

(PERSISTENT) LACK OF GENDER DIVERSITY IN MARITIME

The International Maritime Organization (IMO) and the Women’s International Shipping & Trading Association (WISTA) have published the second **Women in Maritime Survey** with data from IMO Member States and the private sector on the proportion and distribution of females working in the maritime sector. Because more IMO Member States partook in the survey, the 2024 figure of 176,820 women in the industry is higher than the 151,979 from 2021. Yet, the latest data set shows that women account for just under 19% of the total workforce sampled (vs 2021’s 26%) and only 16% in the private sector workforce cohort (excluding seafarers; at sea, women account for just 1% of the total number of seafarers employed by the surveyed organisations). While greater female representation was found in emerging sectors such as ESG and decarbonisation services, others, such as bunkering and legal, recorded a decline. The report also provides detailed recommendations on how IMO Member States and the industry can contribute to improving gender diversity in maritime – by enhancing recruitment and retention initiatives, expanding mentorship and leadership development programmes, strengthening policy implementation, and guaranteeing safe and supportive working environments. “Attracting, retaining and promoting women – both on land and at sea – remains a priority moving forward. However, the new data also shows how opportunities across the industry continue to be limited for women due to barriers such as gender stereotyping, workplace safety concerns, a lack of family-friendly policies, and the ongoing gender pay gap,” noted **Elpi Petraki**, President, WISTA International.



CYBER RESILIENCE GUIDELINES FOR EMERGING TECHNOLOGIES IN THE MARITIME SUPPLY CHAIN

The new set of **cyber-security guides**, prepared by the International Association of Ports & Harbors’ (IAPH) Data Collaboration Committee (DCC) with the support of IAPH member ports & experts as well as the **World Bank** and the **World Economic Forum**, assesses the particular cyber risks associated with the increasing use of emerging technologies in ports. Specifically, the publication deals with quantum, artificial intelligence, drones, the internet of things, 5G, automation, and green energy in terms of their potential beneficial application to enhance cyber resilience, likewise to pinpoint risks and vulnerabilities. The *Guidelines* also cover the measures that can be taken to detect, mitigate, and protect against cyber threats. Moreover, the document features a chapter that addresses training & education needs to support emerging cyber-security technologies, while the concluding section outlines critical emerging technologies that should be addressed in maritime cyber-security legislation, why they are necessary, and the relevant regulatory bodies that need to be involved. “The implementation of emerging technologies in the maritime supply chain is getting wider, which is precisely the reason why it is important to raise awareness to implement cyber security by design. That means preparing now, not after an incident,” commented **Gadi Benmoshe**, Managing Director of **Marinnovators Consulting** and Lead Author of the *Cyber Resilience Guidelines*. In 2021, DCC produced the **IAPH – Cybersecurity Guidelines for Ports and Port Facilities**, subsequently adopted by the International Maritime Organization as part of its cyber risk management guidelines. Then, **The Mindshift to Innovation in Ports** white paper was put forth, alongside **Risk and Resilience Guidelines for Ports**.

