



**WISTA**

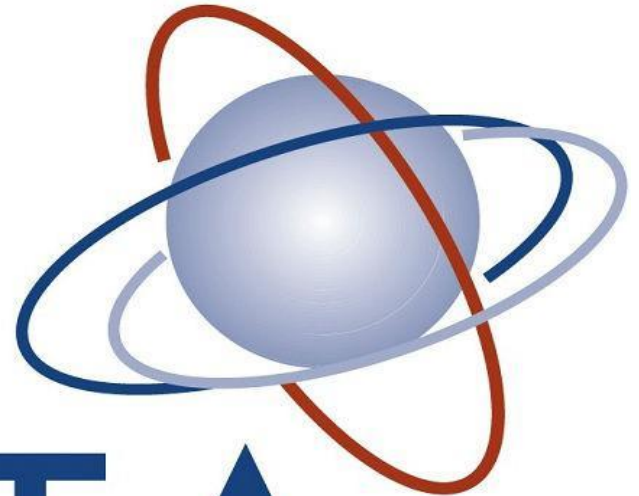
**WOMEN IN SHIPPING  
ARE WE MISSING OUT  
ON PART OF THE LABOUR MARKET?**

**Alicia Montañés – Member of the Board of WISTA Spain**

The Women's International Shipping & Trading Association (WISTA International) is a **global organisation** connecting female executives and decision-makers around the world.

WISTA International serves as a connector for its network of **more than 3,800 female professionals** from all sectors of the maritime industry.

**56 countries** support a National WISTA Association (NWA), each of which in turn is a member of and is guided by WISTA International.



# WISTA

# HOW IT STARTED

**1974** - First meeting for a Christmas lunch in London UK.

**1981** - The first conference of “Ladies in Shipping” took place in Hamburg.

**1984** - When the conference was held in Stockholm, it was decided to change the name to WISTA.



WISTAAGM & Conference Hamburg 1981



WISTAAGM & Conference Rotterdam 1982

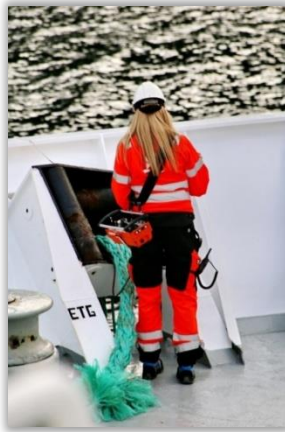


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# WOMEN IN MARITIME INDUSTRY vs. SHIPPING INDUSTRY

## Maritime Sector:

The share of women employees by sub-sectors is of **29%** of the workforce.



## Shipping sector:

Women seafarers make up just **2%** of the crewing workforce: mostly in the cruise sector.

# WOMEN IN THE MARITIME BY SUB-SECTORS

**Crewing agencies and crew training segments** 55% (70% core roles).

**Advertising, marketing, and public relations**  
53% (70% core roles).

**Bunkering**  
10% (9% core roles).

**Marine insurance**  
51% (70% core roles).

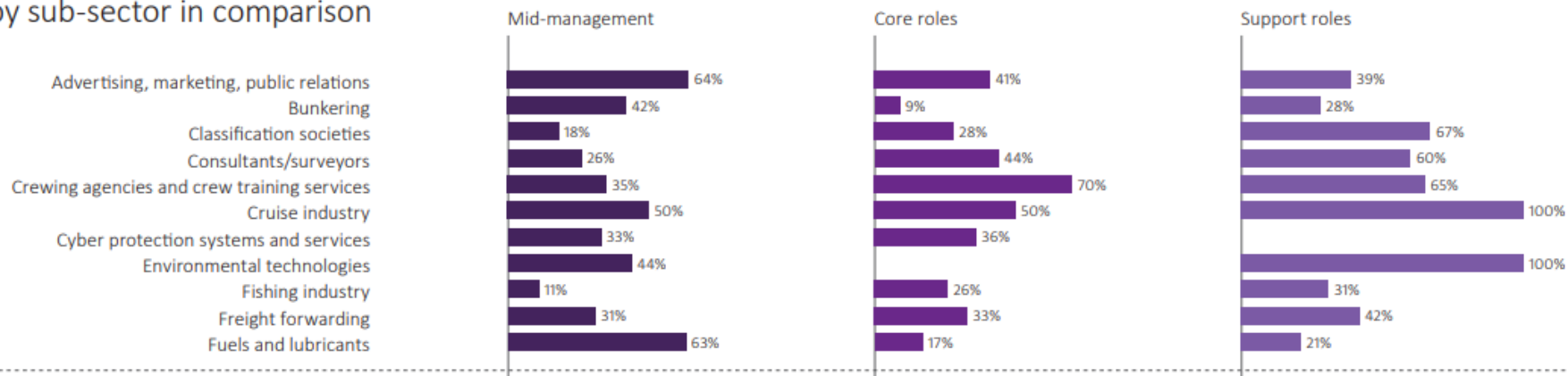
**Towage/salvage/dredging:** 10%  
(8% core roles).



