



Pacific
Community
Communauté
du Pacifique

2nd Heads of Maritime Meeting

22nd – 26th April 2024

Pacific Women in Maritime

Presenter Name : Rifat Tanjila

Designation : Gender Advisor, Maritime Transport
Ocean and Maritime Programme (OMP)
Geoscience and Energy and Maritime Division (GEM)
The Pacific Community (SPC)

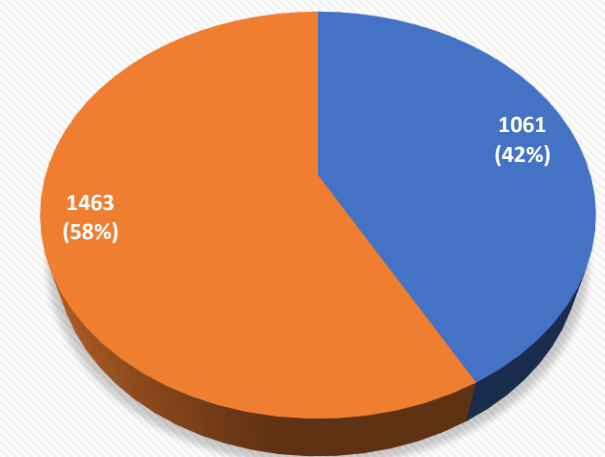


Overview of The Maritime sector

- Maritime sector is one of the Potential sector for employment and income generation for women
- Contributed 25% in the GNP (through remittance transfers from seafarers)
- Currently 16,000 people are working in the Pacific Maritime sector
- 1 in 10 of these are women
- Predominantly male-dominated,
- Representation of women in roles such as seafarers remains disproportionately low, only 2% are sea farers
- Women representing a mere 1.2% of the global seafarer workforce.
- Women currently represent less than 10% of the workforce in the maritime sector
- Less than 2% employed in national fleets and less than 1% serving on foreign-going vessels,



Figure 1: Tracking Women's Workforce Evolution: 2017 vs. 2024



■ # of Women Employed in 2017 ■ # of Women Employed in 2024



Understanding PacWIMA's Role in Empowering Women in the Pacific Maritime Sector

Pacific Women in
Maritime
Association.

Regional platform,
advancing the role
of women in the
maritime sector

Formed in 2005,
Relaunch in 2016
under the guidance
of IMO's gender
programme

11 State WIMAs

Vision:

To be the leading network for women empowerment and advancement in the Pacific maritime sector

Mission:

Urge government to provide policy, legislative and administrative framework required to empower women as stakeholder in the maritime sector and to facilitate their full participation as resources of the maritime sector .



Why PacWIMA: Purpose and role ?

Enhance visibility and representation of women in the Pacific maritime sector



Facilitate networking, education, and inspiration for female maritime professionals



Advocate for gender equity and empowerment within the maritime industry
Promote educational and career opportunities for women in maritime roles



Address social responsibilities concerning women in the maritime community



Foster cooperation, networking, and knowledge exchange among maritime stakeholders



Prioritize the welfare and advancement of Pacific women in maritime fields



Challenges of Women in the Maritime sector and in the Pacific

Under representation

Gender Bias and Stereotypes

Lack of Supportive Work Environment

Limited Access to Training and Education

Safety Concerns

Work-Life Balance

Limited Networking and Support Systems

Legal and Regulatory Barriers

Lack of Visibility and Recognition

Cultural and Societal Norms

Gender based Violence



Major Activities

Training & Capacity development

Awareness raising on different issues i.e., Gender, Women Empowerment, Violence Against women and Girls (VAWG) etc

