



INTERNATIONAL DAY FOR  
**WOMEN IN  
MARITIME**  
18 MAY



# International Day for *Women* in Maritime







## NMSA CEO's MESSAGE

The NMSA has been making a concerted effort to help the maritime industry move forward and help women achieve a representation within the Maritime Sector. This work has been focused through our various participations and collaborations with the Pacific Women in Maritime (PACWIMA), which is an integral component of the International Maritime Organization (IMO)'s gender and capacity building programme.

There are currently eight regional Women in Maritime Associations (WIMAs) established under the auspices of IMO, which provide a forum for women to network, access knowledge and share best practices.

Initially, PacWIMA was the first of seven regional Women in Maritime Associations (WIMAs) established under the International Maritime Organization (IMO). With considerable support from the Pacific Community (SPC), it was first launched in 2005, with Papua New Guinea creating its own State Women in Maritime (PNGWIMA) in 2007.

Having a State WIMAs play a critical role alongside parallel efforts to increase women's representation and source of pool of women in the sector to contribute to gender equality.

The conversation for the D4WIM was initiated when the regional association - Pacific Women In Maritime Association (PacWIMA) was relaunched during the Regional Conference for Pacific Women In Maritime in Tonga in April 2016 with the support and facilitation of SPC and IMO. This D4WIM was reaffirmed during the 2nd Regional Conference for Pacific Women In Maritime in Port Moresby, Papua New Guinea in April 2018, with the date of 18 May agreed to, as the D4WIM, with the commencement of celebrations in 2019.

The initial Submission to establish the ID4WiM was led by the Pacific Region, through Papua New Guinea with co-sponsors from the other IMO Member States namely: Australia, Canada, Cook Islands, Fiji, Kiribati, Nauru, Singapore, Solomon Islands, Vanuatu, and Viet Nam and the Secretariat of the Pacific Community (SPC).



NMSA CEO

Our Organization, the NMSA, should be proud to have taken on the responsibility in leading and coordinating efforts of the Pacific family in pushing for global recognition of this day. It speaks volumes and enhances our position in both regional and on IMO arenas.

Giving prominence to a Day for Women In Maritime will focus on women in, and intending to join the maritime sector and encourage governments, maritime administrations, ship owners, ship operators, all relevant agencies, to promote and take action to celebrate the day meaningfully. This is a way to keep the conversation going, to set targets and see tangible outcomes with more women in leadership roles, more women being visible as key stakeholders, and more women having access to capacity-building opportunities.

This annual observance affirms IMO's commitment to addressing the United Nation's Sustainable Development Goal 5 with the aim of achieving gender equality and empowering women and girls. The ID4WiM complements the IMO's Gender Programme for Women in Maritime and highlights the contributions of women in the sector as well as to achieve greater representation of women in sea-going and shore-based employment in the sector.

## IMO, Secretary-General's MESSAGE

Gender equality is recognized as a key platform for a sustainable future. It is enshrined in the Sustainable Development Goal 5 - one of the 17 goals that underpin the United Nations' Sustainable Development Agenda, which countries all over the world have pledged to implement.

For more than three decades, IMO has been supporting gender equality through our women in maritime programme, seeking to empower women in the sector through training, visibility and recognition.

To provide an opportunity to highlight and celebrate women in maritime, during last December's Assembly, IMO Member States designated 18 May each year, to acknowledge and pay tribute to the accomplishments of maritime women.

Additionally, the observance will promote the recruitment, retention and sustained employment of women in the maritime sector and support work to address the current gender imbalance in maritime.

On this inaugural International Day for Women in Maritime, let's take this opportunity to celebrate the many women who are contributing to the future of maritime: navigators, engineers, surveyors, CEO's, managers, representatives of government and industry, those chairing IMO organ meetings and women in every other role across the industry.

Women are working in all facets of the maritime sector across the globe to support the transition to a decarbonized, digitalized and more sustainable future for the industry.

