, page 39

¹³ SPC (2011), Sectoral Notes Maritime Transport, (page 5), Secretariat of the Pacific Community, Suva

¹⁴ 2017 Regional Statistics on Pacific Women employed in the maritime sector, PacWIMA 2017

Strategic pillars, outcomes and results and indicators

Pillar 1: Recognition of leadership and contribution of women in the maritime sector

Increasing women's representation, participation and leadership roles in politics, the public and private sectors, and the development sector, including maritime, is key to achieving gender equality goals. The greater participation of women in maritime communities could translate into economic benefits from maritime resources for the region, as well as open up opportunities in ship ownership, fishing, manufacturing, shipbuilding, and natural resource extraction.

Women's leadership brings diversity into the conversation. Increasing female participation in decision-making is positive for business outcomes. Studies¹⁵ show that diversity helps solve complex problems and foster innovation. Women in decision-making broaden employee perspectives, strengthens team dynamics and offers more robust problem solving. Different viewpoints also help drive innovation. If an organization does not leverage diversity, it risks limiting its creative potential and losing its competitive advantage.



Former and current PacWIMA Executive Committee Members with SPC and IMO Representatives:

Sitting L-R: Current Executive Committee Members: Mele Lavemauu, Manager Human Resources, Ports Authority of Tonga; Ms. Ina Yasmin Kamasteia, Inter-Islands Shipping Support Scheme Administrator, Ministry of Infrastructure & Public Utilities; Ms. Rachael Kosalu Bare-Anita, Manager Environment Protection, Solomon Islands Safety Administration; Ms Patricia Oii, Chairperson & Legal Officer, National Maritime Safety Authority, PNG; Ms. Teina Mackenzie, Vice Chairperson & Cook Islands WIMA and Member Cook Islands Voyaging Society; Mrs. Anaseini Tukana, Public Relations & Communications, & Supervisor Seafarers Certification, Maritime Safety Authority of Fiji.

Standing L-R: SPC OMP Deputy Director, Mr. Thierry Nervale; Former Public Relations Office, Jordanna Mareko; Former Chairperson, Ms. Mavis Joseph-Logavatu; Former Vice Chairperson, Ms. Dinah Omeneffa; Principal Programme Assistant, Resource Mobilization & Partnership, IMO; Ms. Helen Buni; SPC OMP Maritime Training Adviser, Ms. Ore Toua, and Former Member: Ms. Tanny Saepio.

Source. SPC

Furthermore, the more women at senior leadership levels, the greater the business benefits in improving its capacity to adapt and to shift consumer preferences, creating a modern dynamic corporate brand associated with equal opportunities, flexibility and social responsibility, and enhancing stability in corporate performance and share price return. Establishment of a community of experienced women in maritime professions needs to take place at all levels and in various sectors of the industry.

NARROWING THE GENDER GAP IN EMPLOYMENT COULD INCREASE PER CAPITA IN EMERGING MARKETS LIKE PNG, BY AS MUCH AS 14% BY 2020. OUTPUT PER WORKER COULD BE 7-18% HIGHER IF FEMALE ENTREPRENEURS AND WORKERS WERE UTILISED TO THE SAME EXTENT AS MEN. PRIVATE SECTOR COMPANIES PROVIDE 9 OUT OF EVERY 10 JOBS GLOBALLY – GENDER EQUALITY WOULD ALLOW FIRMS TO UTILISE 50% MORE OF PNG'S RICHEST HUMAN RESOURCE.
MR. NEIL. PAPPENFUS, GM, PACIFIC TOWING (PNG) LTD

The PacWIMA Executive Committee appointed by consensus at the second Regional Conference for Pacific Women in Port Moresby, Papua New Guinea in April 2018.



