MARITIME JOB OPPORTUNITIES FOR WOMEN

International Maritime Organization
Regional Presence for Technical Cooperation in East Asia

BIMCO MARITIME MANPOWER UPDATE

The Baltic and International Maritime Council has consistently predicted a shortage of officers. The BIMCO studies global labor statistics from major labor supplying countries versus world fleet statistics and manning levels. The 2010 study predicted a shortfall of 13,000 officers.

WHY IS THERE A SHORTAGE?

Demographic change in populations in OECD countries resulting in fewer youngsters and aging populations.
WHY IS THERE A SHORTAGE?

1950

Greece
Japan
Germany
Norway

WHY IS THERE A SHORTAGE?

1975

Greece
Japan
Germany
Norway

WHY IS THERE A SHORTAGE?

1990

Greece
Japan
Germany
Norway
WHY IS THERE A SHORTAGE?

General prosperity of OECD economies giving more job choices in land-based occupations to the young.
The Predicted Shortfall

<table>
<thead>
<tr>
<th>As of 2010</th>
<th>Estimated seafarers</th>
<th>Predicted shortfall</th>
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</thead>
<tbody>
<tr>
<td>Officers</td>
<td>624,000</td>
<td>13,000</td>
</tr>
<tr>
<td>Ratings</td>
<td>747,000</td>
<td>0</td>
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The demand for shipping services will grow at the same rate as the growth of world trade.

Any shortage of seafarers, especially of officers, will threaten the viability of shipping.

Seafaring should be considered as a viable career option for the young.

ICS Shipping Facts

About 90% of world trade is carried by the international shipping industry. Without shipping, the import/export of affordable food and goods would not be possible - half the world would starve and the other half would freeze!

International Chamber of Shipping: Shipping Facts

The IMO Campaign

Go to sea!
A campaign to attract entrants to the shipping industry

IMO ILO BMCO ICS ISF INTER TANKO INTER CARGO ITF
WIMAPHIL: SHE TO SEA CAMPAIGN

THE SHORTAGE OF OFFICERS: CAN WOMEN COME IN?

Ignoring women as a potential source of maritime manpower and maritime professionals diminishes the pool of available workers and professionals by half.

Female: 49.60%
Male: 50.40%

Source: World Bank 2014
BREAKING THE GENDER BARRIER

Give special consideration to securing equal access by men and women in all sectors of the maritime industry.

Highlight the role of women in the seafaring profession and to promote their greater participation in maritime training and at all levels in the maritime industry.
Consider ways to identify and overcome the existing constraints, such as lack of facilities for women on board training vessels so that they can fully participate in seafaring activities.

Highlight the role of women in the seafaring profession and promote their greater participation in maritime training and at all levels in the maritime industry so they may acquire practical experience to enhance maritime skills.
To address shortage of officers on German ships?

Benefits
- New avenue for employment opportunities
- Access to foreign currency earnings
- Regular income

ENTRY CHALLENGES OF MARITIME GRADUATES
Both stand on equal footing
- New graduate
  - No experience
- Diploma & certificates
  - Basic training

No reason why one should be preferred over the other
**Women in Shipping: It's a Man’s Job**

- Man's job
- No training
- No work opportunities
- No experience
- Shore-based work not available

**Demands of the Technological Revolution**

- Highly trained workforce
- Improved accessibility to employment
- E-navigation & unmanned engine rooms

Female seafarers could provide part of the solution to the problem of finding highly trained crew for the world merchant fleet.

**Alternative Employment to Timorese Women as Seafarers**

- Hotel
- Catering
- Utility
- Women technical personnel
WHAT NEEDS TO BE DONE

- Change of attitude towards women
- Integrate women into professional life
- Open training opportunities
- Recruit women

WHAT NEEDS TO BE DONE?

- How to attract women to the profession
- Provision of employment
- Access to education
- Access to proper training
- Domestic employment

SHORE-BASED OCCUPATIONS

- Maritime administration
- Maritime law
- Technical management
- Marine insurance & others
- Port administration
- Marine pollution prevention and control
- Maritime education and training
**SHORE-BASED OCCUPATIONS: MARITIME, PORT & HARBOR ADMINISTRATION**

Career progression from ship to shore

Knowledge enhancement through technical training

**SHORE-BASED OCCUPATIONS: MARITIME, PORT & HARBOR ADMINISTRATION**

Professional training at post-graduate level

Maritime Administration → World Maritime University

**SHORE-BASED OCCUPATIONS: MARINE POLLUTION PREVENTION & CONTROL**
SHORE-BASED OCCUPATIONS: TECHNICAL MANAGEMENT OF SHIPS

Career progression from ship to shore

Job rotation between ship and shore

Knowledge enhancement through technical training

Technical Ship Management

Other training:
- Short courses
- Seminars
- Distance learning

SHORE-BASED OCCUPATIONS: MARITIME EDUCATION & TRAINING

Career progression from ship to shore

Job rotation between ship and shore

Knowledge enhancement through technical training

Maritime Education and Training

Filling the gap of lecturers in nautical and engineering

ADVANTAGE OF ROTATIONAL WORK FROM SHIPBOARD TO SHORE-BASED

Reverse the trend from brain-drain to brain-gain
Shore-Based Occupations: Maritime Law

Specialization in Maritime Law and Maritime Legislation

The Regional Associations as Part of IMO’s ITCP

Regional associations for women in maritime

Regional Associations: Women in Maritime Asia
THANK YOU FOR YOUR ATTENTION.