Development of Regional Strategy for Pacific Women in Maritime 2025-2030

Market assessment for Employment and income generation

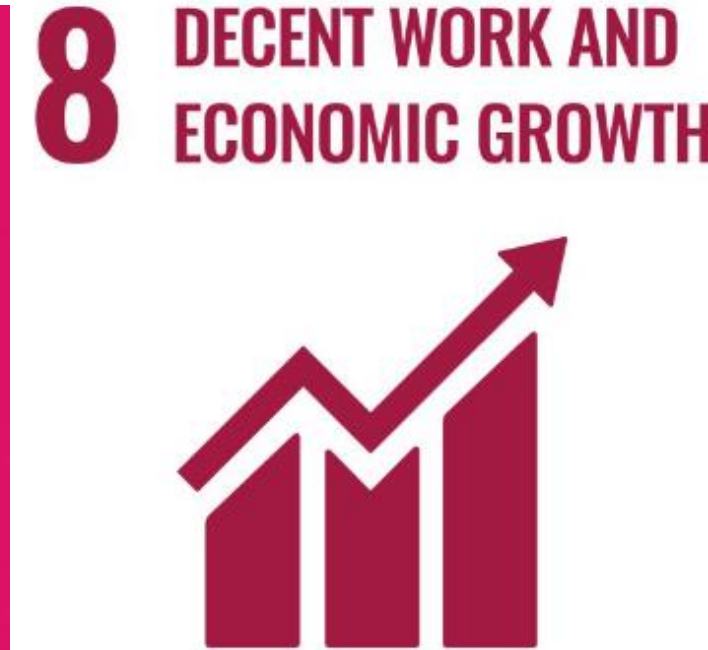
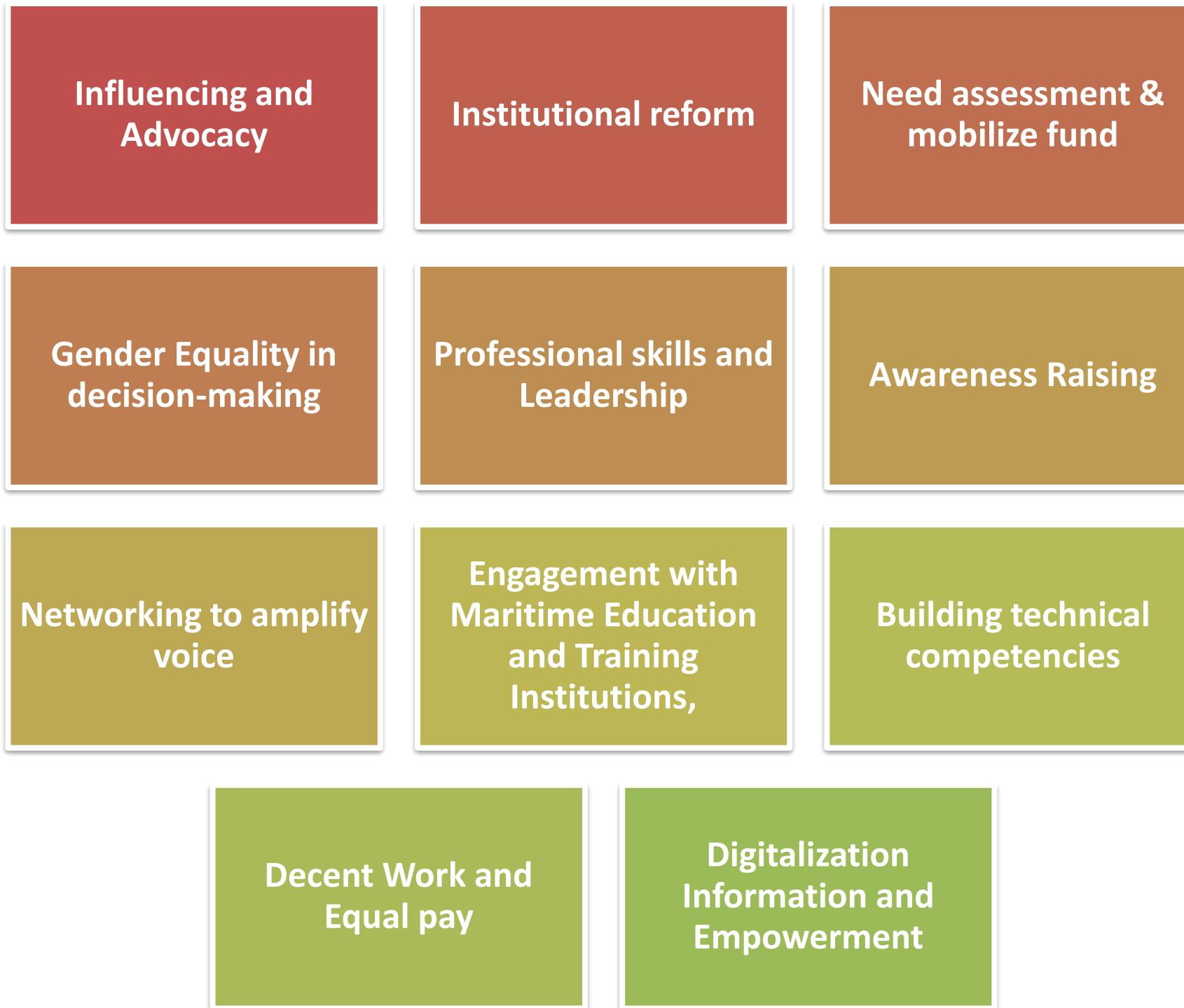
Adapt a Ship Programme for inspiring school going young children about maritime profession

Review of policies and support for development of gender responsive policy framework for PICTs

Gender profiling and create database for number of Pacific Women Work in the maritime sector



"Empowering Oceanic Women: Focus Areas of the 2025-2030 Regional Strategy for Pacific Women in Maritime."



2nd Heads of Maritime Meeting
22 – 26 April 2024



Pacific
Community
Communauté
du Pacifique

Thank you!