CAPACITY BUILDING:
STRENGTHENING THE IMPACT OF WOMEN IN THE MARITIME SECTOR

Report of the conference on the Establishment of a Women in Maritime Association in the Caribbean

Note by the Secretariat

SUMMARY

Executive summary: This document outlines the key outcomes of the conference on the Establishment of a Women in Maritime Association in the Caribbean held in Montego Bay, Jamaica, from 13 to 17 April 2015

Strategic direction: 3
High-level actions: 3.3.1, 3.5.2
Planned outputs: 3.3.1.1, 3.5.2.1
Action to be taken: Paragraph 8
Related documents: TC 65/9 and TC 64/14

IMO's gender and capacity-building programme

1 One of the drivers of IMO's gender programme MDG 3: Strengthening maritime resource development (MDG 3/RD), has been the establishment of formal regional linkages between women managers in the maritime and port sectors, to provide a permanent channel for the exchange of information relating particularly to the effective implementation of international instruments through regional maritime strategies.

2 During TC 64, a request was made by Jamaica for the establishment, with IMO support, of a Caribbean association for women in the maritime sector to facilitate professional networking, promote maritime career mobility and provide a force for change and development in the region.

3 As a result, a conference on the Establishment of a Women in Maritime Association, Caribbean, was hosted by the Maritime Authority of Jamaica in Montego Bay, Jamaica, from 13 to 17 April 2015, in cooperation with IMO as a principal donor. This marks the seventh regional network established under the auspices of IMO for the purpose of capacity building for women in the maritime sector.
4 The theme of the conference entitled "Maritime Women of the Caribbean: Achieving Regionally – Advancing Globally" benefited some 47 participants from 14 countries in the region, and included graduates of the World Maritime University (WMU), the IMO International Maritime Law Institute (IMLI), as well as cadets from the Caribbean Maritime Institute (CMI).

Conference outcomes and follow-up action taken

5 Achievements at the close of the conference include:

.1 the launch of the Women in Maritime Association, Caribbean (WiMAC);

.2 its Articles of Association were developed and signed;

.3 a resolution was drafted and adopted, which can be found annexed to this document;

.4 the structure of the Governing Council was discussed and a President, three Vice-Presidents, a Policy Officer, a Secretary and a Treasurer were elected as the Inaugural Council members. The WiMAC Governing Council held its first meeting on 8 May 2015;

.5 it was agreed that the office of the Regional Maritime Adviser (RMA) for the Caribbean, based in Port of Spain, Trinidad and Tobago, would assist the Association in the role of Secretariat, for a period of six months after its inception; and

.6 a Facebook page "WiMA Caribbean" was created to promote the Association through social media. To date, 40 of the participants at the conference have become members of WiMAC.

6 As a result of the conference, IMO in collaboration with the Women's International Shipping & Trading Association (WISTA), is exploring placement and on-the-job training opportunities for female cadets in the Caribbean region, with a view to ensuring a number of berths on appropriate seagoing trading ships through the Integrated Technical Cooperation Programme (ITCP). Similarly, initial discussions have been held with CMI and the WMU Women's Association, to establish a mentorship programme for women from the region, to facilitate professional networking opportunities and access to training, as well as promoting maritime career mobility.

7 Through its ITCP, IMO has identified funding to expand Jamaica's research paper entitled "Women in the maritime sector: Surviving and thriving in a man's world – a Caribbean perspective," which was presented during the 2nd International Conference on Maritime Women: Global Leadership, held at WMU from 31 March to 1 April 2014.

8 As the Caribbean region moves forward in the promotion and advancement of women in the maritime sector, WiMAC is committed to working with the other regional networks launched under IMO's gender programme. As a starting point, discussions have been initiated with the Association of Women Managers in the Maritime sector in Eastern and Southern Africa (WOMESA) to examine possible areas of support.
Action requested of the Committee

9 The Committee is invited to note the information provided and is requested to take note of and comment on the issues raised under the annexed resolution adopted at the Conference on the Establishment of Women in Maritime Association in the Caribbean held in Montego Bay, Jamaica, in April 2015.