**Offshore sector**  
4% (6% of core roles).

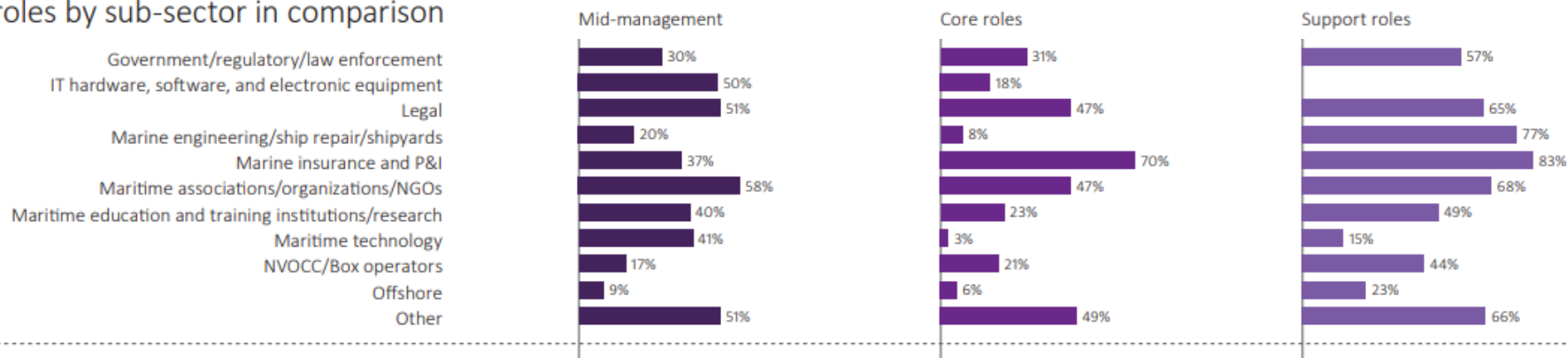
# WOMEN IN THE MARITIME BY SUB-SECTORS

Share of women in mid-management, core and support roles by sub-sector in comparison



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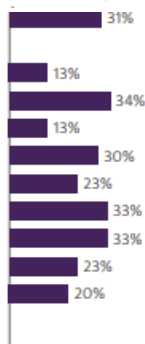


# WOMEN IN THE MARITIME BY SUB-SECTORS

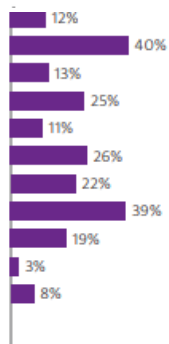
Share of women in mid-management, core and support roles by sub-sector in comparison

Port operations and services  
 Recruitment (shore based)  
 Security and safety  
 Ship agents  
 Ship and crew management  
 Ship brokers and charterers  
 Ship registries  
 Shipowners  
 Suppliers of equipment and services  
 Telecommunications, information, and data systems  
 Towage/salvage/dredging

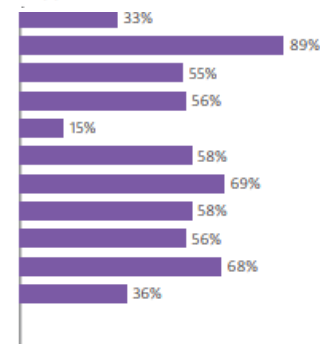
Mid-management



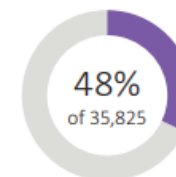
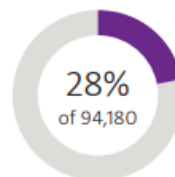
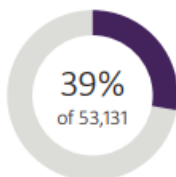
Core roles



Support roles



Total percentage

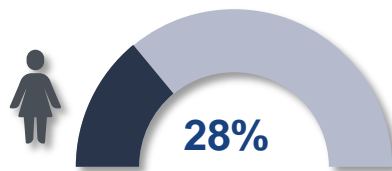


Definition of Other: media/journalism, oil & gas, travel management services, logistics, translations, model ships, maritime project management, waste management and tank cleaning, welfare



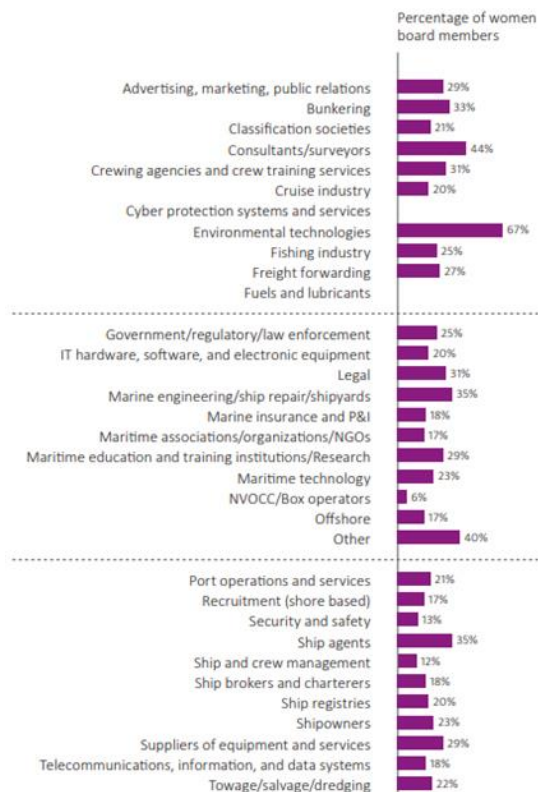
# SHARE OF WOMEN IN BOARDS

Overall share of female board members



C-level positions, of the more than 500 companies that participated in the survey:

