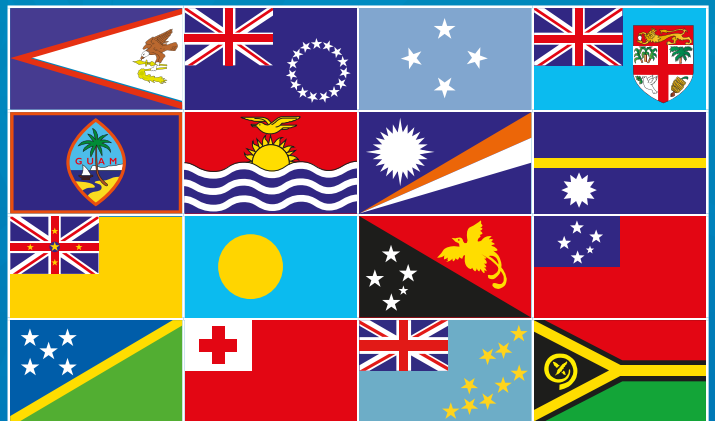




Regional Strategy for Pacific Women In Maritime 2020–2024



Regional Strategy for Pacific Women In Maritime 2020–2024



Pacific Community
Suva, Fiji, 2019

© Pacific Community (SPC) 2019

All rights for commercial/for profit reproduction or translation, in any form, reserved. SPC authorises the partial reproduction or translation of this material for scientific, educational or research purposes, provided that SPC and the source document are properly acknowledged. Permission to reproduce the document and/or translate in whole, in any form, whether for commercial/for profit or non-profit purposes, must be requested in writing. Original SPC artwork may not be altered or separately published without permission.

Original text: English

Pacific Community Cataloguing-in-publication data

Regional Strategy for Pacific Women In Maritime 2020–2024

1. Women — Oceania.
2. Transportation — Oceania.
3. Navigation — Oceania.
4. Gender — Oceania.

I. Title II. Pacific Community

305. 40995

AACR2

ISBN: 978-982-00-1202-8

Contents

Foreword	iv
Statement from the Minister for Works, Transport and Infrastructure, Government of Samoa.....	v
Statement from SPC Director-General	vi
Statement from the PacWIMA Chairperson	vii
Executive summary	1
Introduction	2
Regional context.....	2
Pacific women in maritime.....	3
Approach in the Pacific region.....	4
Role of PacWIMA and maritime administrations.....	5
Implementation of the strategy.....	5
Background information	5
Vision	7
Purpose	7
Strategic pillars, outcomes and results and indicators.....	8
Partnerships	12
Monitoring performance	13
A: Theory of change.....	14
Annexes	14
A: Theory of change.....	14
B: Results framework	15
C: 2017 Regional statistics on Pacific women employed in the maritime sector	18
D: 2019 Regional statistics on Pacific women employed in the maritime sector.....	19

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 that girls and women fulfil their potential and aspirations in a meaningful way.

Sustainable Development Goal (SDG) 5 – Achieve gender equality and empower all women and girls – requires addressing 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 (the SAMOA Pathway), constitute the regional operational framework to strengthen existing policies and achieve SDG 5.

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

Traditionally, the maritime sector was known as a male-dominated industry, but the narrative is slowly changing as a result of robust platforms that promote diversity and inclusivity in the workplace and are tools for a more comprehensive way of advancing equal participation of men and women in maritime.

The call for the development of a regional strategy for Pacific women in maritime by Pacific ministers responsible for the transport and energy sectors is a reflection of the responsibilities and obligations to progress gender equality in the maritime sector and contribute to achieving SDG 5.

This regional strategy is the first in the global maritime community, which is a reflection of the region’s commitment to empower Pacific women in the maritime sector. It calls for collaboration, strengthening existing alliances and forging new partnerships. It articulates the aspirations 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 Pacific Island countries and territories.

Statement from the Minister for Works, Transport and Infrastructure, Government of Samoa

In the past 20 years, Pacific Island countries and territories have made commitments to achieve gender equality and continues to acknowledge how critical it is to sustainable development.

