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Future Trends and Opportunities for Women in Maritime



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Outline of presentation

- Contribution of Gender Equality to Economic Growth
- Contribution of Gender Equality in Sector Performance
- Status of the Maritime Sector in the Pacific
- Gender Equality in the 2050 Blue Pacific Strategy
- Leadership Commitments
- Gender Equality in the SPC
- Pacific Women in Maritime
- Regional Strategy for Women in Maritime (2025-2030)
- Key Constraints to Achieving Gender Equality
- Gains from Supporting Women
- Emerging Trends and Future Prospects in the Maritime Sector
- Strategic Recommendations
- Summary and Action Steps

Economic Growth and Gender Equality



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Global Progress

The global economy benefits immensely from gender equality. By closing the gender gap in employment, education, and leadership roles, countries can tap into the full potential of their human capital and foster innovation and resilience.

Correlation with Economic Growth

Countries that prioritize gender equality often experience higher levels of economic growth. By empowering women and ensuring their equal participation in the economy, nations can unlock new opportunities and drive sustainable development.

Social and Economic Benefits

Gender equality is not just a matter of rights, but also a smart economic choice. Communities with greater gender parity tend to have more prosperous economies, increased productivity, and enhanced social well-being.



Performance and Gender Diversity



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Enhanced Company Performance

Companies with more women leaders demonstrate improved performance and financial outcomes. Diverse leadership teams bring varied perspectives, creativity, and decision-making skills that drive competitiveness and long-term success.

Corporate Success Factors

The presence of women in leadership roles is a critical success factor for companies in today's dynamic business landscape. By promoting gender diversity and inclusion, organizations can unlock new opportunities and achieve sustainable growth.

Innovative Solutions

Gender diversity in leadership fosters a culture of innovation and adaptability within organizations. Women leaders often approach challenges differently, sparking creativity, problem-solving, and the development of groundbreaking solutions.



Current State of the Maritime Sector in the Region

- **11%** of 16,000 persons in the **Pacific maritime sector** are **women**
- **Less than 2%** employed in **national fleets** and **less than 1%** serving on **foreign-going vessels**
- Contributes **25% in some PICTs GNP** (through remittance transfers from seafarers)
- What does gender equitable maritime sector look like ?

Sources: [International Women's Day: Working together across all SPC programmes to improve gender equality | SPC Geoscience, Energy and Maritime Division](#)), [Mereseini Rakuita, SPC's Principal Strategic Lead – Pacific Women keynote address on Women In Maritime day 2022 | SPC Geoscience, Energy and Maritime Division & wcms_244119.pdf \(ilo.org\)](#)



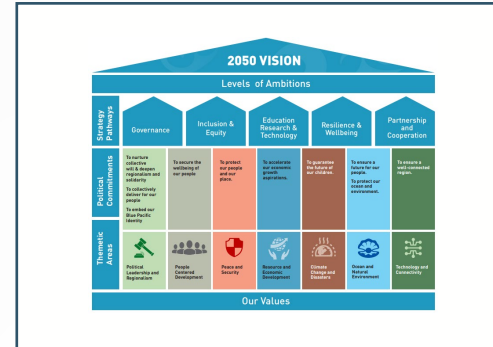
Commitment of 2050 Strategy for the Blue Pacific Continent

► The 2050 Strategy aims to create a future where the Blue Pacific Continent thrives on inclusivity, equity, and prosperity, safeguarding the well-being and cultural heritage of all Pacific peoples.