There is still a gender imbalance in maritime - but times are changing as it becomes recognized that diversity in maritime benefits the entire sector.

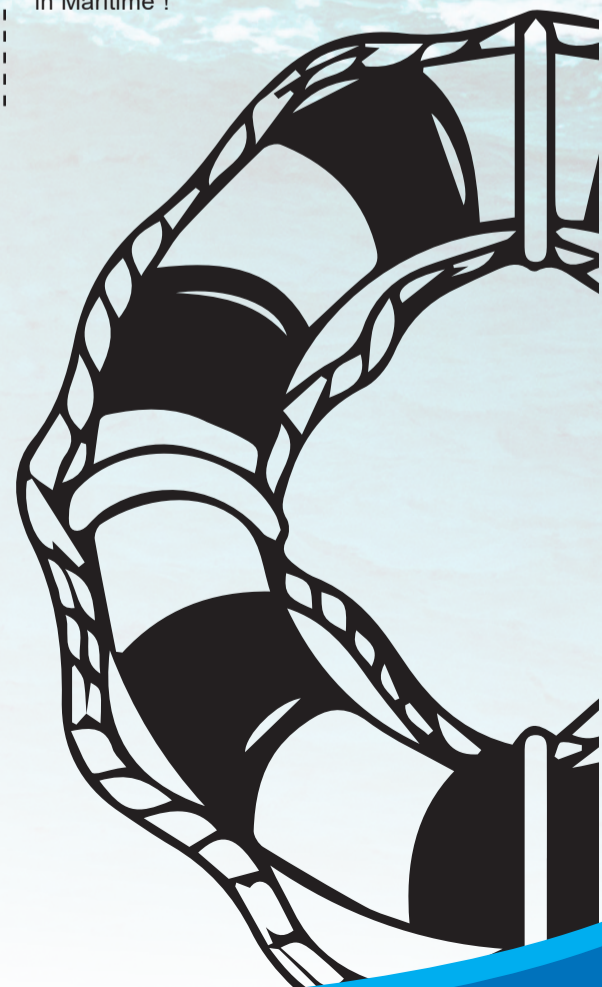
Today, maritime is for everyone.

As I have emphasized previously, it is not about your gender - it is about what you can do.

At IMO through training, visibility, recognition we aim to - support a barrier-free working environment for Women in Maritime.

Let's work to break down barriers and ensure that we create a work environment that is enabling, supportive and inclusive of diverse participation by all, without hindrance in the maritime community.

I wish you all a happy "International Day for Women in Maritime"!







# INTERNATIONAL DAY FOR WOMEN IN MARITIME



## International Maritime Organisation's Inaugural Day of Observance

### BACKGROUND

Papua New Guinea (PNG) is one of 174 countries that are members to the International Maritime Organization (IMO). As a United Nations (UN) agency specialized in maritime safety and maritime affairs, the IMO's primary focus is in facilitating consultations with member states to deliver a comprehensive regulatory framework for shipping, which looks to addressing key areas specific to safety, maritime environment protection, legal matters, technical cooperation and efficiency of shipping.

Recalling the World Maritime theme for 2019: "Empowering Women in the Maritime Community," as well as recalling the IMO Assembly Resolution A.1147 (31) on Preserving the legacy of the World Maritime theme for 2019 and achieving a barrier-free working environment for women in the maritime sector, which encourages, inter alia, further networking to promote the goals embraced by the 2019 World Maritime theme, including developing concrete initiatives on empowering woman and advancing gender equality and in the wider maritime community based on open dialogue and wider engagement between the Member States and observer delegations.