The Samoa National Policy for Gender 2016–2020 priorities includes building an institutional mechanism for the advancement of women and girls, reducing violence against women and girls, ensuring better health and sustainable economic independence for women, and increasing participation of women in public life and decision-making.

These priorities are interlinked and reaffirm the aspirations of the regional commitments in the Action for the Advancement of Women and Gender Equality, the Small Island Developing States (SIDS) Accelerated Modalities of Action (the SAMOA Pathway) and the Pacific Platform for Action on Gender Equality and Women’s Human Rights (2018–2030). These priorities emanated from the 13th Triennial Conference of Pacific Women and the 6th Meeting of the Pacific Ministers for Women.

Advancing these priorities in development sectors such as transport is paramount if we want to progress gender equality and achieve measurable and significant results for all women and girls. The dedication of governments; partners; and women in maritime networks at the national, regional and global levels have demonstrated the capacity of our region to mobilise resources and expertise. I commend the support of the Pacific Community and the International Maritime Organization to the Pacific Women In Maritime Association and its affiliated national associations, which include the Samoa Women In Maritime Association.

In 2017, the Pacific leaders responsible for maritime transport called for the development of a regional strategy for Pacific women in maritime as a first priority and must now show leadership and commitment to progress gender equality in maritime and contribute to the achievement of Sustainable Development Goals 5: Achieve gender equality and empower all women and girls.

On the occasion of the Fourth Pacific Regional Energy and Transport Ministers’ Meeting in 2019 in Samoa, the ministers launched this *Regional Strategy for Pacific Women In Maritime (2020–2024)*, a world first. It demonstrates the conscious decision to achieve the objectives and aspirations of all women and girls to be recognised, visible and have equal opportunities in maritime careers.



Honourable Papali’itele Unasa Tapunu’u Niko Lee Hang
Minister for Works, Transport and Infrastructure,
Government of Samoa

Statement from SPC Director-General

The *Pacific Community Strategic Plan 2016–2020* sets out our organisation’s strategic direction and priorities. The plan addresses the challenges of our region with regard to gender inequity, increasing inequality and poverty, youth unemployment and shortages of skilled labour. One of the objectives of the plan’s Goal 2 – Pacific communities are empowered and resilient – is *to advance social development through the promotion of human rights, gender equality, cultural diversity and opportunities for young people*.

Social development, following people-centered and social inclusion approaches, underpins SPC’s scientific and technical programmes. They integrate gender assessments and gender mainstreaming activities, and measure outcomes related to empowering women, providing equitable capacity-development opportunities and offering a space to address issues of women working in many sectors. SPC continues to work with its member governments and the International Maritime Organization (IMO) to strengthen national and regional networks and support the establishment of national associations of women in maritime after PacWIMA was revived in 2016 in Tonga.

Since then, ten countries have established a national association and are playing a critical role in increasing the recognition and visibility of women in the maritime sector. I commend the leading role of Papua New Guinea, which provides office space and direct administrative support to PacWIMA. Significant results have been achieved by the Pacific network of women in maritime, offering opportunities of fellowships and international training courses, and involving women in various technical activities conducted by SPC in the region.

Building on this momentum and the regional call of transport ministers to make a priority of developing a regional strategy for Pacific women in maritime, SPC with PacWIMA conducted an extensive drafting and consultative process to be in position to submit, at the 2019 Pacific Regional Energy and Transport Ministers’ Meeting, this *Regional Strategy for Pacific Women In Maritime 2020–2024*.

The regional strategy is a positive milestone and testament to development sectors advancing gender equality and contributing to a range of the UN Sustainable Development Goals beyond gender equality (goal 5). These include decent work and economic growth (goal 8); industry, innovation and infrastructure (goal 9); sustainable cities and communities (goal 11); responsible consumption and production (goal 12); climate action (goal 13); and life below water (goal 14). Three pillars form the foundation of this strategy: recognition of leadership and contribution of women in the maritime sector, visibility of Pacific women in the maritime sector, and capacity building of women in the maritime sector.

