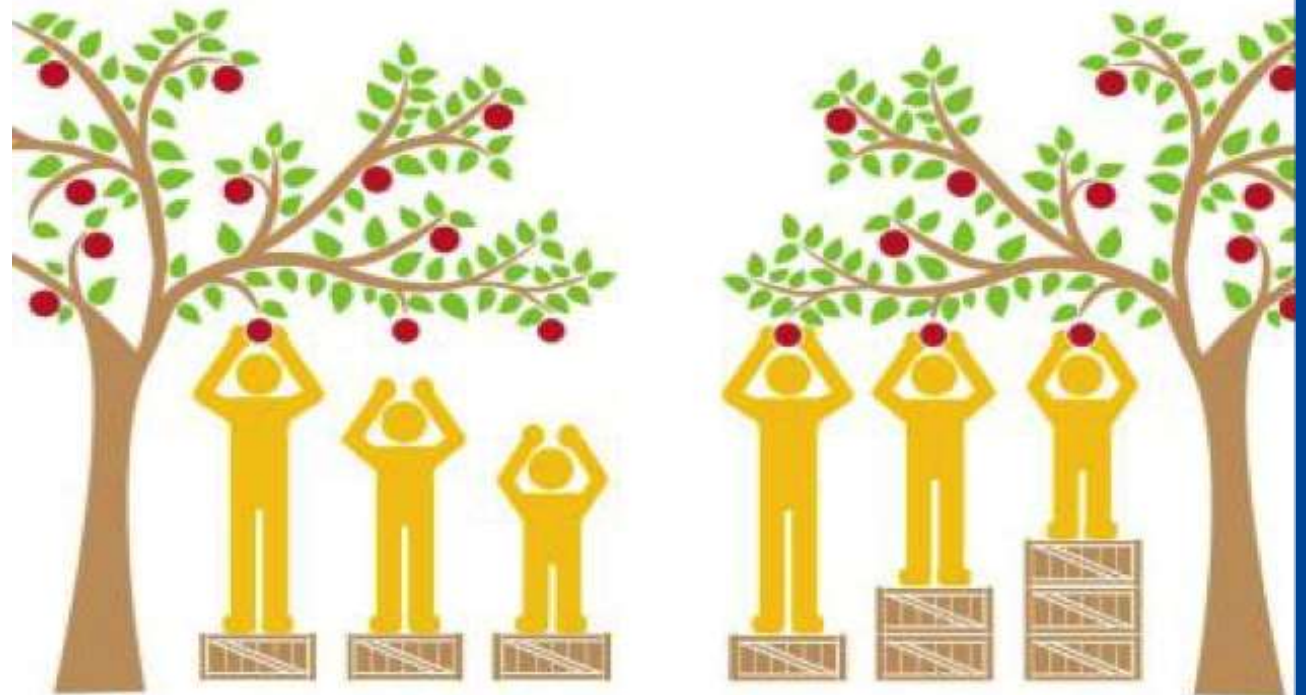




Let's move the Caribbean !



Equality doesn't mean **Equity**

BLUE ECONOMY CARIBBEAN 2019

Gender Equity in the Blue Economy

October 22, 2019

Gender Equity in the Blue Economy

Gender equity means fairness of treatment for women and men, according to their respective needs.

This may include equal treatment or a different treatment, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities in order to correct gender biases

There are several key strategic industries in the **Blue Economy**: marine biotechnology, renewable marine energy, seaports & shipping, fisheries & aquaculture, cruise....

October 22, 2019



Gender Equity in the Blue Economy

How can we improve engagement and participation of women in the Blue Economy ?

Seafarers count only 2% of women while the way we work nowadays in maritime industry is different, as digital & technology made it less physical
So, there are many other reasons for explaining the absence of women in maritime industry: lack of education&job information, lack of facilities and amenities, the fear of physical harrassments, verbal abuses, lack of family support (maternity), wage inequality.....

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Gender Equity in the Blue Economy

How can we improve engagement and participation of women in the Blue Economy ?

- **Early awareness and information campaigns**

Bring the maritime career as an option within colleges to inform young people and girls in particular there are opportunities in maritime industry for all of them.

- **Education**

Develop innovative programs in Maritime University and promote Lifelong learning program

Identify bridges between initial trainings and the need of the maritime field

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Gender Equity in the Blue Economy

How can we improve engagement and participation of women in the Blue Economy ?

- **Mentoring**

Invite women who have been successful, to mentor and provide support to those just starting out in the industry and those considering a role in the sector. Break the glass ceiling

Nominate women leaders to sit on the board of maritime companies

Women have to be a part of decision-making process

- **Networking**

Attract more women through official organization like IMO, Women association in maritime, trade and logistics, conferences, social media....

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Gender Equity in the Blue Economy

The number of women in all sectors of the maritime industry is increasing.

To change the social and cultural old model, it requires a wider collective approach.

Diversity, equity, equality and inclusion are a goal to achieve for more sustainability and profitability in any workplace but is also an obligation for any society which respects human rights.

Sources: websites WISTA, IMO, FORBES

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«None of us, acting alone, can achieve success »

Nelson MANDELA



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