



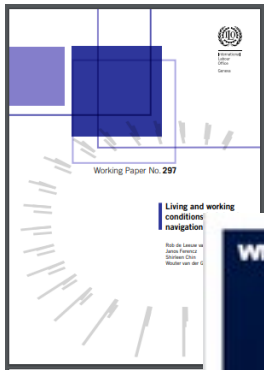
Recruitment and retention of seafarers and the promotion of opportunities for women seafarers

Sectoral Policies

International Labour Organization
Fifty-sixth session of SC.3/WP.3
Geneva, 12 February 2020



SDGs, living and working conditions of seafarers and gender equality



- **Sustainable Development Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

Sustainable Development Goal 5: Achieve gender equality and empower all women and girls

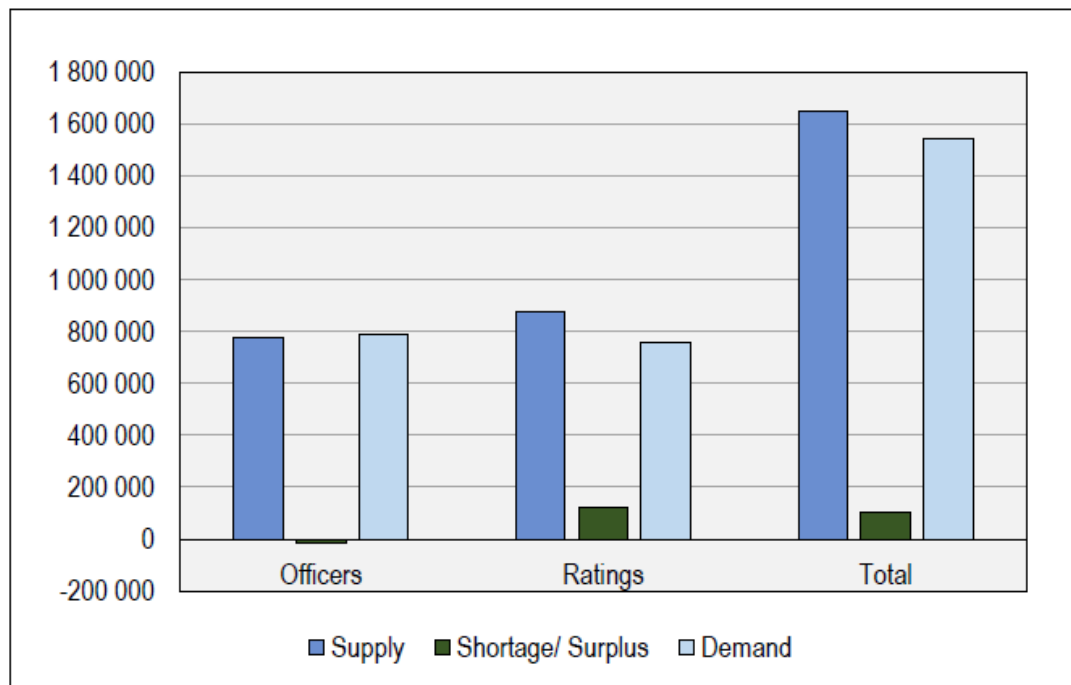


Regulatory and policy framework



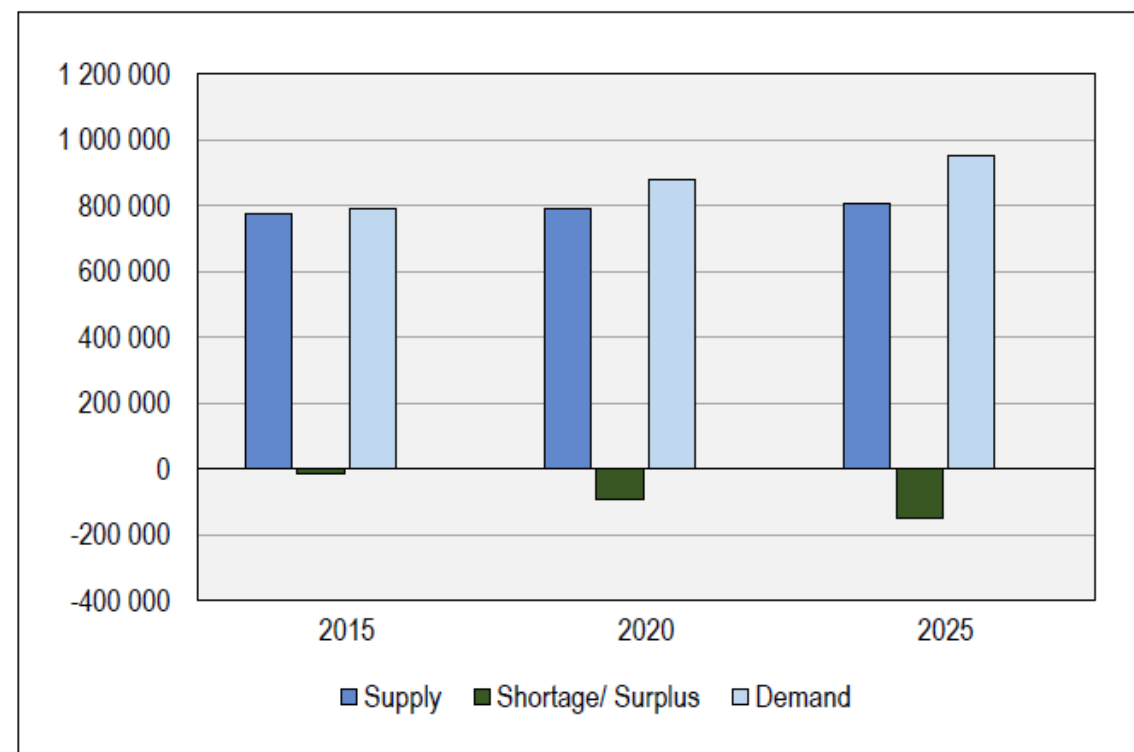
- ILO
 - International labour standards
 - Maritime Labour Convention, 2006, as amended
- IMO
 - STCW
 - SOLAS
 - MARPOL
- Port State Control memoranda of understanding