These pillars support a consistent approach to a more inclusive, safer working environment, equal opportunities and fair treatment for all Pacific women in the maritime sector. I commend all those who dedicated resources to develop this regional strategy and call on all SPC members and partners to help achieve its outcomes.

Colin Tukuitonga
Director-General
Pacific Community

Statement from the PacWIMA Chairperson

The relaunch of the Pacific Women In Maritime Association (PacWIMA) in April 2016 was the paradigm shift that the region needed to remobilise, reignite, and contribute meaningfully to a sustainable maritime community by providing a more inclusive, safer working environment; equal opportunities; and fair treatment for all Pacific women in the maritime sector.

What do we need to change?

1. Globally, women represent only 2% of the 1.2 million seafarers. The perception, and often the reality, is that a ship is not a safe environment for women. The traditional view that a woman's place is in the kitchen is culturally entrenched in families and societies. How do we change that?
2. In the Pacific, it is estimated that there are some 16,000 persons working in the maritime sector and less than 10% of these are women. How can we facilitate better access for women and ensure that they are equally represented at all levels, including leadership levels?
3. Despite their attraction to the ocean, young people often do not consider the maritime sector for their career, although the sector has a wide range of opportunities to offer and is an innovative and fast-changing/adaptive industry. How can we promote the maritime sector and attract more young people, especially women?

This *Regional Strategy for Pacific Women In Maritime 2020–2024*, a first for the Pacific and a first globally, will be our compass of innovation and success, as we collectively work in addressing these pertinent questions with the Pacific Community, the International Maritime Organization (IMO), governments, maritime administrations, employers, communities and development partners. This effort will go a long way towards implementing Sustainable Development Goal 5: *Achieve gender equality and empower all women and girls*.

Also poignant is the global community's call to raise awareness of the importance of gender equality and to highlight the valuable– yet under-utilised – contribution of women in the maritime sector with this year's IMO theme for World Maritime Day – *Empowering Women in the Maritime Community* – and the IMO's annual Day for Seafarers 2019 campaign – *I am on board with gender equality*. It is also fitting that, given the statistics of Pacific women in the maritime sector, the Pacific is leading the way with the celebration of the Day for Women In Maritime (D4WIM). The vision is for D4WIM to become a global phenomenon, to be celebrated annually and to focus on women in, and intending to join, the maritime sector. It should encourage governments, maritime administrations, ship owners, ship operators, and all other relevant agencies to take action, set clear targets and see some tangible outcomes, namely, more women in leadership roles, more women being visible in the sector, and more women having equal access to capacity-building opportunities.

The *Regional Strategy for Pacific Women In Maritime 2020–2024*, endorsed by the transport ministers at the Fourth Pacific Regional Energy and Transport Ministers' Meeting in Apia, Samoa on 19 September 2019, is a huge milestone for every woman and girl in the Pacific region. It is a reflection of our Pacific leaders' commitment to ensure that no one is left behind.

On behalf of PacWIMA, and its national chapters in Cook Islands, Fiji, Kiribati, Nauru, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tuvalu and Vanuatu, I thank our governments, maritime administrations, employers, communities, development partners, IMO and SPC in supporting the effort to achieve gender equality and the empowerment of all women and girls.

Patricia Oii
Chairperson
Pacific Women In Maritime Association

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 partnered to develop a 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*

Monitoring and reporting progress of the strategy will be implemented by PacWIMA with the support of its partners, IMO and SPC. A Theory of Change 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 the purpose of capacity building for women in the maritime sector.

Whilst recognising 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 organisations such as IMO, the International Transport Federation, the International Labor 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; Frohody, 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 PICTs; 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 region's 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 Mitiepo – 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 (State WIMAs) have been successfully established and officially launched. They are Fiji (2016), Tonga (2017), Cook Islands (2017), Solomon Islands, Vanuatu, Kiribati (2018), Samoa, 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 prioritised to assist with this objective.