Source: SPC

Specific long-term outcome: Improved leadership, recognition and contribution of women in the Pacific maritime sector		
<p>Result 1.1: Maritime community employers, stakeholders and government entities recognise and implement the provisions contained in international treaties pertaining to the equal treatment, empowerment and protection of women in the maritime community</p> <p>Indicator 1.1.1: Number of PICTS, maritime sector employers and other stakeholders with evidence of adoption and enforcement of relevant treaties to promote equal treatment, empowerment and protection of women in the maritime sector</p> <p>Indicator 1.2.1 Number of professional women employed in the maritime sector</p>	<p>Result 1.2: Institutional arrangements are enhanced/improved to accommodate, train, retain and progress women in the maritime sector</p> <p>Indicator 1.2.1: Institutional arrangements are enhanced/improved to accommodate, train, retain and progress women in the maritime sector</p> <p>Indicator 1.2.2: Evidence of shipping companies, crew agents, freight forwarders, stevedores and dock workers who show transformative change in knowledge (of the sector, women and workplace), attitudes and perceptions of increasing and enhancing women's status in the maritime sector</p>	<p>Result 1.3: Inclusive/direct core funding identified to sustain women in the maritime sector</p> <p>Indicator 1.3.1: Evidence of core funds allocated primarily to sustain and support women in maritime</p> <p>Indicator 1.3.2: Evidence of funds allocations from development partners</p>

Figure 1: Key results and indicators to address Pillar 1



Mel June Detenamo (NauruWIMA); Helen Buni and Bekir Sitki Ustaoglu (IMO); Thierry Nervale (SPC); Paul Unas (PNG NMSA)

Pillar 2: Visibility of Pacific women in the maritime sector

It is sometimes considered improper for women to work in this sector because of the perceived issue of promiscuity at sea and the perception that this is not a safe place for women to work. There are also expectations about a woman’s place being in the home, caring for her family, and employment on board a ship takes a woman away from home for a long time. Such social norms have been a major impediment to women’s work in the maritime community. Today, however, the maritime community offers interesting employment options, such as port engineers, maritime lawyers and stevedores, which are attracting a growing number of women wanting a different life and travel opportunities.

The use of modern media and technology is showcasing some wonderful inspirational role model stories. Coupled with success stories of women advancing in the maritime sector, these demonstrate an entry point for more awareness, advocacy and accessibility of information. Sharing success stories and lessons learnt through networking could help to remove some of the institutional barriers and cultural stigmas.



Ms Nanise Kabakoro, a member of the Executive Committee of the Fiji Women In Maritime Association, was a trainee port engineer with the Fiji Ports Corporation Limited and is currently pursuing a Masters in Civil and Structural Engineering at the University of Adelaide in Australia.

Modern media and technology can be harnessed and strengthened through PacWIMA and its members by having more interactive online discussions, participatory campaigns and visual aids, including videos, profile-posters, infographics and media mainstreaming. To strengthen these efforts, PacWIMA could engage more with cross-cutting networks and forge partnerships beyond maritime affiliated organisations as a good strategy to mainstream maritime issues across sectors. The message must be repeated and become part of daily conversations. It must aspire to inspire people to change.

Specific long-term outcome: Increased visibility of Pacific women in the maritime sector	
<p>Result 2.1: Increased number of women participating in national, regional and international forums</p> <p>Indicator 2.1.1: Evidence of increased number of women nominated and attending national, regional and international forums</p> <p>Indicator 2.1.2: Evidence of increased number of women nominated and attending technical meetings and training</p>	<p>Result 2.2: Increased awareness of maritime professions in schools and institutions of higher learning</p> <p>Indicator 2.2.1: Evidence of increased number of schools and institutions of higher learning visited and awareness sessions about maritime careers provided</p> <p>Indicator 2.2.2: Increased number of female students choosing a career in the maritime sector</p>
<p>Result 2.3: Enhanced visibility and presence of women in maritime</p> <p>Indicator 2.3.1: Evidence of increased visibility and presence of women in the maritime sector</p>	<p>Result 2.4: Increased collaboration and networks of Women In Maritime Associations with other relevant existing networks in the region and abroad</p> <p>Indicator 2.4.1: Increased number of State Women In Maritime Associations established and functioning in the Pacific region</p> <p>Indicator 2.4.2: Evidence of sharing information, invitations to attend regional and international women in maritime and related events</p>

Figure 2: Key results and indicators to address Pillar 2

Pillar 3: Capacity building of women in the maritime sector



Education is vital in promoting the integration of women in the maritime sector. Capacity building includes mentoring, coaching, sponsorships, secondment and networking opportunities.

All stakeholders must identify existing female networks in shipping in order to make women in maritime more visible as role models, paving the way for the next generation of women in maritime. Such support for women will eventually lead to the development of a critical mass of women in the maritime sector. Encouraging the maritime industry to take active steps to attract competent young people to the industry and encouraging more women to enter the engineering and technical fields of maritime professionals will also contribute to reaching a critical mass of competent women in the sector.