Estimated global supply and demand of seafarers, 2015



Source: BIMCO and ICS: *Manpower report: The global supply and demand for seafarers in 2015* (London, 2015).

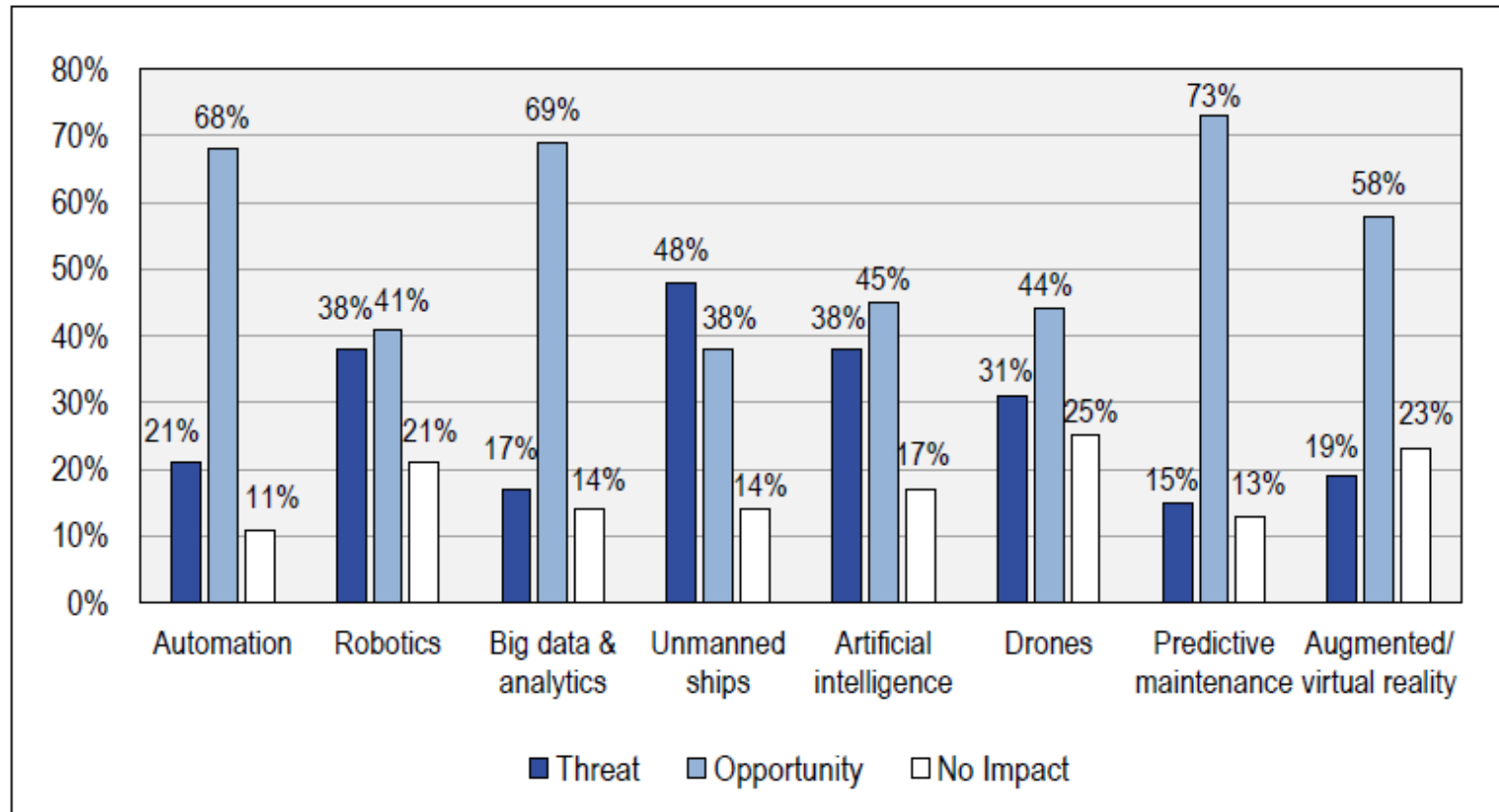
Basic forecast for the supply–demand balance for officers



Source: BIMCO and ICS: *Manpower report: The global supply and demand for seafarers in 2015* (London, 2015).