In April 2018, during the Second 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, with 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

Number of women seafarers in the sample		Percentage of seafarers in the sample by rank
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

Annex D shows the current data of women in the Pacific maritime sector. The data reflects the number of women employed in the various range of designation in the maritime sector with an increase of about 700 more women in the Pacific maritime sector. However, resources and emphasis on educational opportunities still needed in building the technical expertise and competencies of women in the sector to demonstrate statistically the narrowing of gender gap.¹⁵

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.¹⁶

Purpose

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

- implement a coordinated approach towards achieving SDG 5¹⁷ 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

¹⁵ At the time of publication, FSM, RMI, New Caledonia and Palau had yet to submit their data

¹⁶ Maritime Sector "means the shipping sector, shipping or maritime sector and actors associated directly with it, such as shipping companies, maritime communications, maritime services including legal services of law firms and lawyers, maritime education and training, authorities, and organisations and Associations.

¹⁷ SDG 5 also transcends across other related SDG's such as 1, 4, 8, 10 and 17.

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. Studies¹⁸ show that diversity helps solve complex problems and foster innovation. Women in decision-making broadens employee perspectives, strengthens team dynamics and offers more robust problem-solving. Different viewpoints also help drive innovation. If an organisation 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 Omenefa; 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

¹⁸ Global Diversity and Inclusion: Fostering Innovation Through a Diverse Workforce; Forbes, Insights

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 Papua New Guinea by as much as 14%. Output per worker could be 78% higher if female entrepreneurs and workers were utilised to the same extent as men. Private sector companies provide nine out of every ten jobs globally. Gender equality would allow firms to utilise 50% more of PNG's richest human resource.

Mr. Neil Papenfus, GM, Pacific Towing (PNG) Ltd

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 PICT governments showing progress on advancing women in maritime participation and progress at all levels</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 sector, women and workplace), attitude and perceptions of increasing and enhancing the status of women 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 (Nauru-WIMA); 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 Association (WIMAs) 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.

<i>Specific long-term outcome: Developed capacity of women in the maritime sector</i>	
<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>Indicator 3.2.2: Number of women qualified and promoted</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 safe 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 or spaces for women in maritime to learn and support each other through mentorship and coaching</p> <p>Indicator 3.4.1: Percentage of women and youth trained, reporting increased knowledge and capacity</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

