MARITIME WOMEN: GLOBAL LEADERSHIP (MWGL) DECLARATION

We, the participants of the “Maritime Women: Global Leadership Conference”, held in Malmö, Sweden, from 31 March to 1 April 2014, having deliberated on the leadership role that women play in the sustainable development of the maritime sector,

RECALLING articles 2(e) and 15(k) of the Convention on the International Maritime Organization (IMO) concerning the functions of the Organization and the Assembly in relation to the facilitation and promotion of technical co-operation,

RECALLING ALSO that the World Maritime University (WMU) was established to serve the global maritime community as IMO’s apex institution for capacity-building and educating maritime administrators, in furtherance of IMO’s purposes and objectives,

RECALLING FURTHER in particular IMO resolutions A.900(21), on Objectives of the IMO in the 2000s and A.1031(26) concerning Sustainable Financial Support for the WMU, through which the Assembly, respectively, acknowledged the special contribution of WMU to the attainment of the objectives of IMO, and recognized the high esteem in which WMU is held throughout the maritime world and its significant contribution to enhanced safety, security and environmental protection,

RECALLING IN PARTICULAR resolution A.1060 (28) on the Strategic Plan for the Organization concerning the contribution made by the Integrated Technical Cooperation Programme (ITCP) to assist developing countries to achieve relevant Millennium Development Goals (MDGs), and resolution A.1061 (28) on the High Level Action Plan of the Organization and priorities for the 2014-2015 Biennium and the High Level Action of strengthening the role of women in the maritime sector,

RECOGNIZING IMO’s efforts to promote the advancement of women in maritime activities through its capacity-building programme, MDG 3: Strengthening Maritime Resource Development, previously known as the Integration of Women in the Maritime Sector (IWMS),

UNDERSCORING the adoption by the Technical Co-operation Committee (18 June 1998), resolution TC.3 (45) on the “Promotion of the participation of women in the maritime industry”,


WELCOMING WMU’s policy aim of increasing the opportunities for professional women by aiming to sustain the level of intake of qualified women graduates at least to a level of 30%,
CONGRATULATING the University on the significant increase in the recruitment of professional women in the WMU faculty,

APPRECIATING WARMLY the generosity of all donors to, and sponsors of the Conference and thanking in particular the principal donor: the IMO,

WELCOMING the wide geographical representation of the speakers and participants at the Conference, covering all IMO’s regional networks,

NOTING the diverse experience and broad perspectives of all the speakers and poster presenters and appreciating their insights into the increasing contribution of women’s leadership in the maritime sector and the economic and social benefits from improved gender balance in the workplace,

APPRECIATING the thoughtful contributions of the Scientific Committee members, who assured the quality of academic and scientific levels of papers presented at the Conference,

WELCOMING the WMU’s plans to publish the Conference papers in cooperation with the IMO,

COMMENDING the spirit of co-operation and determination amongst all participants to make an effective and durable contribution furthering the leadership opportunities for professional women in the maritime industry in the public and private sectors,

RECOGNIZING the importance of education and research as a building block in achieving the increased participation of women in economic life,

DESIRING to encourage WMU to build further on its contributions to capacity-building and promote increased opportunities for professional women, and to promulgate new research-based knowledge on the economic benefits from increased women’s leadership,

RECOGNIZING AND WELCOMING the varying regional perspectives presented at the Conference;

INVITE the IMO Member States, the IMO governing bodies, the shipping industry and the donor community to:

- **EMPLOYMENT POLICY AND PRACTICE**

  - Acknowledge that women are endowed with unique qualities and talents, which if nurtured and incorporated in the maritime sector, can serve to strengthen the industry;
  - Make concerted efforts to provide mentoring, sponsorship and networking opportunities so as to build a critical mass of women in the maritime sector;
  - Make efforts to enable women to incorporate their traditional roles with the careers in the maritime sector, for example maternity leave, flexible hours of work, child-care amenities at the workplace;
  - Develop and implement uniformed evaluation and reward systems to attract the critical mass of women to the maritime industry.
• EDUCATION FOR CAREER BUILDING

- Encourage all stakeholders in the maritime sector to recognize that education is the key to promote the integration of women in the maritime sector;
- Encourage the international exchange of students towards improving cultural awareness, tolerance and understanding and towards improved job opportunities for women;
- Support leadership and mentoring alongside male sensitivity training to facilitate career development for female professionals.

• LEADERSHIP, MENTORING AND NETWORKING

- Identify existing female networks in shipping in order to make women in shipping more visible as role models, paving the way for the next generation of women in shipping;
- Support and encourage the development of mentoring, sponsoring and networking schemes for women as maritime leaders for today and tomorrow;
- Encourage the maritime industry to take active steps to attract talented young people to the industry.

• SUSTAINABLE DEVELOPMENT ISSUES IN SHIPPING

- Encourage all maritime stakeholders to create an enabling environment for women allowing them to understand career opportunities, and providing advocacy and mentoring opportunities;
- Encourage more women to enter engineering and technical fields of maritime professions;
- Encourage all stakeholders to adopt consequence analysis and values-based evaluation methodologies when exploring and addressing sustainable development of the industry.