Including gender perspectives in the maritime sector in formal curricula will give women and men enhanced knowledge to promote gender equality in the sector. Finally, appropriate career path mentoring related to seafaring and other shore-based job opportunities, including positions in ports, logistics, maritime administration and ship-building, should be made available.

Specific long-term outcome: Developed capacity of women in the maritime sector	
<p>Result 3.1: Increased numbers of women in maritime through higher and continued learning institutions</p> <p>Indicator 3.1.1: Number of women professionals reporting improved knowledge and skills</p> <p>Indicator 3.1.2: Number of women professionals reporting taking up senior or leadership positions</p>	<p>Result 3.2: Building technical competencies of women in maritime through training and workshops</p> <p>Indicator 3.2.1: Percentage of women reporting increased technical competencies and capacity</p>
<p>Result 3.3: Improved safety and better working conditions for women on board ships</p> <p>Indicator 3.3.1: Evidence of improved and strengthened policies and enforceable legislation to promote safety and better working conditions for women on board ships.</p> <p>Indicator 3.3.2: Evidence of compliance with MLC 2006 and STCW Manila Amendments 2010.</p>	<p>Result 3.4: Enhanced support and learning environment for women in maritime to learn and support each other through mentorship and coaching</p> <p>Indicator 3.4.1: Strong evidence of established support networks nationally and regionally for sharing information and knowledge through mentorship and coaching</p> <p>Indicator 3.4.2: Evidence of mentorship, coaching and meetings</p>

Figure 3: Key results and indicators to address Pillar 3

Partnerships

Noting the inhibiting challenges in the region in advancing women’s participation in the maritime sector, continuous support, coordination of efforts and regular communication with women maritime networks remain tools to address the challenges and strengthen the progress of ensuring that women’s representation is not overlooked.

Identification of potential women to participate in more highly technical roles is a useful avenue to raise the profile of women. IMO and SPC work collaboratively and communicate on technical cooperation and capacity-building activities to increase the visibility, participation and educational opportunities of Pacific women in the maritime sector. Countries are encouraged to nominate female officers and create space and opportunities for women to participate in international and regional meetings, workshops and technical training so they can improve their skills and knowledge, thereby enabling them to occupy highly technical management roles.

Recalling the partnership that has benefited the network, progressing SDG 5 in the Pacific maritime sector and transforming it to a safe and inclusive sector require a multi-partner and long-term approach. At the core of this strategy and in response to communities’ and leaders’ calls, all international and regional development partners are invited to join efforts to support the integration of Pacific women in the maritime sector, implement initiatives to increase women’s participation and education opportunities, and mainstream gender in all maritime projects.



Monitoring performance

Monitoring progress and reporting of this strategy will be implemented by PacWIMA with the support of its partners, SPC and IMO. The monitoring and evaluation process will be informed by baseline information in **Annex C** and **D** and reported through the Result Framework in **Annex B**. This will ensure that change and objectives are achieved, as described in the Theory of Change in **Annex A**.