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ANNEX

WIMAC JAMAICA 2015 RESOLUTION

Regional Conference on the Establishment of a Women in Maritime Association, Caribbean
Montego Bay, Jamaica – 13 to 17 April 2015

The delegates of the Regional Conference on the establishment of a Women in Maritime Association, Caribbean (the Conference) held in Montego Bay, Jamaica on 13 to 17 April 2015, representing Antigua and Barbuda, the Bahamas, Barbados, Belize, the Cayman Islands, Dominica, Grenada, Guyana, Haiti, Jamaica, Saint Lucia, Saint Vincent and the Grenadines, Suriname and Trinidad and Tobago;

RECALLING the aims and objectives of the International Maritime Organization's Programme for the Integration of Women in the Maritime Sector and the Integrated Technical Cooperation Programme;

RECALLING ALSO that in 1988 the International Maritime Organization established the programme on the Integration of Women in the Maritime Sector;

RECALLING FURTHER Jamaica's presentation at the Maritime Women: Global Leadership 2nd International Conference hosted by the World Maritime University (WMU) in Malmö, Sweden, from 31 March to 1 April 2014, which reflected a Caribbean perspective of women in the maritime sector;

NOTING the recommendation of the need for the establishment of a regional Association for women in the maritime sector, to represent the interests of these women, nationally, regionally and internationally;

RECOGNIZING the IMO's efforts to promote the participation and advancement of women in all areas of the maritime sector, including pioneering the establishment of several regional groups and support networks namely: The Association of Women Managers in the Maritime sector in Eastern and Southern Africa (WOMESA); the Arab International Women's Maritime Forum for MENA and Africa; the Pacific Women in Maritime Association (PacWIMA); the Women in Maritime Association-Asia (WIMA-Asia); the Network for Professional Women in the Maritime and Port Sectors of West and Central Africa; and the Forum for Women Managers in the Maritime Sector, Latin America;

RECOGNIZING that this Conference forms part of the initiatives under the IMO programme to facilitate the organization and establishment of a regional cooperation network to enable women in the maritime sector to exchange information on the effective implementation of IMO instruments;

RECOGNIZING ALSO that this network will provide a springboard for creating regional training and sustainable development opportunities that match women's needs and requests, taking account of the socio-cultural factors that determine their access to training and career development within the maritime sector and recognizing the needs of women in the Caribbean region in the implementation of IMO standards, including the following:

1. The current objectives of the Millennium Development Goals (MDGs), in particular, MDG 3 "Promoting gender equality and empowering women" and any future goals established by the United Nations under the post-2015 development agenda;
2 The leadership role that women already play at the national and regional levels in the Caribbean region; and

3 The active participation of women in the Caribbean region in the harmonized management of safe, secure and efficient shipping on clean seas;

ACKNOWLEDGING the contribution made by women in leadership positions in the Caribbean region towards the strengthening of maritime capacity;

CONSIDERING the importance of enhancing channels of communication and information technology for better cooperation and collaboration at the regional level;

CONSIDERING ALSO the objectives of the Association to advocate gender equity, improve women’s access to maritime education, training and technology and promote their advancement to key decision-making levels in the maritime sector in the Caribbean;

Hereby resolve to:

1 REQUEST the International Maritime Organization to:

   .1 actively support the Women in Maritime Association – Caribbean (WiMAC) launched in Montego Bay, Jamaica on 17 April 2015;

   .2 facilitate the advancement of women in the maritime sector of the Caribbean region through partnerships with regional and international organizations;

   .3 facilitate the progress of women in the maritime industry in the Caribbean region through follow-up training events; and

   .4 work with the International Labour Organization (ILO) and other relevant United Nations partner agencies to develop a Code of Practice for gender mainstreaming in the maritime sector.

2 INVITE Member States to:

   .1 encourage the equal participation of women at all levels of maritime education, training and research, and to strengthen the national mechanisms for the employment of women in accordance with the stated objectives of the current MDGs, the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) and any future goals established by the United Nations under the post-2015 agenda;

   .2 introduce mentorship/on-the-job training programmes within the maritime sectors, as a cost-neutral mechanism for encouraging the retention and development of women officials at entry level and middle management; and

   .3 develop integrated programmes and policies to promote awareness of maritime careers and opportunities for women in the maritime sectors.

3 URGE:

   .1 the maritime industry to develop and strengthen gender-neutral operational frameworks which support the equal access for women to recruitment and employment opportunities, to career advancement and promotion to higher policy-making ranks; and
the relevant decision/policy-makers and stakeholders to make sufficient provision to increase opportunities for sea-time and on-the-job training for female seafarers, so that women may acquire the appropriate level of practical experience required to enhance professional maritime skills.