



# Gender mainstreaming within the concept of maritime clusters

Mrs. Lorraine Masiza  
WOMESA Regional Chairperson  
27 November 2018





## WOMESA OVERVIEW

- Association for Women in the maritime sector in Eastern and Southern Africa.
- Established by the International Maritime Organization (IMO) and launched in December 2007, in Mombasa, Kenya under the IMO's programme on the integration of Women in the Maritime Sector (IWMS).

**Vision:** "To spearhead the advancement of women as a key resource in the maritime sector"





## AIMS TO:



- Call for the formation of local chapters in each member State to determine and prioritize implementation of the identified Womesa programmes.
- A Consultant was commissioned by the United Nations Development Program (UNDP) to facilitate the Strategic Planning Workshop and systematically guide the workshop participants in the formulation of the five-year Strategic Plan (2014-2019).
- All these efforts aimed at mainstreaming women into strategic decision making platforms in the Global Maritime Space particularly on the African Continent

# WOMESA AFFILIATION



Sponsors



*AWIMA*  
*Arab Women in Maritime Association*





# Gender mainstreaming, Introduction



# WOMEN AT SEA

**1-2%**

of the world's **1.25m seafarers** are women, serving on some **87,000 ships** <sup>1</sup>

**26%**

on cruiseships

WHERE  
WOMEN  
WORK  
AT SEA

**68%**

on ferries <sup>1</sup>

**2 in 5**

DO NOT HAVE ACCESS TO A  
SANITARY BIN ONBOARD <sup>2</sup>

**17%**

said in a 2015 survey they  
had experienced sexual  
harassment at sea <sup>2</sup>

*but...*

**50%**

said it was an issue during  
an earlier pilot study

**SOURCES:**

1. IMO: 1992.

2. 'WOMEN SEAFARERS' HEALTH AND WELFARE SURVEY', 2015; IMHA, ISWAN, ITF, SHS.

# 5 GENDER EQUALITY

Achieve gender equality and  
empower all women and girls



# WOMEN AT SEA

## 1-2%

of the world's 1.25m seafarers  
are women, serving on some  
87,000 ships <sup>1</sup>

## 26%

on cruiseships

WHERE  
WOMEN  
WORK  
AT SEA

## 68%

on ferries <sup>1</sup>

## 2 *in* 5

DO NOT HAVE ACCESS TO A  
SANITARY BIN ONBOARD <sup>2</sup>

## 17%

said in a 2015 survey they  
had experienced sexual  
harassment at sea <sup>2</sup>

*but...*

## 50%

said it was an issue during  
an earlier pilot study

SOURCES:

1. IMO; 1992.

2. 'WOMEN SEAFARERS' HEALTH AND WELFARE SURVEY', 2015; IMHA, ISWAN, ITF, SHS.

# CURRENT STATUS

## Global Maritime Gender Representation



2%



98%



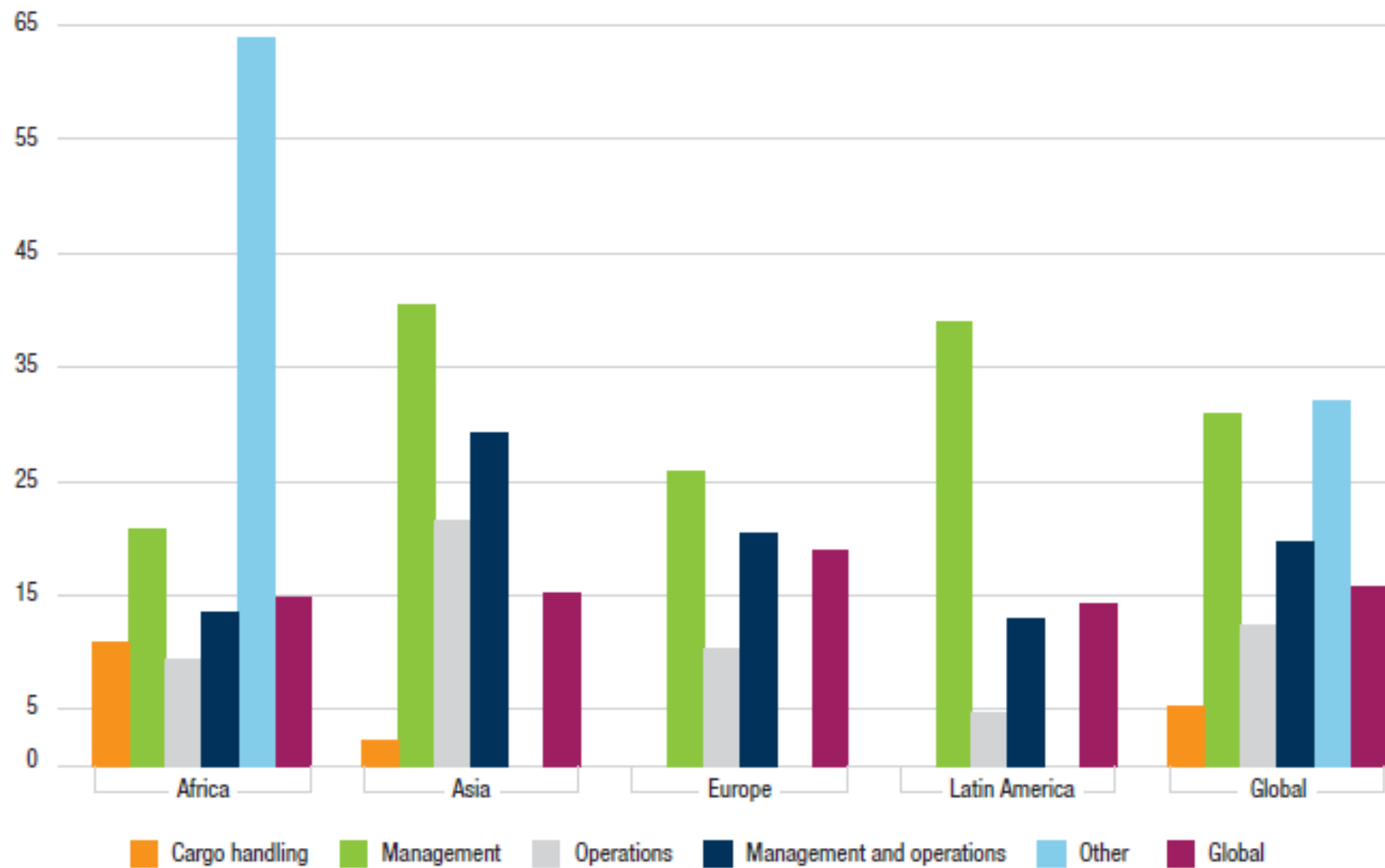
Minimal representation of female on board ships, in management roles and in other maritime general functions.

Male dominating the entire cluster and all functional levels





**FEMALE PARTICIPATION RATE, BY AREA OF ACTIVITY,  
2010–2017**



# SIGNIFICANCE



## KEY CHALLENGES



## Conclusion

- ***“As women we do not only have the right, we have the capability to contribute so much more in this area if only the appropriate structure, practices and culture that empower us to do so are created.”***

Pamela Tansey- Former Senior Deputy Director, IMO



“We are committed to building an employment culture that actively supports and celebrates gender mainstreaming, at all levels, throughout the maritime industry”