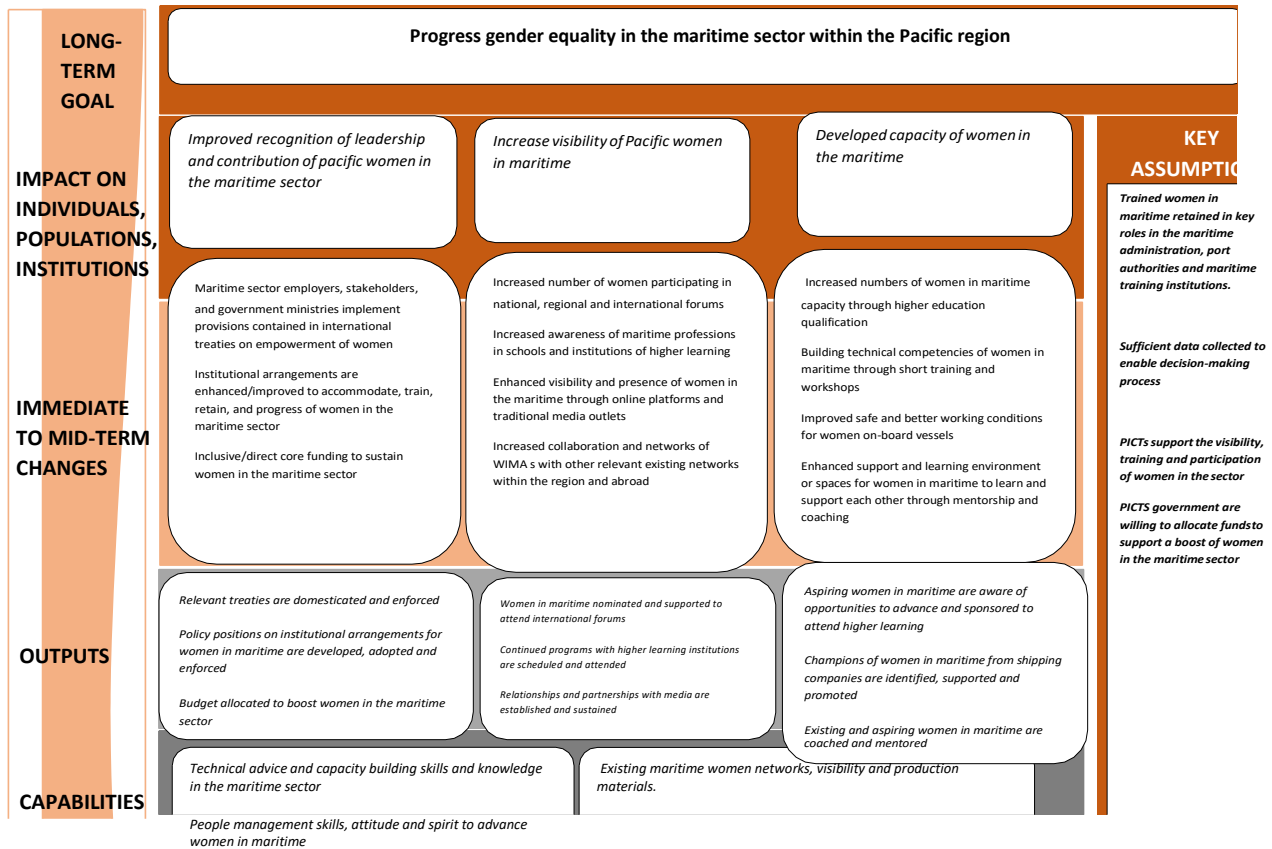
A monitoring report will be produced annually to communicate the progress being made, based on the agreed indicators. At the end of the strategy timeframe, a review and evaluation report will be produced to assess progress against the strategy indicators and agree on the new baseline indicators for the Result Framework. The full evaluation will also measure the outputs achieved by countries towards the overall goal and specific objectives.



IMLI Graduates with Masters (in Law and Humanities) from the Pacific in 2018 – Vasa Saitala (Tuvalu) Agnes Gaotee and Lavinia Engnanof (Solomon Islands)

