



IMO ASSEMBLY RECOGNIZES IMLI'S POLICY ON GENDER EQUALITY

The Assembly of the International Maritime Organization (IMO) adopted on 4 December 2019, during its thirty-first session, Resolution A.1147(31), entitled “Preserving the Legacy of the World Maritime Day Theme for 2019 and Achieving a Barrier-Free Working Environment for Women”. The Resolution (attached for ease of reference) originated from a joint initiative of Malta and Ghana with the contributions of Dr. Michaela Muscat (Maritime Attaché, Permanent Mission of Malta to IMO) and the IMLI Alumna, Mrs. Azara Al-Hassan Prempeh (Alternate Permanent Representative of Ghana to IMO). Canada and Georgia co-sponsored the Resolution.

The Resolution reaffirms the ‘commitment made in the 2030 Agenda for Sustainable Development Goals, especially Goal 5 “Gender Equality”, which aims to achieve gender equality and empower all women and girls’. The Resolution also resonates with IMO’s strategic framework and its ‘central role in enhancing progress towards gender integration within the maritime sector, through its [the Organization’s] Women Maritime Programme’.

The Resolution recognizes that ‘...as far back as 1988, the Organization was in the vanguard of United Nations specialized agencies, as it put in place an institutional framework to incorporate a gender dimension into the Organization's policies and procedures, including a 50% quota for women for one of its educational institutes, through the adoption of resolutions aimed at ensuring access to maritime training and employment opportunities for women in the maritime sector”.



Ms. Helen Buni (Focal Point, Women in Maritime Programme, International Maritime Organization) with the IMLI Ladies during her visit at IMLI on 26 April 2019

This paragraph highlights the active stance IMLI has taken in ensuring gender equality. It was indeed the Institute which was the first educational institution established within the United Nations system that included in its Statute of 1988 that 50 per cent of the places in its programmes shall be reserved for women candidates. IMLI is proud to note that this policy has yielded very positive results as the number of female participants in its programmes and course continues to increase yearly and, in some cases, has surpassed the number of male participants. IMLI also takes pride in reporting that this policy is further reflected in the number of female employees of the Institute, with some of them holding senior positions.

Professor David Attard (Director, IMLI) would like to express his appreciation for this recognition and reiterate the Institute's commitment to empowering women in the maritime industry.

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Resolution A.1147(31)

**Adopted on 4 December 2019
(Agenda item 19(d))**

**PRESERVING THE LEGACY OF THE WORLD MARITIME THEME FOR 2019 AND
ACHIEVING A BARRIER-FREE WORKING ENVIRONMENT FOR WOMEN
IN THE MARITIME SECTOR**

THE ASSEMBLY,

RECALLING the 120th session of the Council and its endorsement of the Secretary-General's proposal to choose "Empowering Women in the Maritime Community" as the World Maritime theme for 2019,

REAFFIRMING the commitments made in the 2030 Agenda for Sustainable Development Goals (SDGs), particularly SDG 5 which aims to achieve gender equality and empower all women and girls, and which are also reflected in the Organization's strategic framework and its support for seven regional Women in Maritime Associations that provide a forum for women to network, access knowledge and share best practices,

CONSIDERING that United Nations General Assembly resolution A/RES/72/147, adopted on 19 December 2017, highlights the need raised in previous resolutions regarding "Strengthening the institutional arrangements for support of gender equality and the empowerment of women" and calls upon all actors, including Governments, the United Nations system and its specialized agencies, other international organizations and civil society to intensify and accelerate action to achieve the full and effective implementation of the Beijing Declaration and the Platform for Action,

CONSIDERING ALSO that United Nations General Assembly Resolution A/RES/74/128, inter alia, calls upon Governments and all other stakeholders to systematically mainstream a gender perspective into the implementation of the 2030 Agenda for Sustainable Development, and requests the entities of the United Nations system to ensure effective support for the efforts of Member States towards the achievement of gender equality and the empowerment of women and girls,

CONSIDERING FURTHER that the Commission on the Status of Women (CSW) of the Economic and Social Council of the United Nations, at its sixty-third session (E/CN.6/2019/L.3), urges Governments, the relevant entities of the United Nations system and international and regional organizations, and invites civil society, to take action to fully implement existing commitments and obligations with respect to the achievement of gender equality and the empowerment of all women and girls,

RECOGNIZING the Organization's central role in enhancing progress towards gender integration within the maritime sector, through its Women in Maritime Programme,

RECOGNIZING ALSO that, as far back as 1988, the Organization was in the vanguard of United Nations specialized agencies, as it put in place an institutional framework to incorporate a gender dimension into the Organization's policies and procedures, including a 50% quota for women for one of its educational institutes, through the adoption of resolutions aimed at ensuring access to maritime training and employment opportunities for women in the maritime sector,

MINDFUL that the Organization's choice of the World Maritime theme for 2019 served as a catalyst for a multitude of women in maritime activities held throughout the year, including improving the visibility of women contributing to the sector, highlighting positive female role models within a male-dominated sector and providing capacity-building opportunities targeting women in the maritime sector,

WELCOMING the progress made in the maritime industry and lessons learned from the eminent women in the industry and the resilience and perseverance that drove their success,

WELCOMING ALSO a study being conducted by the Organization and the Women's International Shipping and Trading Association (WISTA) to provide up-to-date information and data on the number of women working in the maritime sector and the positions they occupy,

NOTING WITH CONCERN that the testimony of women from across the various maritime industries demonstrates that barriers and obstacles still exist at every level and the work towards gender equality, including the fostering of a safe environment for women in the maritime sector, remains incomplete and thus should continue to be pursued,

CONVINCED that further firm action needs to be taken to enshrine the legacy of this year's World Maritime theme, beyond 2019 and throughout the course of the industry's future actions,

1 ENCOURAGES the Organization and its relevant subsidiary bodies to take into consideration gender equality, including the fostering of a safe environment for women in the maritime sector, and integrate these considerations into their work;

2 URGES Governments, maritime administrations and the industry to endeavour to reach a barrier-free environment for women by considering ways to continuously identify and overcome the existing constraints in all aspects of the maritime sector, in particular, recruitment, training, capacity-building, technical cooperation and promotions, so that all women can participate fully, safely and without hindrance in the activities of the maritime community, including seafaring and shipbuilding activities, in order to effectively facilitate the achievement of SDG 5;

3 ENCOURAGES Governments, maritime administrations and the maritime sector to share best practices in achieving gender equality, with a view to reaching a barrier-free working environment for women in the maritime community;

4 STRONGLY ENCOURAGES efforts to collect, consolidate and analyse data regarding the participation of women in the maritime sector in order to establish an evidentiary foundation that will set baselines, identify gaps and inform policies aimed at removing barriers and increasing female participation in the sector;

5 ENCOURAGES ALSO further networking at the Organization to promote the goals embraced by the 2019 World Maritime theme, through regular meetings and developing concrete initiatives on empowering women and advancing gender equality at the Organization and in the wider maritime community based on open dialogue and wider engagement between the Member States and observer delegations.