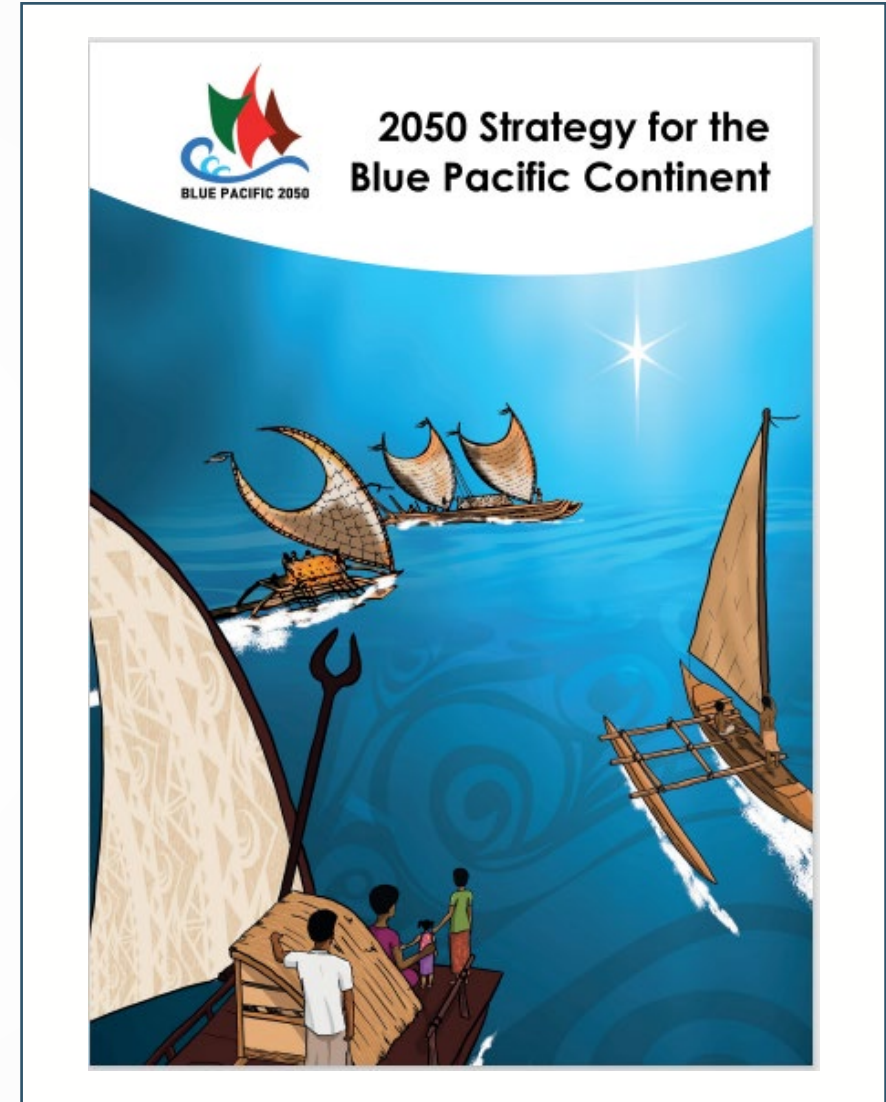
► “A resilient Pacific Region of peace, harmony, security, social inclusion and prosperity, that ensures all Pacific peoples can lead free, healthy and productive lives”

► Key Principles:

- Full Inclusivity, Equity, and Equality
- Inclusion and Equity Strategic Pathway
- Protection and Prosperity



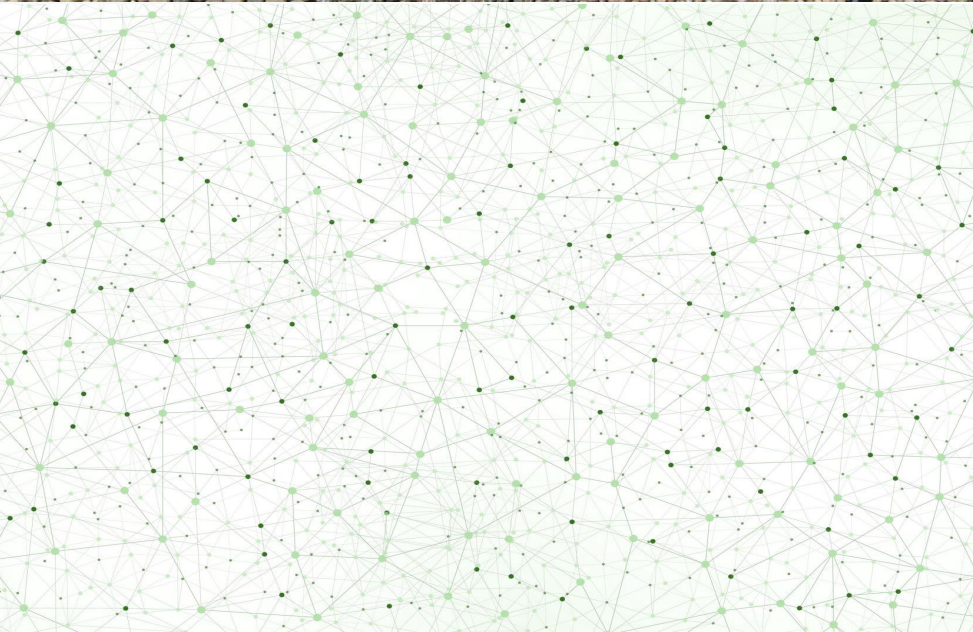
“
As Pacific Leaders, our vision is for a resilient Pacific Region of peace, harmony, security, social inclusion and prosperity, that ensures all Pacific peoples can lead free, healthy and productive lives.”
”