Annexes

A: Theory of change



B: Results framework

To create and contribute to a sustainable maritime community by providing a more inclusive, safe working environment, equal opportunities, and fair treatment for all Pacific women in the maritime sector							
Long-term Outcomes	Key Results	Indicators	Activity 1	Activity 2	Activity 3	Activity 4	Comments
Improved leadership, recognition and contribution of women in the Pacific maritime sector	Result 1.1: Maritime community employers, stakeholders and government entities recognize and implement the provisions contained in international treaties pertaining to the equal treatment, empowerment and protection of women in the maritime community	Indicator 1.1.1: Number of PICTs, maritime sector employers and other stakeholders with evidence of adoption and enforcement of relevant treaties to promote equal treatment, empowerment and protection of women in the maritime sector	Conduct a stock-take and review of PICTs' national frameworks and policy for gender equality	Establish contact with maritime administrations and relevant stakeholders in PICTs to outline their respective responsibilities and potential influence over the development of policies and systems relating to all aspects of gender equality with a MoU for the formal recognition of Women in Maritime Associations	Participation of PICTs' policy development institutions and maritime administration directors (irrespective of gender) in regional conferences for PacWIMA	PICTs' maritime administrations to nominate women in maritime to attend training in WMU, IMLI, Lloyds Maritime College, University of Tasmania and recognized maritime training institutes	Important to know channel of communications in PICTs to address issue for enforcement and follow-up
		Indicator 1.1.2: Number of professional women employed in the maritime sector	Analyze base-line data and desegregate, collected through PacWIMA hub to identify age, wages and salaries and level of professional development	Identify and mobilize champions (male/ female) to raise awareness, support and report on the role of women in all capacities	Network and promote employment opportunities for women at professional level in government and the private sector		
	Result 1.2: Institutional arrangements are enhanced/improved to accommodate, train, retain and progress women in the maritime sector	Indicator 1.2.1: Number of PICT governments showing progress on advancing women in maritime participation and progress at all levels	Strengthen staff development and career change within the maritime industry for women	Secure job opportunities that men normally do, for women, and provide necessary training, e.g. port security guards	Develop a matrix template that indicates career path for each (sea-based and shore based) positions as a tool to boost and guide career development/succession planning for women.		Career path in the maritime sector
		Indicator 1.2.2: Evidence of shipping companies, crew agents, freight forwarders, stevedores and dock workers who show transformative change in knowledge (of sector, women and workplace), attitude and perceptions of increasing and enhancing the status of women in the maritime sector	Provide necessary trainings and upgrade for existing women in respective maritime sector for proper qualification and promoting equal opportunities	Identify training opportunities locally and abroad and work with relevant institutions for recognition as a qualification	Derive and adopt an equal opportunity policy in the workplace that promotes women in leadership roles		
	Result 1.3 Inclusive/direct core funding to sustain women in the maritime sector	Indicator 1.3.1: Evidence of core funds allocated primarily to sustain and support women in maritime	Explore funding opportunities through maritime administration	Encourage membership fees for PacWIMA and State WIMAs and monitor renewal to generate funds annually	Networking with partners in maritime		
			List initiatives created to sustain and support women in maritime with direct support				
			Indicator 1.3.2: Evidence of funds allocations from development partners	Secure and sustain funding for projects and activities of women in the maritime sector	Update PacWIMA hub on activities and funding		

To create and contribute to a sustainable maritime community by providing a more inclusive, safe working environment, equal opportunities, and fair treatment for all Pacific women in the maritime sector							
Long-term Outcomes	Key Results	Indicators	Activity 1	Activity 2	Activity 3	Activity 4	Comments
Increased visibility of Pacific women in the maritime sector	Result 2.1: Increased number of women participating in national, regional and international forums	Indicator 2.1.1: Evidence of increased number of women nominated and attending national, regional and international forums	Identify focal points in PICTs and establish a good working relationship	Select women from various positions in maritime to participate in national, regional and international forums to boost StateWIMA establishment	Advocate for a policy to ensure women's participation at national, regional and international meetings to boost women in maritime and PacWIMA work		
		Indicator 2.1.2: Evidence of increased number of women nominated and attending technical meetings and training	Identify focal points in PICTs and establish a good working relationship	Promote the active involvement of women in technical areas of maritime			Target: By 2024, there is strong evidence of increased number of women in maritime, and application of improved technical competencies, and representation in maritime meetings and conferences
	Result 2.2: Increased awareness of maritime professions in schools and institutions of higher learning	Indicator 2.2.1: Evidence of number of schools and institutions of higher learning visited and awareness sessions of maritime careers provided	Set up an open day for maritime institutions and invite public and schools	Identify the regulator of maritime schools in PICTs and address career paths in maritime professionals			Target: By 2024, there is tangible evidence that schools and higher learning institutions incorporate maritime professional careers in their education system
		Indicator 2.2.2: Increased number of female students choosing a career in the maritime sector	Offer scholarships to students to study in maritime institutions and programmes	Carry out awareness programmes at primary and secondary schools and in maritime communities and hold career expos on the importance of shipping to the individual and economy	Encourage student membership of State WIMAs		PICTs to decide how to allocate scholarships
	Result 2.3: Enhanced visibility and presence of women in maritime	Indicator 2.3.1: Evidence of increased visibility and presence of women in the maritime sector	Participate in the meetings of the Governing Council of the Pacific Island Maritime Conference	PacWIMA to regularly update websites, real time event publications and press releases, brochures and promote opportunities for women in maritime to administer and moderate online forums related to maritime	Identify, collect and share success stories of women in maritime roles through various media and highlighted by PacWIMA	Recognition and promotion of Day for Women In Maritime (D4WIM)	
	Result 2.4: Increased collaboration and networks of Women in Maritime Association (WIMAs) with other	Indicator 2.4.1: Increased number of State Women In Maritime Associations established and functioning in the Pacific	Provide advisory assistance to State WIMAs to promote establishment	Periodically review data on PacWIMA hub to identify PICTs yet to establish State WIMAs	Connect existing and aspiring WIMAs to mobilize women in maritime activities on a global scale		

