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

Sectoral Policies

International Labour Organization
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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

Basic forecast for the supply–demand balance for officers

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

<table>
<thead>
<tr>
<th>Women seafarers</th>
<th>Number of women seafarers in the sample</th>
<th>Percentage of the seafarers in the sample by rank (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officers</td>
<td>540</td>
<td>0.7</td>
</tr>
<tr>
<td>Officer trainees</td>
<td>734</td>
<td>6.9</td>
</tr>
<tr>
<td>Ratings</td>
<td>306</td>
<td>0.4</td>
</tr>
<tr>
<td>Rating trainees</td>
<td>7</td>
<td>0.4</td>
</tr>
<tr>
<td>Total</td>
<td>1,587</td>
<td>1.0</td>
</tr>
</tbody>
</table>

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

Questions?

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Thank you for your attention!