Commitment of the 5th Pacific Regional Energy and Transport Minister Meeting (PRETMM)

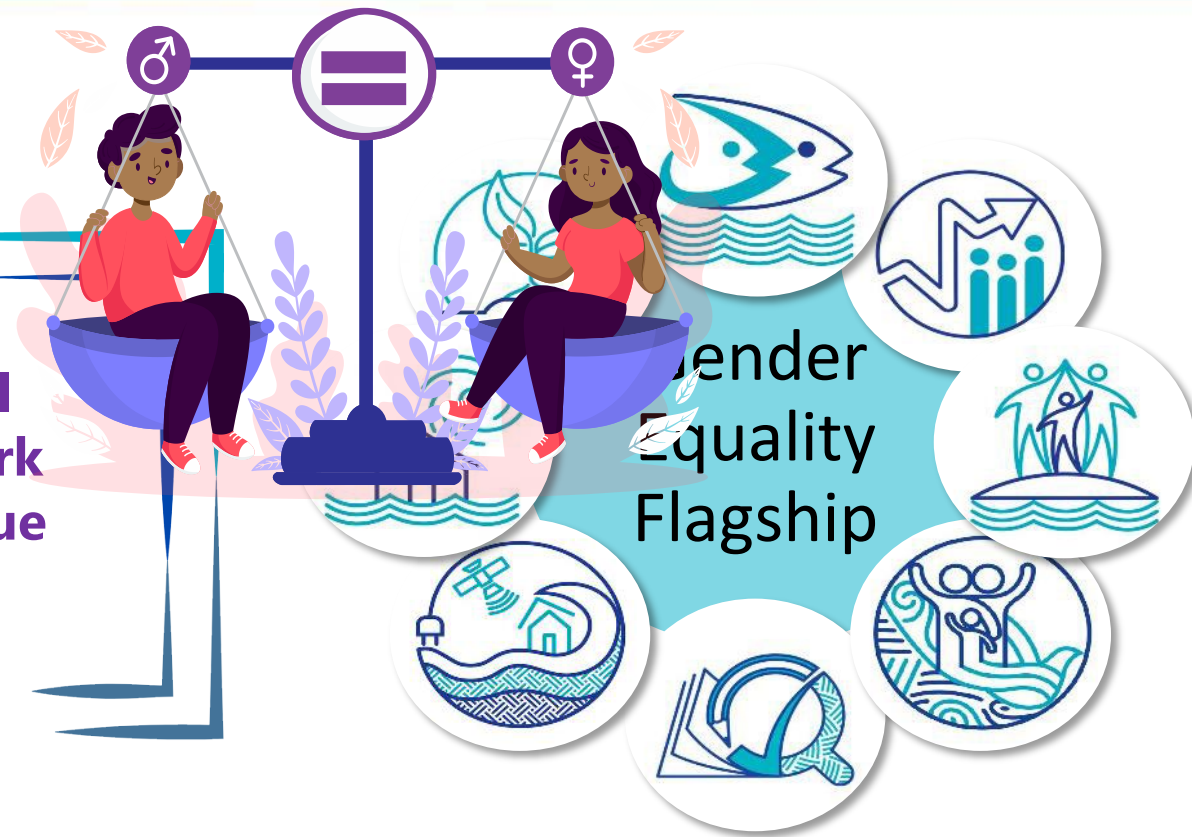
➔ “**Commit** to mobilizing appropriate resources, finances, infrastructure, technology and capacity building for a safe, resilient, green, clean, digital, **gender-just** maritime transport for the Blue Pacific.”



SPC's Gender Equality Flagship



The Gender Equality Flagship will provide an over-arching framework for action on the cross-cutting issue of gender inequality.



As One SPC - weaving together the different streams of gender work to create a cohesive approach to advance gender equality.

SPC Gender Flagship

Women's Empowerment Program

Focused on providing women with training and resources for leadership roles in the Pacific region.

Gender Mainstreaming Strategy

Integrates gender perspectives into all SPC programs and policies to ensure equality.

