



Gender Equality in Ports: Challenges and Benefits

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Outline

- Challenges
- Opportunities
- Role of IMO
- Role of WMU-**Education and Training**
- **Fast-tracking Port training for women**
- Role of IAPH
- Role WPSP
- Action by European Social Partners
- Conclusion



Implementing the UN 2030 Agenda - The UNSDGs

- **Goal 4 - EDUCATION**
- **Goal 5 – GENDER**
- **Goal 8 – Employment & Decent Work**
- **Goal 11 – INFRASTRUCTURE**
- **Goal 14 – Ocean**
- **Goals to be pursued in an integrated way to achieve measurable outcomes and economic, social and environmental development**



Challenges

- breaking down stereotypes
- cultural resistance
- low enrolment levels in port training institutions
- lack of adequate facilities and safety clothes of suitable sizes
- health and safety issues to address harassment, bullying, abuse, threats, intimidation and other offensive behaviour



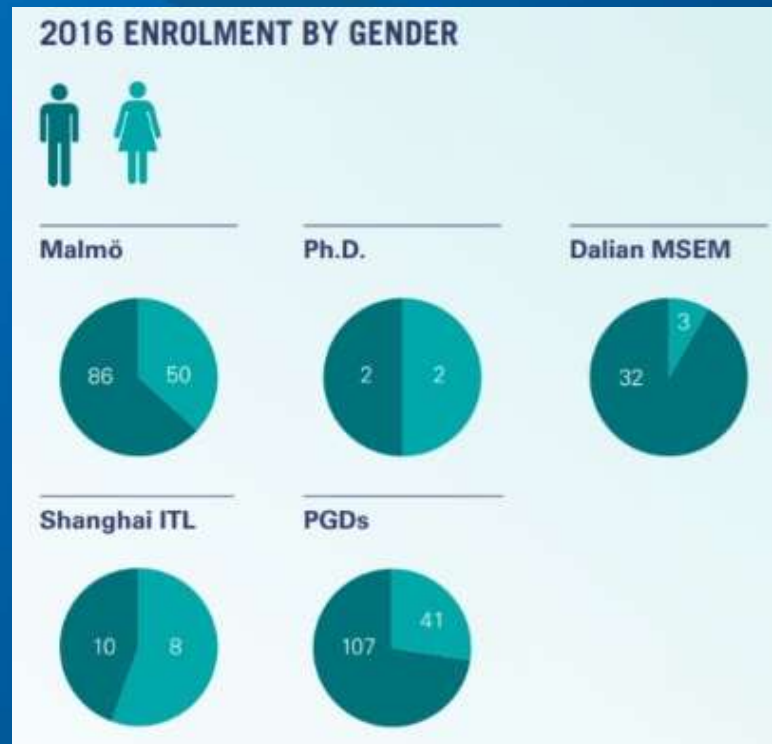
Benefits/Opportunities

- Education, Training and Capacity Building for all those working in ports - women and men
- Appointing qualified women to senior positions in Ports
- Role of ILO, IMO, WMU, Governments, Port Authorities, Employers and Trade Unions
- Role of port organizations - IAPH and WPSP and others



Equal Opportunities for Maritime and Port Education Role of WMU

- Traditionally, maritime industry has been a male-dominated sector.
- The situation has started to change and WMU has been a part of and an active contributor to this change.





WMU & Women in Ports

- Created by the IMO in 1983, World Maritime University has produced some 4,654 graduates from 167 countries with a Master's degree on maritime affairs
- 511 of them have graduated in Port-related specializations
- 89 out of a total of 511 women representing 17.4% have graduated with MSc degrees from WMU since 1985
- Class of 2018, 59% enrolment of women
- Class of 2019 (Shanghai), 50% enrolment of women
- Many graduates are working at senior positions in the port related areas around the world



Thank You