Additionally, as a UN Agency, the IMO has adopted the 2030 Agenda for Sustainable Development through the United Nations Sustainable Development Goals (SDG), particularly SDG 5 and is obliged to achieve gender equality and empower all women and girls. The UN General Assembly Resolution A/RES/74/128, inter alia, calls upon Governments and all other stakeholders to systematically mainstream a gender perspective into the implementation of the 2030 Agenda for Sustainable Development and requests the entities of the UN systems to ensure effective support for the efforts of Member States towards the achievement of gender equality and the empowerment of

women and girls are achieved. Hence, IMO during its 32nd Session of the Assembly on the 9 December, 2021, adopted Resolution A. 1170 (32) declaring the 18 May of each year as the IMO-proclaimed "International Day for Women in Maritime (ID4WIM).

The National Maritime Safety Authority (NMSA), as the maritime administration, mandated by the PNG Government through the NMSA Act 2003 to regulate maritime safety, ensure maritime environment protection and coordinate an effective and efficient search and rescue regime, is required to also, focus its efforts towards addressing and achieving targets of the SDGs.

To highlight important maritime events that will be commemorated in 2022 and to recognize the global efforts being made to address critical issues relating to sustainability and capacity development for females in the maritime transport sector.

Annually, IMO and its Member States will commemorate and recognise the work that is being undertaken globally in the maritime domain to promote and support a barrier-free working environment, for Women in Maritime which will begin with this year's inaugural commemoration. This is done through observance of this Day earmarked annually and to give prominence to the ongoing efforts, challenges and significant accomplishments of IMO's Women in Maritime programmes.

International Day For Women in Maritime - 18th May Will be commemorated on the 18 May annually, the 2022 theme on "Training-Visibility-Recognition: Supporting a barrier-free working environment, for Women in Maritime" is focused on the need for women to be more visible and mainstreamed in the maritime community, on board ships and throughout the sector as a whole, and more widely in representation at decision-making levels.



### MEET LUCY KOAVA

who works as Executive Assistant to NMSA's GM/CEO. She says it's an honour to commemorate inaugural the ID4WIM.

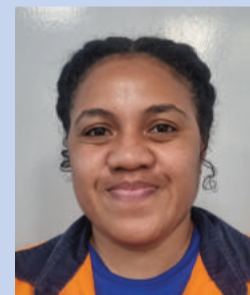
"As we all know, the maritime industry is predominately known as a male dominated industry. However, nowadays, women's participation in this maritime domain is quite obvious as they are now taking up challenging roles such as seafarers, senior managerial roles as well as professionals in their own rights. I would like to encourage women in the maritime sector to stay focus on improving our advancements at all levels," she said.



### MEET DESLEY WARTOVO

Desley works in the NMSA Maritime Trends Analyst. She says: "Girls/Women should never underestimate your potential in doing something that you

think will benefit your children's children. Let go of limitations and stay focus on your goals. Plan and prioritise your time for a better tomorrow." She made this comment in light of the commemoration of the inaugural International Day for Women in Maritime.