Youth Gender Equality Network

Connects youth across the Pacific region to advocate for gender equality and rights.

Pacific Women in Maritime

Vision:

To be the leading network for women empowerment and advancement in the Pacific maritime sector

Mission:

Urge government to provide policy, legislative and administrative framework required to empower women as stakeholder in the maritime sector and to facilitate their full participation as resources of the maritime sector



Advancing Women in Maritime Sector

- Emergence of Women in Maritime

Overcoming Challenges:

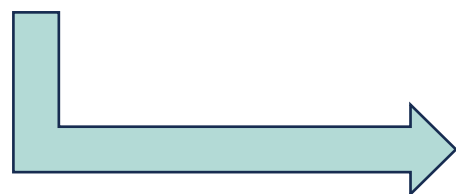
- Social stigmas and limited access to training.
- Determination leading to leadership roles and status quo challenges.

Trailblazing Pioneers:

- Championing of women in the leadership position

Positive Change:

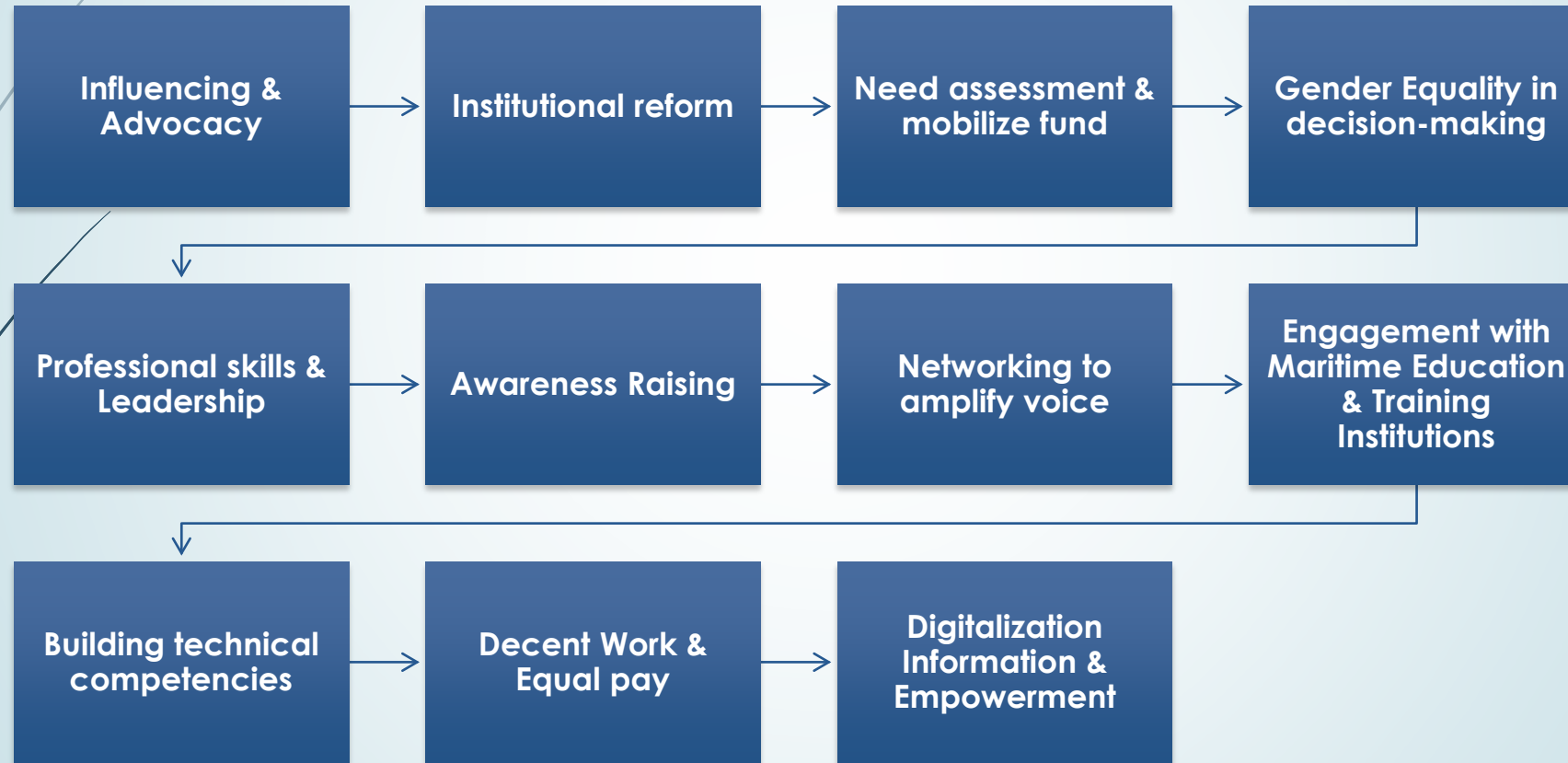
- Fresh perspectives and skill sets.
- Driving conversations on diversity, inclusion, and work-life balance



