



November 20, 2020  
"The role of the European  
Commission, IMO and ILO for  
empowering gender in  
maritime"

<https://maritimeconferences.online/>

# POLICY **RECOMMENDATIONS**



The MAAP and PAEPI roles for **EMPOWERING**  
**gender** in Maritime

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# Policy Recommendations

1. Gendering of METIs / Maritime Sector
2. Use of Neutral Maritime Terminologies
3. Hiring Policy
4. Empowerment of Women Program Policy
5. Mentoring of Women Junior Officers and Career Tracking Policy
6. Wage Parity Policy



# Policy Recommendations

## **GENDERING of METIs / Maritime Sector**

**GECAMET recommendation:** to formulate their GAD policy

introducing subjects on gender sensitivity

implementing gender-fair policies (e.g. in hiring)

introducing GAD policies in maritime schools





# Policy Recommendations

## 2

### Using **NEUTRAL** Maritime Terminologies

Sexist terms and language in the industry  
must be eliminated

e.g. Seafarer instead of seaman

Crewing agency instead of manning agency





# Policy Recommendations

# 3

## HIRING POLICY

Ships to hire more women seafarers and women cadets or trainees

The government can make this requirement a precondition for the renewal of registration of both foreign and domestic shipping





# Policy Recommendations

# 4

## **EMPOWERMENT of Women Program Policy**

short-term and long-term goals

Include target number of students in maritime schools and target number of women to be deployed onboard domestic and international vessels





# Policy Recommendations

# 5

## **MENTORING**

### **of Women Junior Officers and Career Tracking Policy**

This encourage women to be more effective and efficient as she climb up the career ladder





# Policy Recommendations

# 6

## Wage **PARITY** Policy

Pay scales must be gender neutral  
It must be set by the position, qualifications  
and contributions to the organizations





# Maritime Academy of Asia and the Pacific

Kamaya Pt, Mariveles, Bataan [www.maap.edu.ph](http://www.maap.edu.ph)



VADM Eduardo  
Ma R Santos, AFP  
(Ret)  
MAAP President



# MAAP participation in the **GECAMET** Project– IAMU & Nippon-Funded



# MAAP Programs that **empowers** gender in Maritime



**Scholarship / Sponsorship Program**

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**Employment Program**

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**High School Career Orientation Programs**

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# MAAP Programs that **empowers** gender in Maritime



## **Recruitment and Selection Program**

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## **Student welfare, development and services Program**

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# MAAP role for **empowering** gender in maritime

*(based on GECAMET Conclusions)*



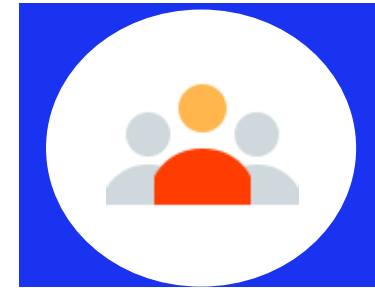
**Diversity and  
Complementarity**



**Empowering  
women (KPIs)**



**Curriculum**



**Providing  
leadership roles  
in all areas**



**Enhancing the  
capability and  
potentials of  
MAAP students  
(KPIs)**

# MAAP Women Cadet Club



**the Women's League Seminar**



**MAAP Women Alumni share their experiences as seafarers With their junior women cadets**

# About PAEPI



a recognized professional association whose nationwide membership consists of responsible officials and extension implementers in varied accredited local institutions (HEIs), NGOs, NGAs, LGAs, LGUs

**in collaboration**

**with global partners**

who share similar thrusts and objectives



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**MAAP - member of PAEPI**

- conduct professional development activities and projects

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**PAEPI Global**

Led by Dr. Cristina Dragomir with PAEPI Philippine President Atty. Dr. April Alcazar as the Executive Director [www.paepi-global.org](http://www.paepi-global.org)

# PAEPI's roles for **empowering** gender for maritime



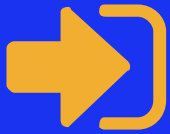
- 👍 partners with global counterparts, e.g. CESR thru Dr. Dragomir
- 👍 observes Social Responsibility to create a safe, respectful, and team-spirited workplace
- 👍 Thru CERS, members avail free webinars - [www.paepi-global.org](http://www.paepi-global.org)
- 👍 PAEPI's Gender Sensitivity and Development Programs address SDG5 and other SDGs
- 👍 PAEPI is open to all, a multi-disciplinary organization
- 👍 PAEPI trains and retrain its members to enhance competencies of members



# Conclusions



Empowering gender in the maritime is challenging



There is a need to venture to unknown places or unchartered waters, map the obstacles, navigate around them and make the route safe to carry on in integrating and empowering women into the maritime workforce



MAAP and PAEPI Global is one with all local and international maritime organizations for empowering women in Maritime

# End of presentation



**VADM EDUARDO MA R SANTOS,  
AFP (RET)**

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PAEPI Honorary Adviser



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MAAP External Relations Director  
PAEPI Chairman Emeritus

**THANK  
YOU!**