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Women in Maritime Charter

Northern Launch



The Taskforce

London International Shipping Week 2017 – Ministerial call to take action

Taskforce established in January 2018 “to address fairness, equality and inclusion within the maritime sector”

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The Taskforce

Brings together leaders from across the sector (shipping, ports, services, engineering and leisure marine)

Will make a series of **recommendations** and utilise best practice from other sectors. Will **coordinate cross-industry activity** and initiatives to support greater gender diversity.

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The Taskforce

- > recruitment
- > progression
- > retention
- > total package

Subgroups will feed into the Taskforce's recommendations, toolkit development and provide a forum for knowledge sharing.

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The Taskforce

Suggestions at early subgroup meetings:

- > workshops on unconscious bias
- > sharing best practice on JD language
- > sharing HR personnel between companies

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

The Pledge



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Beyond the Pledge

- > pledge signatories engaged in Charter development
- > extensive consultation and workshops with signatories

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The Charter

Individual company '**action plans**' – comprising reaffirmation of the pledge with core targets and a number of additional targets or commitments relevant to the company and its context.

Targets within action plans will be a balance of short and medium term, with a continual cycle of reassessment and challenge.

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Toolkits

The Taskforce will provide 'toolkits' or resources in the form of signposting to existing resources or the delivery of workshops, provision of mentoring or similar initiatives to aid individual companies meeting their commitments through participation in cross-sector activity.

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Commitments

Each company will identify a member of senior management responsible for their individual action plan.

Distribute a survey produced by the Taskforce on workplace culture to help: a) individual companies identify remedial action, and, b) the Taskforce identify sector-wide issues that should be considered for collective action or recommendations as appropriate.

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The Charter

Performance will be self-assessed via an online portal.

Biennial industry-government report on Charter performance, identification of future focus and recommendations from the Taskforce and its subgroups.

Progress will be highlighted and celebrated via Maritime UK.

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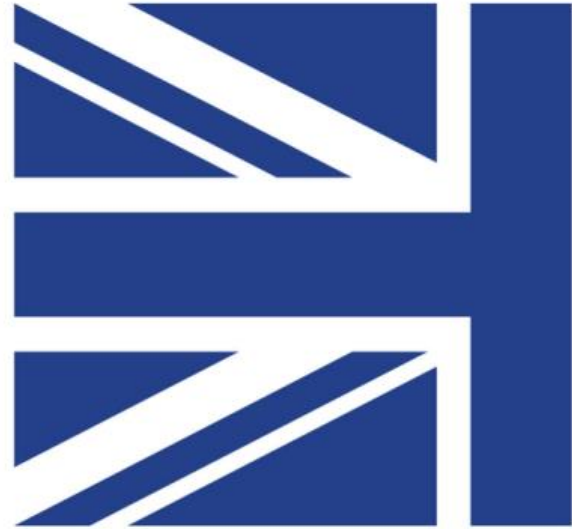


Next steps

Sign up as a Charter 'pilot' via **charter.womeninmaritime.uk**

Volunteer to support toolkit development via
toolkits.womeninmaritime.uk

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MARITIME UK WEEK

10-16 SEPT 2018



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BOAT SHOW

14-23 SEPTEMBER 2018