PACIFIC WOMEN IN MARITIME



Regional Strategy for Women in Maritime 2025-2030



Major Challenges

Under
representation

Gender Bias
and Stereotype

Lack of
supportive work
environment

Limited access
to training and
education

Work life
balance

Safety concern

Limited
networking and
support system

Legal and
regulatory
barriers

Lack of visibility
and recognition

Cultural and
social norms

Benefits of Investing in Women



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Uplifting Communities

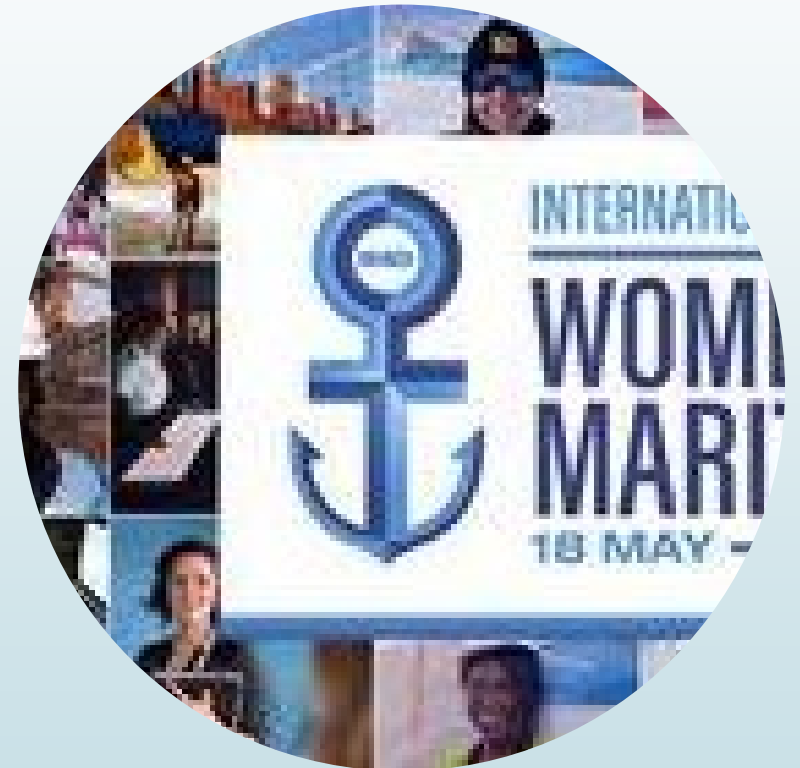
Investing in women leads to the empowerment of entire communities. When women are supported and given opportunities to thrive, they bring about positive changes in education, health, and social well-being for everyone.

Empowering Companies

Companies that prioritize gender diversity and invest in women leaders tend to outperform their competitors. Women's unique perspectives, skills, and leadership qualities enhance workplace dynamics and drive innovation and success.

Advancing Countries

Countries that invest in women's education, healthcare, and economic participation see remarkable progress and development. By leveraging the potential of women, nations can create more sustainable economies and increase overall prosperity.



Future Trends and Opportunities in Maritime Sector

Emerging Opportunities

Growing demand for skilled female seafarers and leaders in the maritime sector.

Training Programs

Investments in training programs to equip women with maritime skills and expertise.

Women in Leadership

Enhanced leadership capacity of women, equip them for the leadership role in the sector.

WE

Empowered women socially, economically and create a gender just society free from GBV and protect human rights for women.



Recommendation



Conclusion and Call to Action

Commitment to Change

By fostering gender equality in the maritime sector in the Blue Pacific Continent, we ensure a sustainable and inclusive future for all.



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Question for audience?



What role can Ports play in advancing women in maritime sector?



How can ports contribute to the development strategy for women in maritime?



THANK YOU

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