



WOMEN  
IN MARITIME

# Women in Maritime Charter



MARITIME  
UK

## The Women in Maritime Taskforce

In January 2018 Maritime UK established a Taskforce to address fairness, equality and inclusion within the maritime sector.

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. Maritime UK will establish Taskforces on other diversity challenges shortly.

Achieving a balanced workforce at all levels in the maritime sector will undoubtedly improve culture, behaviour, outcomes, profitability and productivity.

During London International Shipping Week 2017, then Maritime Minister Rt Hon John Hayes MP called for industry to address gender imbalance in the sector. Government are represented on the Taskforce.

The Taskforce will make a series of recommendations and utilise best practice from other sectors that have taken similar action. It will also coordinate cross-industry activity and initiatives to support greater gender diversity.



## Timeline

**January 2018** Taskforce announced.

**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 at Braemar Seascope's offices to develop the Women in Maritime Charter.

Companies start to sign up to Women in Maritime pledge.

**July 2018** Pledge signatories announced at Seawork International, supported by digital campaign and Maritime UK National Council signing ceremony.

**August 2018** First meetings of subgroups covering recruitment, retention, promotion and remuneration held. Each subgroup will feed into the Charter, its toolkits and recommendations the Taskforce will make to government and industry. Charter proposals sent to pledge signatories for consultation.

**September 2018** Following consultation feedback. Charter pilots invited to join.

## Key areas of focus

**The Taskforce has identified key areas in which to focus effort:** Recruitment, Progression, Retention and Total Package. Subgroups have been established comprising relevant practitioners and each will feed into the Taskforce's recommendations, toolkit development and provide a forum for knowledge sharing.

Proposals from early subgroup meetings include workshops on unconscious bias, sharing best practice on the role of job description language in attracting women applicants and sharing of HR personnel between companies.

Data is important, so the Taskforce will commission a robust survey to properly understand where we are today to ensure progress can be measured going forward.

To ensure connectivity with existing workstreams, recommendations for industry will be shared and/or actioned by Maritime UK's cross-sector working groups.

## Pledging action

One of the first initiatives from the Taskforce is the Women in Maritime pledge, taken by companies, to signal their intent to deliver change.

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

Over 60 companies and organisations have already signed the pledge.

They are all committing to take practical steps and set measurable, ambitious goals. The Taskforce plans to support companies through the Women in Maritime Charter, launched during Maritime UK Week in September 2018. They will be supported by toolkits comprising best practice, workshops and mentoring. Performance against the Charter commitments will be monitored through a joint industry-government biennial report.

## Who's involved

<b>A</b>	<b>H</b>	Port of London Authority
Aberdeen Harbour Board	Hapag-Lloyd (UK) Ltd	Port of Milford Haven
ADPR	Harwich Haven Authority	Portsmouth International
AMI Marine Ltd		Port
Apostleship of the Sea	<b>I</b>	Propeller Club Liverpool
Associated British Ports	IMarEST	
<b>B</b>	<b>L</b>	<b>R</b>
Blackpool & The Fylde College	Lloyd's Register	Red Square Medical
BP Shipping	<b>M</b>	Royal Fleet Auxiliary
British Marine	Mactra Marine Ltd	Royal Navy
British Ports Association	Mainstay Marine Solutions	<b>S</b>
Bruntons Propellers	Marine People	Saltwater Stone
<b>C</b>	Maritime London	Seafarers UK
Carlbon Shipping	Maritime Skills Alliance	Shoreham Port
Carnival UK	Marlan Maritime Technologies	Society of Maritime Industries
City of Glasgow College	Mersey Maritime	Solent LEP
CLIA UK & Ireland	Millennia Insights	Stellamar
CMA CGM UK Shipping Ltd	MMD Shipping Services	Stena Line UK
Coltraco Ultrasonics	MNTB	<b>T</b>
Complete Training Solutions	MYBA The Worldwide	Teignmouth Harbour Commission
Condor Ferries	Yachting Association	The Baltic Exchange
Cruise Academy Ltd	<b>N</b>	The Honourable Company of Master Mariners
<b>D</b>	Nautech Services Ltd	The Nautical Institute
DP World	Nautilus International	Trinity House
<b>F</b>	<b>O</b>	<b>U</b>
Falmouth Harbour Commissioners	Ocean Chandlery	UK Chamber of Shipping
Forth Ports Ltd	<b>P</b>	UK Major Ports Group
Frontline Pumps & Systems Ltd	Peel Ports Group	
	Pooler Harbour Commissioners	

Get involved and pledge action at [pledge.womeninmaritime.uk](https://pledge.womeninmaritime.uk)

## The Charter

The Taskforce will support companies through the Women in Maritime Charter. They will be supported by toolkits comprising best practice, workshops and mentoring. Performance against the Charter commitments will be monitored through a joint industry-government biennial report.

Despite being behind the curve on diversity, there is now real momentum to deliver change. Starting from behind has allowed the Taskforce to learn from others and see what works. This included meeting with HM Treasury to learn from their experience in developing the Women in Finance Charter as well as with Royal Mail – a leading diversity proponent.

### Key components:

1. Companies have decided that they wish to excel.
2. Companies take stock of position today.
3. Individual company 'action plans' – comprising reaffirmation of the pledge with core targets and a number of additional targets or commitments relevant to the company and its context. Targets within action plans will be a balance of short and medium term, with a continual cycle of reassessment and challenge.



- The Taskforce will provide 'toolkits' or resources in the form of signposting to existing resources or the delivery of workshops, provision of mentoring or similar initiatives to aid individual companies meeting their commitments through participation in cross-sector activity.
- Each company will identify a member of senior management responsible for their individual action plan.
- Participating companies will distribute a survey produced by the Taskforce on workplace culture to help:
  - a) individual companies identify remedial action, and, b) the Taskforce identify sector-wide issues that should be considered for collective action or recommendations as appropriate.
- An biennial report on Charter performance will monitor progress, and identify areas for future focus and publish recommendations from the Taskforce and its subgroup. Performance will be self-assessed via an online portal.
- Progress will be highlighted and celebrated via Maritime UK.

## Next steps – get involved

### Join the Charter as a 'pilot' company

Individual companies to come forward and develop their individual 'action plans' with the Charter subgroup. This first tranche of Charter 'pilots' will test the Charter framework through the setting of their commitments and identification of support required to realise those commitments.

Companies should register as Charter pilots via [charter.womeninmaritime.uk](https://charter.womeninmaritime.uk)

### Deliver toolkit activity

The toolkits that will be put in place by the Taskforce will be delivered by a number of parties. The Taskforce have identified a number of areas where support will need to be provided. Details of those areas are online and companies and others are invited to volunteer to deliver toolkit activity.

Companies should register interest in delivering toolkit activity via [toolkits.womeninmaritime.uk](https://toolkits.womeninmaritime.uk)

“ The Taskforce has been unafraid to have the difficult conversations to identify key issues and challenges for the sector. It's made rapid progress by creating a real sense of collective resolve to deliver progress.

We now urge companies to take the next step and join the Charter. Working together, as an industry – balancing challenge and support – we'll get this right.

Sue Terpilowski OBE, Taskforce Chair





30 Park Street

London

SE1 9EQ

020 7417 2837

 @womeninmaritime

 [womeninmaritime.uk](http://womeninmaritime.uk)

© Copyright Maritime UK 2018