	<p>relevant existing networks in the region and abroad</p>	<p>Indicator 2.4.2: Evidence of sharing information, invitation to attend regional and international women in maritime and related events</p>	<p>Update PacWIMA secretariat with events attended by women in maritime for upload to the media</p>	<p>Promote career path for sea based and shore based women in Business.</p>	<p>Promote an international conference for World Women in Maritime every 5 years</p>		
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To create and contribute to a sustainable maritime community by providing a more inclusive, safe working environment, equal opportunities, and fair treatment for all Pacific women in the maritime sector

Long-term Outcomes	Key Results	Indicators	Activity 1	Activity 2	Activity 3	Activity 4	Comments
Developed capacity of women in the maritime sector	Result 3.1: Increased numbers of women in maritime capacities through higher and continued learning institutions	Indicator 3.1.1: Number of women professions reporting improved knowledge and skills	Conduct a needs assessment/training needs analysis on maritime range of employment designation from PICTs, WIMA focal points and update PacWIMA	Secure online scholarships from Lloyds Maritime College and recognized maritime training institutes	Participate in national and regional training on updates in maritime and other relevant sectors	Create professional development programs for women in maritime within Maritime Administrations, shipping companies, ports, etc	
		Indicator 3.1.2: Number of women professionals reporting taking up senior or leadership positions	Review data from PacWIMA hub to identify senior women in maritime and professional development areas	Secure scholarships from WMU, IMLI, Lloyds Maritime College, University of Tasmania and recognized maritime training institutes including for short courses	Update to PacWIMA hub upon completion of maritime professional development		
	Result 3.2: Building technical competencies of women in maritime through training and workshops	Indicator 3.2.1: Percentage of women reporting increased technical competencies and capacity	Promote strategic training and frameworks with training colleges and institutions	Strengthen the participation of women from the government and private sectors	Update figures to PacWIMA hub	PacWIMA undertakes data analysis and provide updates and trends to demonstrate changes.	
		Indicator 3.2.2: Number of women qualified and promoted	Provide internship or secondment to regional and international maritime workplace	Encourage internal promotion for technical women in maritime			
	Result 3.3: Improved safety and better working conditions for women on board ships	Indicator 3.3.1: Evidence of improved and strengthened policies and enforceable legislation to promote safe and better working conditions for women on board ships	Develop gender-sensitive policy manual for the workplace	Create a safe space for women in the sector with regular meetings	Consult with ship owners, relevant stakeholders and users on draft legislation	Conduct an analysis of PICTs status on legislation	Effective to enforce policies and regulations if facilitated through the PICTs maritime administration
		Indicator 3.3.2: Evidence of compliance with MLC 2006 and STCW Manila Amendments 2010	Provision of facilities on board for women seafarers for their safety and security	Upgrade of women seafarers' certificates	Develop work agreement for women seafarers		
	Result 3.4: Enhanced support and learning environment or spaces for women in maritime to learn and support each other through mentorship and coaching	Indicator 3.4.1: Percentage of women and youth trained, reporting increased knowledge and capacity	State WIMAs to promote mentorship and coaching at national level, either for domestic shipping companies or seafarers at maritime institutes	Provide awareness on the importance of shipping to youths, families and the economy			
		Indicator 3.4.2: Evidence of mentorship, coaching and meetings	StateWIMA to report activities to PacWIMA Secretariat annually	Provide venues for mentorship, coaching and meetings			