The effects of technological advances on crew costs and crew numbers

Technologies viewed as a threat or an opportunity by seafarers



Recruitment and retention

- Attraction to make a career at sea
- Career development, education and training
- Technological developments
- Recruitment process
- Medical examination of seafarers
- Discrimination in the recruitment process
- Career mobility
- Occupational safety and health
- Diversity and discrimination
- Violence and harassment

Women Seafarers: share of women seafarers in the maritime sector

Women seafarers

	Number of women seafarers in the sample	Percentage of the 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	1 587	1.0

Source: This sample is of 164,550 seafarers, of whom 1,587 were women. It was used to estimate the number of women seafarers in the maritime sector. BIMCO and ICS: *Manpower report: The global supply and demand for seafarers in 2015* (London, 2015).

Women Seafarers: Promotion of opportunities for women seafarers

- Workplace training and awareness raising
- Improving student awareness on gender and cultural issues
- Providing equal opportunities for all students
- Increasing the number of women in leadership positions
- Reducing stereotypes in the sector
- Occupational safety and health
- Discrimination, violence and harassment



Outcome of the Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers



Geneva, 25 February - 1 March 2019

- Discussion of the issues raised specifically in
 - the resolution concerning recruitment and retention of seafarers
 - the resolution concerning the promotion of opportunities for women seafarers
- Conclusions adopted at the meeting



Conclusions on the recruitment and retention of seafarers



- Recruitment and retention of seafarers: positive and attractive aspects to a maritime career
- Number and space of cadet and trainee berths
- Inconsistency in law and practice in how the recruitment and placement of seafarers are regulated and operated
- Impact of automation and digitalization
- Loneliness and isolation, and social media and internet connectivity
- Governmental responsibilities towards seafarers in relation to issues such as abandonment, criminalization and shore leave
- Government incentives to shipowners for the retention of seafarers

Conclusions on the promotion of opportunities for women seafarers

- The prohibition of discrimination in employment and occupation
- Equal opportunities and treatment of seafarers, including women seafarers:
 - Equality and anti-discrimination legislation
 - Diversity in the hiring of seafarers
- Harassment and bullying
- Age discrimination
- Social dialogue
- Government incentives to shipowners for the retention of seafarers

Recommendations for future action

• **Governments and social partners**

- the fundamental principles and rights at work and relevant international labour standards protect and are applied to all seafarers

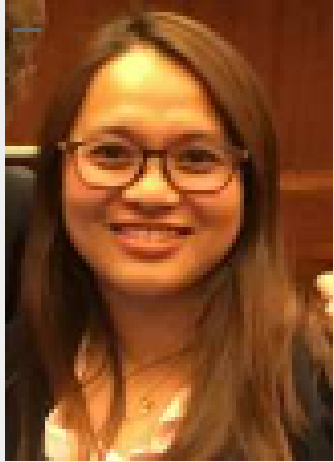
• **Shipowners and Seafarers**

- market opportunities for women in positions at sea and ashore
- mentoring and networking programmes for women seafarers and groups vulnerable to discrimination
- safe and gender-friendly working environments

• **International Labour Office**

- promote decent employment in the maritime sector and encourage career and skills development and greater employment opportunities for seafarers
- conduct a study on the distribution of women seafarers within the industry, and analyse the legislation to ensure non-discriminatory access to employment and equal opportunities
- conduct a review of the international labour standards related to the maritime sector with the aim of identifying biased language in order to address and to promote diversity and inclusion

change in a man's world



Capt. Jasmine
Labarda

I never knew anything about life at sea before I started my training. Certainly, where I come from – the Philippines – and also in other countries, being a seafarer is not seen as a job for a woman. In fact, the sea is seen as a man's world. It's *their* space, it's *their* history. There is never a *'herstory*.

I decided to go down this path for financial reasons. I knew it wasn't the norm but I wanted to be able to get a job at the end of my studies. I could have opted to stay in a very safe place but instead I put myself in a difficult situation and pushed myself to the limits.

When I was training there were only four women. There was really no-one to guide me so it was trial

and error.

When I began working on ships I would encounter negativity. The thought in people's minds is 'you can't do the job'. They say it's too physical, that women can't do it, but I've seen men who aren't strong and there are some tasks that men can't do. But they only have to see your name and the thought is always there, that you

ILO blog: Charting a sea change in a man's world

<https://iloblog.org/2019/06/07/captain-jasmin-charting-a-sea-change-in-a-mans-world/>



Questions?

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Thank you for your attention!