

Women in Maritime

Pledge & Charter

Background

- Maritime UK has established a Taskforce to address fairness, equality and inclusion within the maritime sector.
- The Taskforce brings together leaders from across the maritime sector to identify practical steps to increase the number of women in maritime, and crucially within senior roles across its shipping, ports, marine and business services industries.
- During London International Shipping Week, then Maritime Minister Rt Hon John Hayes MP called for industry to address gender imbalance in the sector. Government are represented on the Taskforce.

Sue Terpilowski, Chair of the Taskforce:

“The need for fairness, equality and inclusion is clearer than ever and the maritime sector must embrace diversity because it’s the right thing to do.

“Equally there is a strong business case for action.

“The OECD has estimated that equalising the role of men and women in the labour market could increase GDP by 10% by 2030.

“There are women of all ages and abilities wanting to be a part of our maritime future and we must make sure we don’t waste any more time in not addressing this issue.”

David Dingle, Chair of Maritime UK, said:

“I welcome this new Taskforce and look forward to its recommendations. The entire maritime sector needs to do much more to address gender imbalance.

“Just looking at the Merchant Navy, the ITF estimates that women make up only 2% of the world’s maritime workforce, and those figures are replicated here in the UK too.

“Of the 14,350 officers in our country, only 3% are women. Only 4% of our technical officers are women. Of the 6,500 engine officers, only 1% are women. It means that talented women could be missing out on careers in which they could best use those talents.”

“Maritime UK will be leading by example, too, and urging members to nominate women leaders to sit on the Board.”

Lilian Greenwood MP, Chair of the Transport select committee, said:

“The news that leaders from across the maritime sector are examining ways to improve the representation of women in their industry, including in senior roles, is very welcome.

“A plan to tackle gender inequality isn’t just ‘nice to have’, it’s essential, because right now our maritime sector is missing out on the skills and talents of outstanding women.

“I look forward to hearing more about the Taskforce’s conclusions and seeing practical action to support a more diverse workforce.”

Nusrat Ghani MP, Maritime Minister:

“I am delighted to see Maritime UK taking action to attract more women into our maritime industries, and I welcome this taskforce as an important first step.

“In the autumn, the Government challenged maritime leaders, businesses and colleges to find ways of increasing the number of women in the sector, and it is great to see them respond in this way.

“There is a fantastic wealth and breadth of career opportunities in maritime, and I am determined to see more women accessing these.”



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Lilian Greenwood MP, Transport Select Committee Chair





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Workstreams

- The Taskforce will make a series of recommendations for both industry and government.
- The Taskforce will initiate a cross-sector survey to create a robust data foundation to monitor progress annually.
- Subgroups are being established to explore: **Recruitment; Remuneration; Progression and Retention.**
- The Taskforce is also developing the **Women in Maritime Charter.**

Pledge

- The Taskforce has agreed to create a Women in Maritime Charter – based upon shared experience provided by other sectors, such as Women in Finance.
- The Women in Maritime pledge is the forerunner to the launch of the Women in Maritime Charter and signals industry intent early.
- Signatories to the pledge will be making clear their support for creating positive change within their respective organisations, and collectively, across the UK maritime sector.
- Companies signing up to the pledge - a headline statement of intent - will be invited to engage with the detailed development of the Charter, which is due to be launched in the autumn of 2018.

Pledge

- The first wave of companies to commit to the pledge will be announced at Seawork International in Southampton by the Maritime Minister, Nusrat Ghani MP.
- Members of Maritime UK's National Council will sign the pledge at their meeting on 6th July.

Charter

- Organisations that sign the pledge will be encouraged to take practical steps and set themselves measurable and ambitious goals towards meeting this pledge.
- They will be supported in this through the **Women in Maritime Charter**, launched later this year, alongside **toolkits** to help them achieve their goals, recognition of their progress, and a government supported annual review.
- That annual review will produce an audit of performance against the commitments made within the Charter.

Pledge

"We are committed to building an employment culture that actively supports and celebrates gender diversity, at all levels, throughout our organisation, and our industry"

National Council

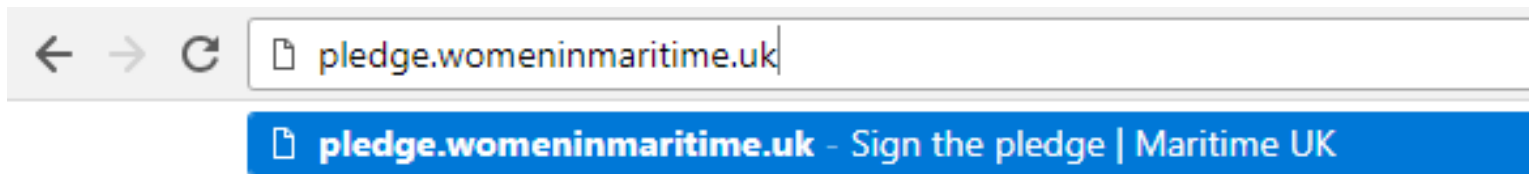
- Maritime UK's National Council will sign the pledge on 6th July. The Council is comprised of the Chief Executive and Chair/President of each Maritime UK member.



Next steps and key dates

- To be amongst the first wave of pledge signatories, sign by **29th June**
- First wave of pledge signatories announced on **4th July** at Seawork
- Maritime UK's National Council sign up to pledge on **6th July**
- These companies invited to shape the full Charter drafting process
- Companies invited to formally sign up to Women in Maritime Charter
- Women in Maritime Charter launched during [UK Maritime Week](#) (**10th – 16th September**)

Sign the pledge



Contacts

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