C: 2017 Regional statistics on Pacific women employed in the maritime sector

	Range of Designations:	Cook Islands	Federate State of Micronesia	Fiji	French Polynesia	Kiribati	Marshall Islands	Nauru	New Caledonia	Niue	Palau	Papua New Guinea	Samoa	Solomon Islands	Tonga	Tuvalu	TOTAL	
1	Number of women employed in the maritime administration as support staff	12	4	18	3	3	4	0	5	2	3	31	2	6	6	1	9	109
2	Number of women employed in the port authority	4	4	18	3	3	4	4	4	7	0	40	0	50	20	1	0	162
3	Number of women employed in maritime training institutes (support staff/ lecturers)	0	3	7	3	3	3	0	4	0	0	27	0	1	0	1	4	56
4	Number of women employed by shipping companies / agents	10	5	148	0	0	0	0	10	2	14	250	2	44	37	1	11	534
5	Number of women employed as stevedores	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4
6	Number of women employed as maritime lawyers	1	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	4
7	Number of women employed as marine pilots (certified/ trainee)	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2
8	Number of women employed as port security guards/ personnel	0	0	0	0	0	0	0	0	3	4	0	1	2	0	0	0	10
9	Number of women employed as port and flag state inspectors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Number of women employed as naval architects	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Number of women employed as ship builders	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Number of women employed as marine insurance brokers	0	0	10	0	0	0	0	0	0	3	0	0	0	0	0	0	13
13	Number of women employed as cartographers / hydrographers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Number of women employed as marine accident investigators	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	5
15	Number of women employed as ship brokers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16	Number of female seafarers employed on domestic ships	0	0	30	0	0	0	0	0	0	0	22	19	5	0	1	15	92
17	Number of female seafarers employed on foreign-going ships	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	7
18	Number of women employed as tug operators	0	0	38	0	0	0	0	0	1	3	0	0	0	0	0	0	42
19	Number of women employed as tourist boat operators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	Number of women employed as offshore ship operators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21	Number of women employed as officers in sea mining	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
22	Number of women employed in the dockyard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
23	Number of women employed as crane operators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24	Number of women graduated from WMU	0	0	1	0	0	0	0	0	0	0	1	0	1	3	0	0	6
25	Number of women graduated from IMLI	1	0	3	0	1	0	0	0	1	0	0	3	0	0	0	0	9
26	Number of women as ISPS inspectors	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	0	6
	TOTAL	30	16	281	9	10	11	4	23	18	32	377	27	111	66	5	41	1061

(SPC January 2017)

D: 2020 Regional Statistics On Pacific Women Employed In The Maritime Sector

Range of Designations:		Cook Islands	Federate State of Micronesia	Fiji	French Polynesia	Kiribati	Marshall Islands	Nauru	New Caledonia	Niue	Palau	Papua New Guinea	Samoa	Solomon Islands	Tonga	Tuvalu	TOTAL
1	Number of women employed in the maritime administration as support staff													6			8
2	Number of women employed in the port authority													50			7
3	Number of women employed in maritime training institutes (support staff/ lecturers)													3			4
4	Number of women employed by the shipping companies / agents													100			9
5	Number of women employed as stevedores													0			
6	Number of women employed as maritime lawyers													2			
7	Number of women employed as marine pilots (certified/ trainee)													0			
8	Number of women employed as port security guards/ personnel													2			
9	Number of women employed as port and flag state inspectors													0			
10	Number of women employed as naval architects													0			
11	Number of women employed as ship builders													0			
12	Number of women employed as marine insurance brokers													0			
13	Number of women employed as cartographers / hydrographers													0			
14	Number of women employed as marine accident investigators													0			
15	Number of women employed as ship brokers													0			
16	Number of female seafarers employed on domestic ships													10			11
17	Number of female seafarers employed on foreign-going ships													0			190 ⁶
18	Number of women employed as tug operators													0			
19	Number of women employed as tourist boat operators													0			
20	Number of women employed as offshore ship operators													0			
21	Number of women employed as officers in sea mining													0			
22	Number of women employed in the dockyard													1			
23	Number of women employed as crane operators													0			
24	Number of women graduated from WMU													1			
25	Number of women graduated from IMLI													3			
26	Number of women as ISPS inspectors													0			
27	Number of women on traditional vakas													0			
28	Number of women not specified in the designations above ¹													6			
TOTAL														184			

¹ For example Search and Rescue Officers, Marine Environment Officer, Marine Radio Operators, Immigration and Boat Patrol Officers, Maritime Auditors

D: 2020 Regional Statistics On Pacific Women Employed In The Maritime Sector