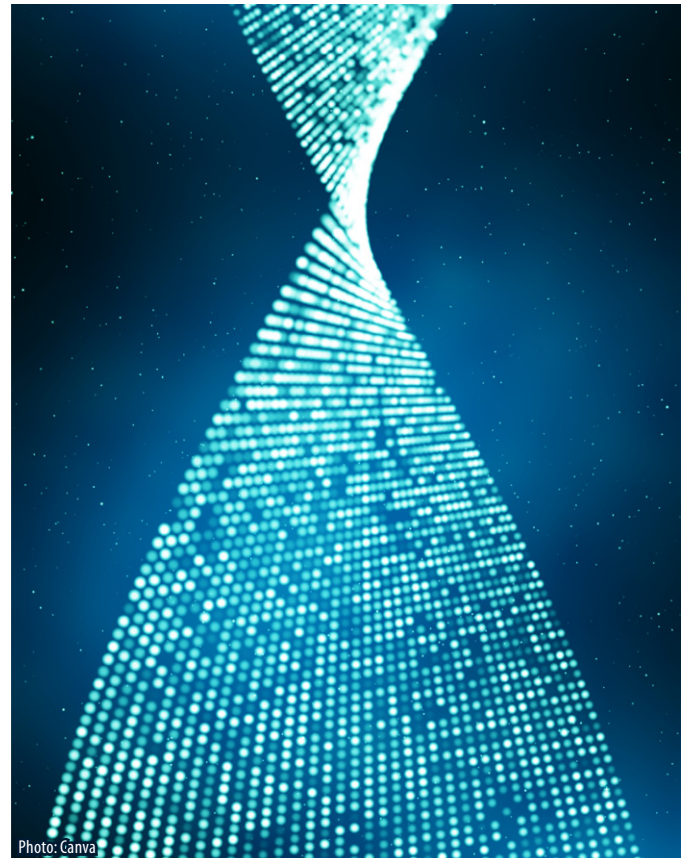
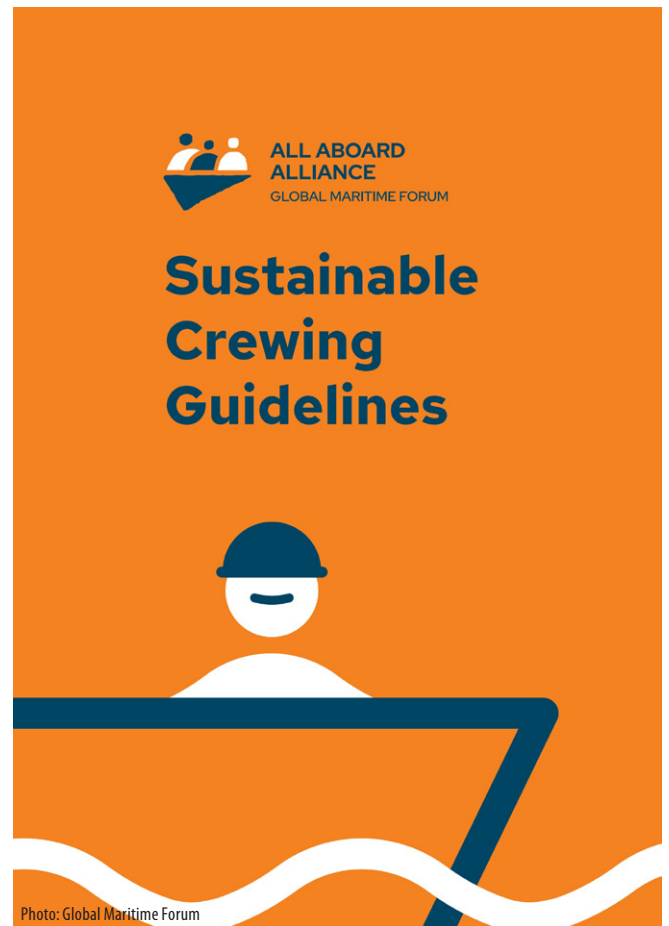


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SUSTAINABLE CREWING GUIDELINES