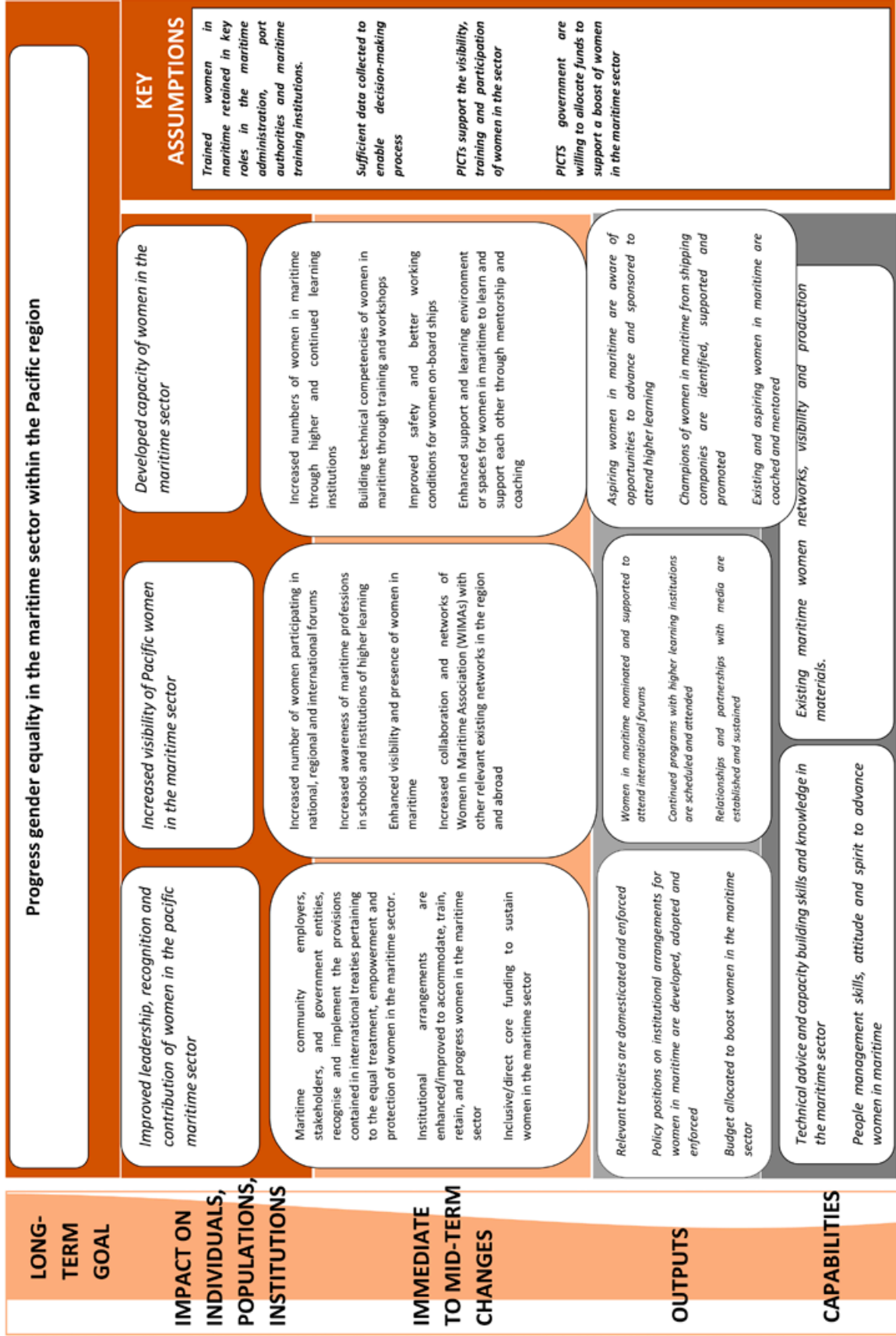
Monitoring progress and reporting of this strategy will be implemented by PacWIMA with the support of its partners, SPC and IMO. The monitoring and evaluation process will be informed by baseline information in **Annex C** and **D** and reported through the Result Framework in **Annex B**. This will 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)

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	<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>	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, Loyds Maritime College, University of Tasmania and recognised maritime training institutes	Important to know channel of communications in PICTs to address issue for enforcement and follow-up
		<p>Indicator 1.1.2: Number of professional women employed in the maritime sector</p>	Analyse base-line data and desegregate, collected through PacWIMA hub to identify age, wages and salaries and level of professional development	Identify and mobilise 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	<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: Number of PICT governments showing progress on advancing women in maritime participation and progress at all levels</p>	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
		<p>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</p>	Provide necessary trainings and upgrade for existing women in 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	<p>Result 1.3 Inclusive/direct core funding 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>	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		
		<p>Indicator 1.3.2: Evidence of funds allocations from development partners</p>	List initiatives created to sustain and support women in maritime with direct support	Update PacWIMA hub on activities and funding of 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 top students to study in maritime institutions	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	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)	
		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 mobilise women in maritime activities on a global scale		
Result 2.4: Increased collaboration and networks of Women In Maritime Association (WIMAs) with other relevant existing networks in the region and abroad	Result 2.4: Increased collaboration and networks of Women In Maritime Association (WIMAs) with other relevant existing networks in the region and abroad	Indicator 2.4.2: Evidence of sharing information, invitation to attend regional and international women in maritime and related events	Update PacWIMA secretariat with events attended by women in maritime for upload to the media	Promote career path for sea based and shore based women in Business.	Promote an international conference for World Women In Maritime every 5 years		

