



The Alliance for a Diverse, Equitable, and Inclusive Maritime Industry

Anonymous interviews with 115 women seafarers from all ranks form the basis of a multi-year effort by the All Aboard Alliance to improve living and working conditions for women at sea.

15

Key Pain Points for Women at Sea

Many of the key pain points identified here are also considered as pain points for many male colleagues.

Difficult to succeed professionally

A culture of getting treated as less competent than men

Having to outperform men to be perceived as competent

Unequal access to on-the-job training

Assigned different tasks than men

Challenging social relations

A culture of rumours and gossip

Feeling isolated, unsupported and/or alone

Sexual abuse and sexual harassment

Power abuse by officers

Employment challenges

Contracts at sea are too long

Lack of family planning, maternity leave, and sea-shore rotation programmes

Companies not wanting to recruit women

Women seafarers go elsewhere

Physical conditions onboard

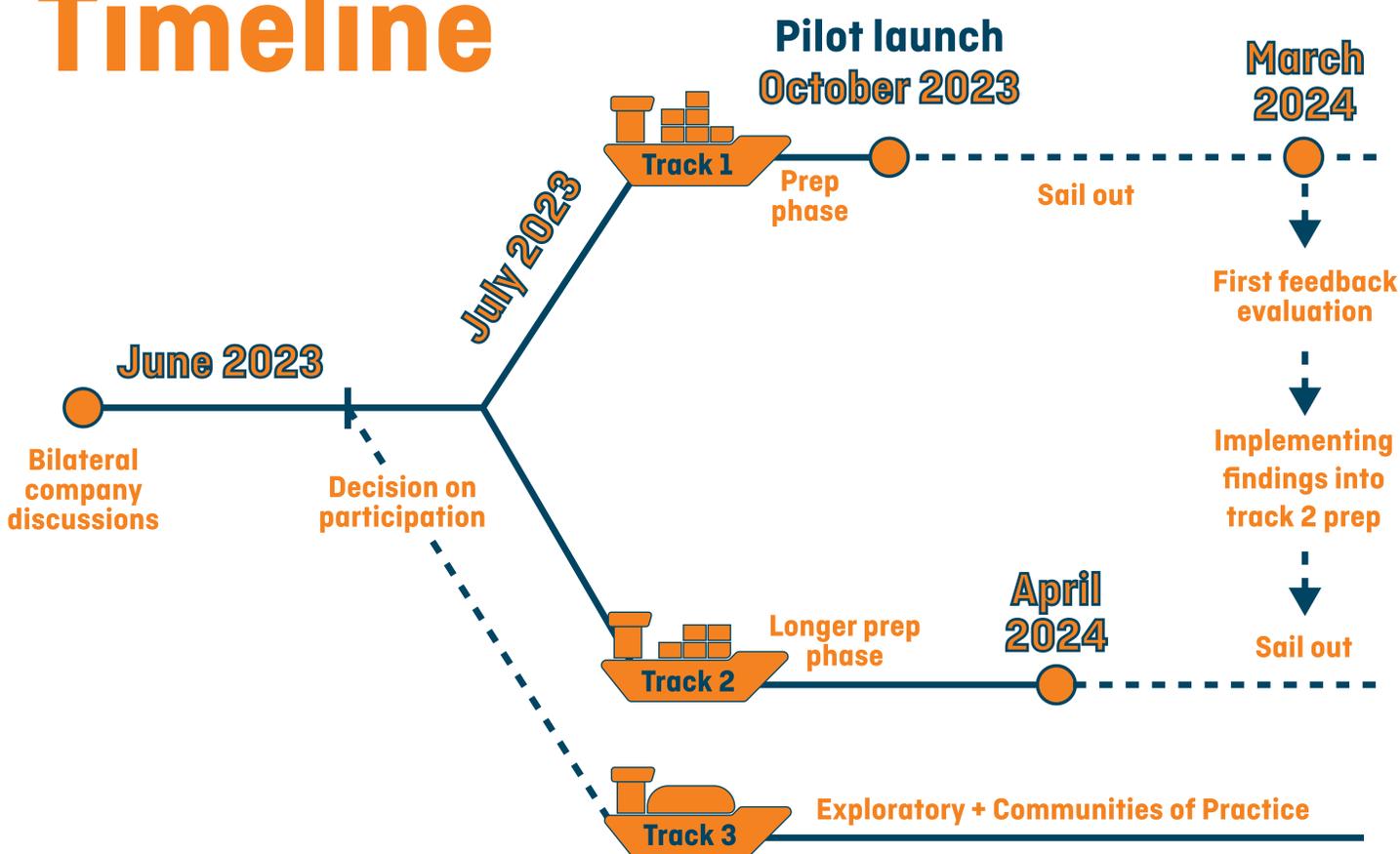
Access to female sanitary products onboard

Access to appropriate personal protective equipment

Access to designated changing rooms, bathrooms, etc.

In the pilot phase of the project, **selected vessels from within the All Aboard Alliance** will test the co-designed measures and solutions in an action-research approach. The goal is to **identify which of the proposed solutions are most impactful** in addressing the 15 key pain points identified in the report, and thus best will help the All Aboard Alliance in **making a career at sea not just inclusive for all, but also attractive to more women seafarers going forward.**

Timeline



Pilot Setup

Minimum requirements

+

Work environment free from abuse and harassment

Inclusive work environment onboard

Flexible careers and work/life planning

Participating companies commit to a set of minimum requirements, including striving for an **ambitious gender composition** among crew members, providing appropriate conditions for **menstrual needs**, providing all crew with adequate **communication tools** and data sharing, and ensuring that all seaborne staff have **access to inclusive personal protective equipment.**

The pilot project will focus on three measures for improving conditions at sea: a more inclusive work environment; freedom from abuse, harassment, and bullying; and more flexible conditions to accommodate work/life planning.

An orange silhouette of a ship's hull with a single mast and a stack of three rectangular blocks on the deck.

Track 1 aims for swift action by implementing requirements, top measures, and additional measures before the launch. The preparation phase is from July 2023 until the **sail-out in October 2023**, emphasizing flexibility, pioneering initiatives, and exposure within a tight timeline.

An orange silhouette of a ship's hull with a single mast.

Track 2 takes a more measured approach, acknowledging the need for extra time and support to meet the requirements. The preparation phase extends from July 2023 to April 2024, with **sail-out in April 2024**. This longer timeline allows for **learnings from Track 1**.

An orange silhouette of a ship's hull with a single mast and a semi-circular shape on the deck.

Track 3 focuses on **cultivating communities of practice** while delving deeper into the proposed measures. It centers on what constitutes a solid contract, crafting appealing maternity/paternity packages, developing family care programs, and refining procedures for reporting and auditing sexual misconduct. This track offers an opportunity to **explore these critical areas in depth**, building on the **learnings from Track 1 and Track 2**.

Track 3