



5 April 2019
Malmö, Sweden

CONCLUSIONS OF THE THIRD WMU INTERNATIONAL WOMEN'S CONFERENCE ON "EMPOWERING WOMEN IN THE MARITIME COMMUNITY" (EWMC 2019)

The Third International Women's Conference organized by the World Maritime University (WMU) in Malmö, Sweden, met from 4 to 5 April 2019, on the theme "Empowering Women in the Maritime Community." The Conference:

Recalled that the United Nations (UN) Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development were adopted by more than 150 world leaders during the UN Sustainable Development Summit from September 25-27 at UN headquarters in New York, and in September 2015 at a historic UN Summit;

Welcomed the decision by the International Maritime Organization (IMO) that "Empowering Women in the Maritime Community" would be the theme for World Maritime Day 2019, in line with the SDGs, in particular Goal 5 on achieving gender equality and empowering all women and girls;

Acknowledged IMO's efforts in achieving SDG Goal 5 as indicated in Resolutions adopted by the IMO on the "Promotion of the participation of women in the maritime industry" adopted in 1998 and 2010; the "Busan Declaration" adopted during the IMO Regional Conference on the Development of a Global Strategy for Women Seafarers in 2013; and the capacity-building programme, previously known as the Integration of Women in the Maritime Sector (IWMS);

Took into account the steps taken by the International Labour Organization (ILO) to ensure the equal opportunity principle and prohibit gender discrimination, as required in the Equal Remuneration Convention, 1951 (No. 100); and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111);

Recommended that all Member states ratify and implement the ILO Maritime Labour Convention, 2006, with a view to achieving the 100 ratification target by end of 2019 in celebration of ILO's 100th anniversary, as well as the Work in Fishing Convention, 2007 (No. 188);

Welcomed the efforts to promote the effective implementation of an inclusive work environment on board ships, as well as initiatives such as the ILO Sectoral Meeting on the Recruitment and Retention of Seafarers and the Promotion of Opportunities for Women Seafarers, held in Geneva, Switzerland, from 25 February to 1 March 2019;

Built upon previous initiatives taken by WMU to host a First International Conference on the Empowerment of Professional Women in the Maritime World in 2008, and a second International Conference on Maritime Women: Global Leadership in 2014; and

Appreciated warmly the generosity of all donors to and sponsors of the Third WMU International Conference on Empowering Women in the Maritime Community.

The Participants of the Conference *committed* in their respective sectors and areas of responsibility to cooperate, coordinate and collaborate in the development and implementation of gender-responsive policies, measures and related programmes.

The Participants *urged* international organizations, governmental entities and stakeholders in the maritime and ocean communities, including those in shipping, ports, fishing, seafood harvesting, marine and energy research and other sea-related activities to:

- develop, adopt and enforce gender-responsive policies and related programmes while ensuring that the policy development process is consultative, participatory and includes all relevant international organizations, governmental entities, industry and other non-governmental stakeholders;
- improve the visibility of women professionals in all sea-related sectors by mapping out the number and positions they occupy and take measurable actions that can contribute to progress;
- promote role models for women in the maritime and ocean communities that can inspire and attract younger generations to sea-related activities, empowering women to acquire skills necessary to achieve leadership positions and break the glass ceiling;
- motivate women and girls in primary and secondary education to pursue career paths in the maritime and ocean fields, and in particular to raise their awareness in the fields of science, technology and IT-related competencies, engineering and mathematics;
- open early-career job opportunities for women and develop attractive career paths for them;
- organize mentoring, sponsorship and networking programmes that increase recruitment and retention of women in the maritime and ocean communities;
- mainstream gender in the maritime and ocean professions to enhance respect for diversity and achieve a work environment free from violence, discrimination and harassment;
- give priority to funding gender research on maritime and ocean fields, particularly in occupational health and safety matters;
- raise awareness of the significant economic contribution of women in all sea-related activities, including the special needs and role of indigenous communities;
- provide gender-sensitive working and living conditions on board ships;
- implement conciliation measures to make work time compatible with private and family life for all workers regardless of gender;
- ensure equal employment opportunities, including equal pay for women in the maritime and ocean communities.
- introduce gender equality as a business case for initiating commercial partnerships;
- develop and implement corporate policies and best practices on the employment of women;
- implement a plan to enhance diversity and equality at all levels;
- ensure a consultative approach in global development taking into account those communities that are dependent on the oceans for their survival; and
- include women in all decision-making relating to policies and regulations.

Six critical actions that should be given priority are highlighted below:

1. A new study should be undertaken without delay that would provide the most up to date information and data on the number of women in maritime and oceans fields across all sectors and the positions they occupy.
2. Affirmative action in capacity building should be taken to support Gender Empowerment for the Decade of Ocean Science.
3. A network platform should be established to address gender empowerment, learning and sharing best practice in a knowledge hub and build support.
4. A solid engagement of all stakeholders should be put in place in consultation with women and minorities.
5. Education and training initiatives and partnerships should be pursued that promote gender rights and equality in the maritime and ocean communities.
6. Enhanced collaborative opportunities to work together should be actively pursued to support the effective implementation of UN SDG Goal 5 (Gender) and Goal 14 (Oceans).