



WOMEN IN MARITIME

Maritime UK established a Taskforce to address fairness, equality and inclusion within the maritime sector in January 2018. The Taskforce brings together leaders from across the maritime sector to identify practical steps to increase the number of women in maritime and crucially within senior roles across its shipping, ports, marine and business services industries. In the two years since its creation, the Taskforce has delivered an impressive programme of work.

Timeline of key achievements

- January 2018** Women in Maritime Taskforce established.
- February 2018** First Taskforce meeting, comprising leaders from across the breadth of the maritime sector. Taskforce heard from HM Treasury on their experience in developing the Women in Finance Charter.
- May 2018** Second Taskforce meeting held. Taskforce heard from Royal Mail on their work to address diversity. Charter subgroup established.
- June 2018** Workshop held to develop the Women in Maritime Charter. Companies start to sign up to the Women in Maritime Pledge.
- July 2018** First wave of pledge signatories announced at Seawork International by the Maritime Minister, supported by a digital campaign and Maritime UK's National Council signing ceremony.
- August 2018** First meetings of subgroups covering recruitment, retention and promotion, and remuneration held. Feeding into the Charter, its toolkits and recommendations developed by the Taskforce to industry and government. Charter proposals sent to pledge signatories for consultation.
- September 2018** Launch of Women in Maritime Charter. Charter pilots invited to join.
- March 2019** Key initiatives launched on International Women's Day.
 - a 'Speaker Bank' comprising women speakers for panels and industry conferences.
 - an "Interview Pool" loaning maritime women to companies that may lack diversity on interview panels.
- May 2019** Maritime UK starts a series of public speaking workshops to help support more women to join the speaker bank.
- May 2019** Four pilots achieve Charter Company status.
- Sept 2019** Women in Maritime Pledge has been signed by over 110 companies.

The Pledge

The Pledge is the forerunner to the Women in Maritime Charter. Signatories are making clear their support for creating positive change within their respective organisations, and collectively, across the UK maritime sector. Since launching, over 110 companies have signed the pledge.

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

UK Map of pledge signatories



The Speaker Bank

The initiative provides a database of women for panels and conferences. Through its work, the Taskforce heard that many conference organisers face difficulties trying to identify women to speak on a relevant topic at events. The speaker bank tags speakers with areas of industry expertise. We aim to have at least one female panel member at every session at London International Shipping Week 2019. Maritime UK has also started a series of public speaking workshops to help support more women to join the speaker bank.



The Charter

The Charter creates a framework to challenge companies to make progress on diversity. Charter companies set out the baseline they are starting from, set stretching targets with timeframes to improve gender diversity and lay out what steps they will take to achieve their goals. The Charter is supported by a suite of 'toolkits' or resources to help companies realise those targets. Each company is supported through the process and in crafting their action plans by a 'Charter Champion'. Four pioneering companies have gained Charter Company status following a successful pilot. A call to action has been made for more companies to come forward and join the Charter.



The Interview Pool

The "Interview Pool" loans maritime women to companies that may lack diversity on interview panels. Research by the Taskforce identified that more diverse interview panels or panels with HR professionals with diversity training are more likely to recruit a diverse workforce. However, a number of smaller companies in particular highlighted that they do not have access to such resources within their staff. The many organisations that have signed up to the Pledge and Charter have collaborated to fill this void, providing a facility for these companies to access relevant skills and expertise.

Next steps - get involved



Sign the Pledge

Individual companies are encouraged to sign the pledge via pledge at womeninmaritime.uk



Join the Charter

Individual companies are encouraged to register via charter at womeninmaritime.uk



Join the 'Speaker Bank' or 'Interview Pool'.



Help support toolkit collation or development

Companies should register interest via toolkits at womeninmaritime.uk



Offer a venue

Have you got access to space that we could use for small meetings, large seminars, receptions or workshops for the Women in Maritime Taskforce? Let us know!



Sponsoring the programme or its initiatives

Some of the solutions identified in the subgroups have cost implications that we need to meet to deliver the partnership promised by our charter. We need your help in securing sponsorship to produce tailored toolkits, online tools and events.



Join a Subgroup

We are always looking for fresh faces to contribute to the subgroups; everyone has ideas and opinions that we value, so come and be part of the solution. The four sub-groups are Recruitment, Retention and Promotion, Total Package, and the Charter.

womeninmaritime.uk

[#WomenInMaritime](https://twitter.com/WomenInMaritime)