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

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	Vanuatu	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: 2019 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	Vanuatu	TOTAL
1	Number of women employed in the maritime administration as support staff	8	-	20	-	15	-	0	-	5	-	33	2	6	7	4	8	108
2	Number of women employed in the port authority	6	-	35	-	17	-	5	-	2	-	143	0	50	21	2	7	288
3	Number of women employed in maritime training institutes (support staff/lecturers)	0	-	0	-	15	-	0	-	0	-	25	0	3	-	1	4	48
4	Number of women employed by shipping companies / agents	14	-	233	-	41	-	5	-	0	-	455	2	100	26	2	9	887
5	Number of women employed as stevedores	0	-	0	-	0	-	0	-	0	-	3	0	0	-	-	-	3
6	Number of women employed as maritime lawyers	2	-	1	-	0	-	0	-	1	-	6	0	2	-	-	-	12
7	Number of women employed as marine pilots (certified / trainee)	0	-	0	-	0	-	0	-	0	-	2	0	0	-	-	-	2
8	Number of women employed as port security guards/ personnel	0	-	0	-	2	-	0	-	2	-	2	1	2	-	-	-	9
9	Number of women employed as port and flag state inspectors	0	-	0	-	0	-	0	-	0	-	0	0	0	-	-	-	-
10	Number of women employed as naval architects	1	-	0	-	0	-	0	-	0	-	0	0	0	-	-	-	1
11	Number of women employed as ship builders	0	-	0	-	0	-	0	-	0	-	0	0	0	-	-	-	-
12	Number of women employed as marine insurance brokers	0	-	0	-	0	-	0	-	0	-	0	0	0	-	-	-	-
13	Number of women employed as cartographers / hydrographers	0	-	4	-	0	-	0	-	0	-	1	0	0	-	-	-	5
14	Number of women employed as marine accident investigators	0	-	0	-	0	-	0	-	1	-	0	0	0	1	-	-	2
15	Number of women employed as ship brokers	0	-	0	-	0	-	0	-	0	-	3	0	0	7	-	-	10
16	Number of female seafarers employed on domestic ships	0	-	0	-	0	-	0	-	0	-	15	19	10	-	-	11	55
17	Number of female seafarers employed on foreign-going ships	0	-	0	-	20	-	0	-	0	-	0	0	0	-	-	190 ¹⁶	210
18	Number of women employed as tug operators	0	-	0	-	0	-	1	-	0	-	2	0	0	-	-	-	3
19	Number of women employed as tourist boat operators	0	-	0	-	0	-	0	-	0	-	0	0	0	13	-	-	13
20	Number of women employed as offshore ship operators	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	-	-	-	-
22	Number of women employed in the dockyard	0	-	0	-	0	-	0	-	0	-	0	0	1	-	-	-	1
23	Number of women employed as crane operators	0	-	0	-	0	-	0	-	0	-	0	0	0	-	-	-	-
24	Number of women graduated from WMU	0	-	1	-	0	-	0	-	0	-	1	0	1	3	-	-	6
25	Number of women graduated from IMLI	0	-	2	-	0	-	0	-	1	-	0	3	3	-	1	-	10
26	Number of women as ISPS inspectors	0	-	0	-	0	-	0	-	0	-	6	0	0	-	-	-	6
27	Number of women on traditional vakas	9	-	1	-	0	-	0	-	0	-	0	-	0	1	-	-	11
28	Number of women not specified in the designations above*	25	-	41	-	17	-	0	-	24	-	45	-	6	7	-	-	165
	TOTAL	65	-	338	-	127	-	11	-	36	-	742	27	184	86	10	229	1855

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

16 190 females are employed by the 5 P&J Cruise Ships

Produced by the Pacific Community (SPC)

Pacific Community
Private Mail Bag, Suva, Fiji
Phone: +679 337 0733
Email: spc@spc.int
Website: www.spc.int

© Pacific Community (SPC) 2019

ISBN 978-982-00-1202-8



9 789820 012028