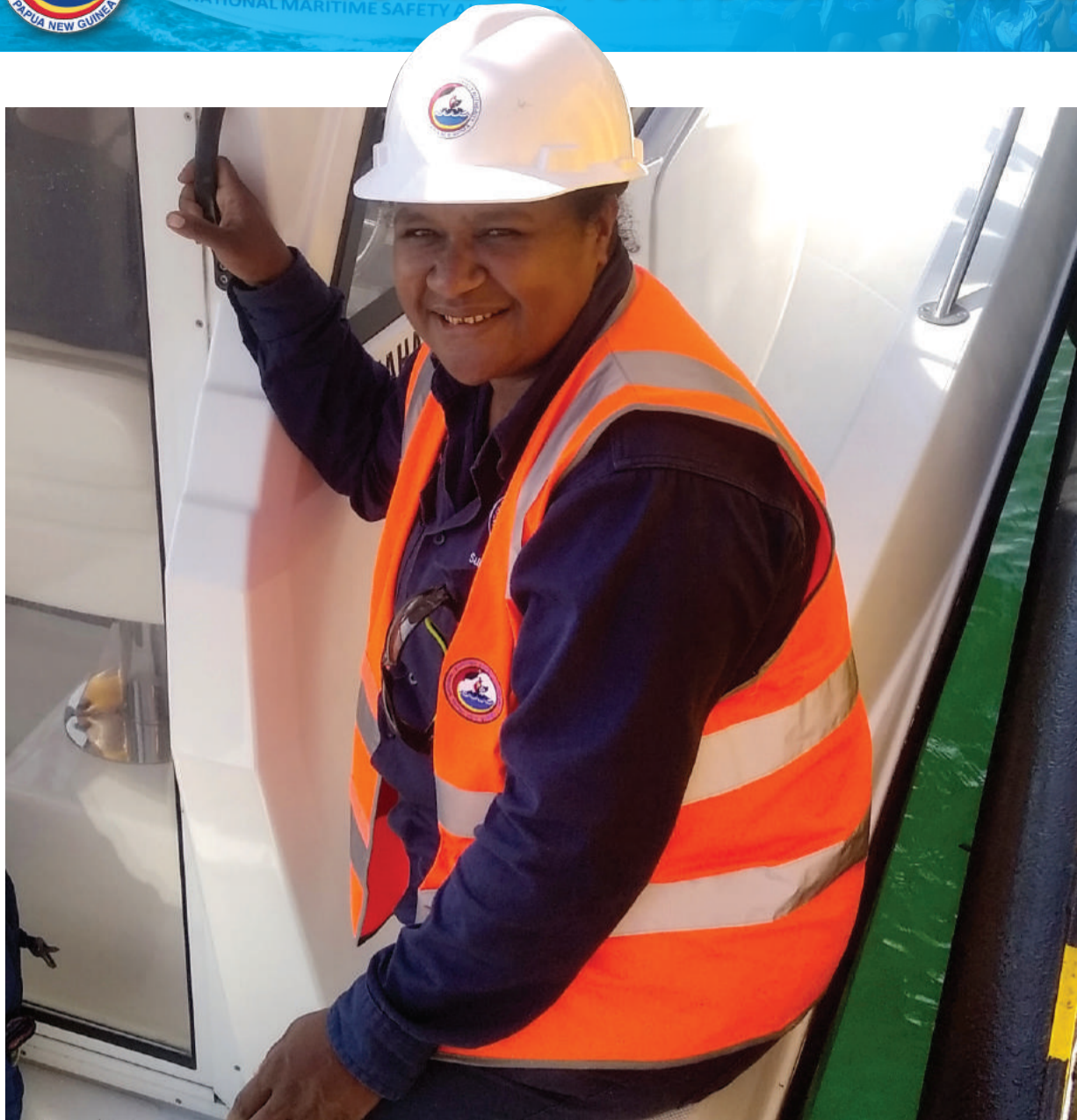
### MEET SYLVIA KIVALI

who works as a Small Craft Officer with the NMSA. She says the International Day for Women in Maritime marks a day to acknowledge those

women who have taken the courage to break cultural barriers in their community and traditions and are able to work in a male dominated field such as the maritime industry. She said: The ID4WIM tends to motivate younger females to consider a career path in the maritime sector, to level up equal opportunity and enable visibility of qualifications, compatible skills and qualities to inspire and invigorate younger females that are interested to have a career path in the maritime sector.







## Seafaring role is indispensable

Understanding the role seafaring plays, respect the job every seafarer has, regardless of the rank and performing it in the most professional manner allows me to contribute effectively towards my seafaring career as a woman.

This was the sentiment of the only female Ship Inspector, Thecla Kansan who works alongside her male colleagues in the Ship Surveys & Inspection Department of National Maritime Safety Authority (NMSA). This profession requires commitment to the job to ensure that ships passing through PNG waters and entering PNG Ports, for the purpose of trade in the country, are safe and sea worthy.

Ms Kansan who is now married with three children, first started her seafaring career as a cadet marine engineer with Chevron-Texaco under the cadetship program and was one of the first female intake. During her training she served onboard several crude oil tankers overseas obtaining sea time before returning to PNG Maritime College, Madang Province. There she completed the cadetships training by obtaining Marine Engineer Class 3 Licence from the year 2004.