Hailed as the first-of-a-kind, the nine-point **Guidelines** aim to improve working conditions amid the shipping industry's 17-year high workforce shortage (a forecasted shortfall of 90,000 trained seafarers by 2026). The 'what good looks like' list was put together by the **Global Maritime Forum (GMF)** and 12 major shipping companies following years of research and real-world pilots involving over 400 seafarers. The *Guidelines* address challenges related to abuse and harassment, work-life balance, and onboard facilities to make life at sea safe & inclusive, and attract the next generation of talent. "Despite the world's 1.9 million seafarers keeping \$14 trillion worth of global trade moving, the maritime sector continues to fall short in worker protection and treatment, making a career at sea less safe and appealing, contributing to high attrition rates. Preliminary research carried out to inform the *Guidelines* showed that 25% of seafarers experience harassment and bullying (rising to >50% for female seafarers), 90% report having no weekly day off, and many are isolated with limited or no access to internet services at sea," GMF stressed in a press brief. The organisation furthered, "Struggling with inexperience, fatigue, and insufficient resources, workers face an increased risk of accidents, endangering both crew members and ships. It is estimated that 75-96% of accidents and incidents at sea involve human error (Allianz) and that 15-20% of all fatalities are linked to fatigue (Science Direct)." **Susanne Justesen**, Director of Human Sustainability at GMF, said, "We need a complete re-think of what good looks like when it comes to seafarer well-being. While existing measures like the Maritime Labour Convention provide minimum standards for working conditions at sea, we hope the *Sustainable Crewing Guidelines* can serve as inspiration to those companies that want to go beyond the bare minimum – and lead the way for the industry to become both safe, attractive, and sustainable for seafarers." The nine points call for establishing clear expectations of respectful and professional behaviour; zero tolerance for abuse and harassment; setting rank-specific criteria for tasks, training, and appraisals; ensuring appropriate equipment and facilities for all; providing a reliable daily connection to the wider world; reducing isolation by building supportive communities; offering flexible contract lengths and respect contract terms; providing paid parental leave; and continuously collecting feedback and taking action.



FEMALE CADET PROGRAMME

The **V.Group (V.)**, a global ship manager and provider of marine services, and the **International Seaways (INSW)** tanker company, have launched a programme that's specifically designed to enable more gender diversity at sea. It aims at creating a more female-friendly working environment on board, including access to gender-specific facilities, workwear, safety equipment, and health & wellness programmes. Female cadets will join two dedicated and adapted training ships in September 2025 and will be supported throughout their first rotation by INSW female senior officers. These initiatives, along with an onboard culture training programme, will be used to establish best practices for a safer and more inclusive environment at sea to benefit

all seafarers. "Female seafarers represent a wealth of untapped talent for the maritime industry. [...] We call for all hands on deck in championing a safe and supportive workplace for everyone. We recognise that when people have equal opportunities to thrive in their roles, the entire industry benefits and grows," highlighted **Lois Zabrocky**, CEO, INSW. Her counterpart at V, **René Kofod-Olsen**, added, "This programme is not only a natural extension of our long-standing partnership with INSW, but it's also a must-win battle for the entire industry. Enhancing diversity on all fronts is a commercial and strategic advantage. It ensures we have the best talent in our teams and are able to deliver on our promise of operational excellence at sea."

DIGITAL TECH VS PARAMETRIC ROLL

Particularly affecting container ships, ro-ros & ferries, and car carriers, parametric roll happens when a vessel experiences large rolling motions as it moves in waves. A hard-to-predict phenomenon, it poses a threat to vessel, cargo, and crew safety. **ABB** and **CMA CGM** have partnered to integrate the latter's theoretical framework into the former's **OCTOPUS** Marine Advisory system. By detecting and helping to prevent extreme parametric rolling, the new algorithm will help enhance operational safety by reducing the risk of accidents, vessel damage, and cargo loss at sea (thus also protecting the marine environment from oceanic pollution). CMA CGM will deploy the solution across its global fleet (with some 200 ships already OCTOPUS-equipped) and offer comprehensive user training services for the users (also to be available to the wider

shipping industry). "Recent developments in the maritime sector have focused increasingly on safety and sustainability. Our partnership with CMA CGM on the parametric roll algorithm underscores our commitment to improving vessel safety and operational efficiency as well as contributing to environmental protection. By providing a tool that helps to mitigate the risks associated with parametric roll, we are taking a meaningful step forward in the global shipping industry," underlined **Tomas Arhippainen**, Business Line Manager, ABB. CMA CGM's VP Group Operations, **Emmanuel Delran**, added, "This solution not only enhances safety and operational efficiency but also helps to minimize risks for cargo damage and loss at sea. This collaboration represents a major leap forward for the industry, enabling more efficient operations and safer voyages."