- 125 had female chief executive officers
- 127 female chief HR officers
- 109 had female chief financial officers



# CAREER PROGRESSION FOR WOMEN IN THE MARITIME SECTOR - KEY POINTS

01

Awareness  
and  
Advocacy

02

Training  
and  
Education

03

Leadership  
Opportunities

04

Networking  
and Support  
Networks

05

Work-Life  
Balance

# CURRENT SITUATION

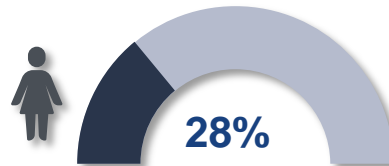
Low female presence in the sector for historical, social, economic and cultural reasons

Difficulty in access to education, training, incorporation and permanence under equal conditions, especially in management positions

Improvement of global awareness of the need for gender equality to eradicate poverty, protect the planet and ensure prosperity (SDG 5)



Women accounts for only 2% of the workers at sea and most of them works only one sector, cruise ships.



Companies that stated that they had a board, the share of female board members was 28%.



Only 44% of employers have a formal policy in place to promote gender equality

# GENERAL BARRIERS FOR WOMEN



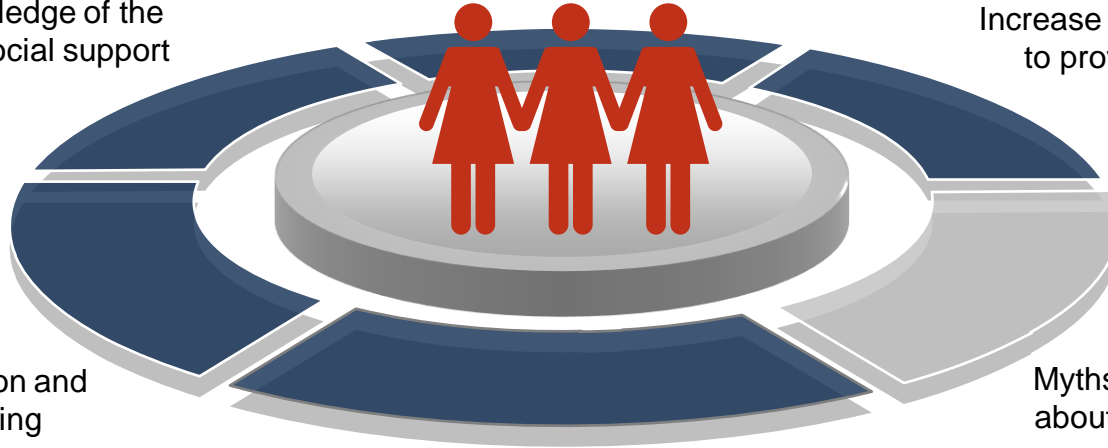


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# SPECIFIC BARRIERS FOR WOMEN IN SHIPPING

Insufficient knowledge of the sector. Lack of social support

Increase of work demands, having to prove woman worth more



Lack of education and specific training

Myths and misconceptions about women in the sector

A masculinized culture

# INTERNATIONAL ORGANIZATIONS PROMOTING GENDER EQUALITY



## ONU General Assembly

Resolution adopted by the General Assembly on 25<sup>th</sup> September 2015.  
Transforming our world: the 2030 Agenda for Sustainable Development (SD).



## IMO

Women in Maritime Gender Program.



## WISTA International

An Association leader in gender equality.

# TOOLS FOR GENDER EQUALITY IN COMPANIES

## #1- Where is your company in equality gender terms?

### Metrics:

- Measure progress internally
- Use tailored metrics
- Report the metrics
- Keep it simple!

### Gender equality - % of women:

- Attract: Hired
- Advance: Promoted
- Retain: Current number
- Sponsor: Leadership roles



# TOOLS FOR GENDER EQUALITY IN COMPANIES

## #2 - Recruitment and promotion processes

- Use **neutral language** in job descriptions
- Anonymous job applications
- Ensure **payment equality**
- Involve a **diverse team** of people in the interview process
- Provide **organizational training** around bias
- Have specific quantitative measures for **increasing diversity**
- Use of gender quotas





WHEN A SINGLE WOMAN WORKS IN A COMPANY,  
SHE WILL CHANGE.

HOWEVER, WHEN SEVERAL WOMEN WORK IN A  
COMPANY, IT UNDOUBTEDLY TRANSFORMS INTO  
A BETTER COMPANY



# THANK YOU!

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**MUÑOZ & MONTAÑÉS**  
A B O G A D O S / L A W Y E R S



# CONTACT US



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