Ms Kansan, a Marine Engineer by profession began her career joining Steamships Coastal Shipping serving onboard as an engineering officer (3rd & 2nd Engineer) initially and

then moved ashore to continue a career in the marine sector as the Company Security Officer (ISPS), then to assisting the Designated Person Ashore (DPA), further to the role of Vessel Manager, then with Consort Express Lines in the Commercial Department filled the role of Operations Assistance before taking up the role of Designated Person Ashore (DPA). She now furthers her career with NMSA.

When asked about her sea-time experience, the 41-year-old seafarer recalled her memory or rather she calls it challenge with a smile and said it was a mere learning experience as she gladly embraced her new working environment knowing what was required of her whilst working alongside her male counterparts onboard an overseas vessel on her first ever voyage.

Being from a mixed parentage of two of the 15 Maritime provinces of Morobe and Madang, she was very familiar with the sea and grew an interest in seafaring after graduating from grade 12 at Popondetta Secondary School in 1999.

To add favour to Kansan's career, she also attained Certificate in Basic Computing from a Commercial Training Centre in Lae a year before entering the Maritime College as she

felt the need to equip herself with business skills in order to properly carry out her duties especially in the administration aspects.

Early last year, she joined NMSA and her role as a ship inspector is to effectively, carry out a Flag State and Port State control inspection onboard vessels within our jurisdiction, to ensure the safety of the crew onboard and the safe operation of the vessel

Kansan said: "About my current role, the challenges would be to earn the respect of those I will be interacting with during ship inspections. Knowing there are very few women ship inspectors in the country, this can cause the crew to become withdrawn or even cocky. So, it is important to be constructive in your approach and maintain professionalism at all times."

Her advised to those young female as well as male wanting to join the maritime industry is do some research in order to understand the important role that seafaring plays, especially in the development of a family, community and nation as a whole.

Kansan said: "Seafarers are not only responsible for the operations of ships but are also responsible for the safe and efficient movement of goods and services globally and locally. Hence, recognition of both seafarers-male & female must be acknowledged as their work is certainly indispensable."



### MEET MARY KALEBO

Mary works for the NMSA as senior ship registration officer. She acknowledges the IMO and the global maritime industry for paying tribute to all female seafarers and professionals who contribute to world trade on this Day. She said ID4WIM celebrates and recognises the efforts of women at all levels within the maritime sector thus raising the profile of women.

Kalebo said: "I hope to see employers in the industry provide more opportunities through recruitment and training for women in all roles, particularly in leadership to create a more diverse, dynamic balanced workforce."



### MEET PATRICIA WILLIE

She is the Executive Officer to the Chief Executive Officer/ General Manager with the NMSA and also, President of the PNG Women In Maritime Association (PNGWIMA). She says the ID4WIM gives prominence to recognising the contributions of women working in the maritime sector throughout the world.

Speaking in her capacity as the PNGWIMA President, she said: "Amidst going against tides of cultural norms and social differences, women working off-shore and on-shore have contributed immensely to the economy of their various nations, and it is only fitting to celebrate their achievements on this day. On behalf of PNGWIMA, I wish to congratulate all the women globally on the inaugural year of celebrations on the International Day for Women in Maritime 2022."



### MEET DOROTHY KAEMA

who works as Radio Communications Officer with the NMSA. She says as a woman working in the Maritime Industry for more than 7 years, she's humbly

grateful to celebrate this significant Day She said: "Maritime is very significant industry which facilitates world trade, which is the backbone for global economy. In such industry, gender equity promotion is really essential to reach a barrier-free environment. Despite the challenges we face as being a woman in the industry, we need to attract young woman to join this industry as this industry has great opportunities both on-shore & off-shore. I would encourage young and aspiring women to join this dynamic industry."