

**ECONOMIST
IMPACT**



The 11th annual

WORLD OCEAN Summit & Expo

“How to” sessions summary report

March 11th-13th | Lisbon, Portugal

Summary

The 11th annual World Ocean Summit launched the “How to” working group sessions this year.

The purpose of the sessions was to create a set of action points and practical takeaways for individuals and organisations committed to restoring ocean health. These sessions, for small, focused groups of subject-matter experts and a carefully picked audience were interactive, engaging and solution oriented. This report shares the key takeaways from the speakers and audience from each discussion.

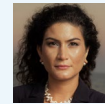


How to close the gender gap in the blue economy

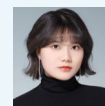


There remains a stark gap between men and women's participation in the blue economy. This is both in terms of numbers and the type of work. Working towards an inclusive and diverse workforce in the blue economy will create more equity, enhance efficiencies and contribute to large-scale impacts. Building ocean-literacy programmes, holistic and inclusive policies at a national and international level and skills development will increase involvement from women and local communities in fostering a healthy ocean. This session addressed how to close the gender gap and assessed the various ways of doing this, including education, community projects, raising awareness of the employment opportunities in the blue economy, policy and funding. Speakers and participants focused on how to involve stakeholders from policy, education, the private sector and NGOs to achieve inclusion in the blue workforce.

Moderator:



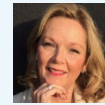
Tatiana Der Avedissian
Head of business development
World Ocean Initiative



Joy Huan Zheng
Founder and executive director
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and Green Development
Foundation



Maria Damanaki
Advisor on Climate and Marine
Policy, Former EU Commissioner
for Marine, Leading Women for the
Ocean (LWO) /CLIMARE solutions



Inge Relp
Executive director and co-founder
Global Choices



Assunção Cristas
Head of counsel, VdA and professor
NOVA School of Law

The key takeaways from this session are:

It is common knowledge that women are most affected by climate change. They are on the frontlines, and women in low-income countries are at most risk. We need to ensure that women working in the blue economy or affected by ocean-related challenges are included in the blue-economy discussions and in all decision-making processes. For context the UN World Ocean Assessment will for the first time include a chapter on gender. Maria Damanaki raised a few points to kick us off which were specific to the maritime sector but relevant across the blue ecosystem:

1. Lack of data—women working in the various blue sectors
2. Assessment of current data
3. Weak points: working conditions and the gender pay gap—the challenges
4. Using incentives as tool for better practice in public private policies

5. The narrative for business and society—how to pitch why we need more female representation in the blue economy

How to gather data to assess the gaps?

Tourism—we need better data on women working in this sector— the proportion working on the service side, leadership and other sub-sectors. Breakdown by background i.e. minorities, race, ethnicity, geographies and other

Data gathering to date is not concise or reflective of the whole blue economy. For example there is data being collected in areas such as blue-sports, tourism, energy and technology across different regions, but not in all blue-related industries in a concise way.

In the maritime sector we should interview men and women about their work conditions and collect data on parameters like age, roles and responsibilities. We need to provide a

safe environment for the interviewees to ensure they are comfortable to talk about the challenges, e.g. sexual harassment.

Leadership and diversity

It was suggested that all country delegations should have at least 34% proportion of women represented, as this means that gender can be considered in policy-making decisions

In terms of fisheries, we need to assess the whole value chain in order to understand the role of women in the sector. We need to develop a case for why inclusion matters and how having diversity helps make better policy and business decisions. Women are disincentivised to work in these sectors and education alone is not enough. More support is needed across the supply chain to ensure better practices for inclusion across all areas.



The key takeaways from this session are:

The invisible workforce nexus and changing cultural norms

Increase investment in education and address unconscious bias by raising awareness and encouraging more people to share their experiences.

We need to improve vessels so they are family-friendly and suitable for women, i.e. toilets aboard all ships. Women shouldn't have to fight for the basics and the culture needs to change. Infrastructure and accommodation needs to be improved aboard vessels if we are to attract more women to the sector.

Women need to speak up and voice their issues.

Men play an important role in supporting more inclusion and diversity. There is a need for good role models to inspire more people to enter the blue-economy workforce

Encourage mentorship and coaching opportunities

Raise public awareness about these issues to encourage action. These opinion pieces need to be signed by men and women and we should incentivise men to write these. We need male champions if we are to make a change.

How to encourage young people to consider careers in the blue economy?

Share individual stories to inspire. Provide a platform to amplify stories.

Educate parents and teachers about the importance of these sectors and encourage education on gender equality

Create a supportive environment where women support other women— create networks

Introduce better policies and strategies to encourage more employment in these sectors

The importance of regulations and policy

All blue economy sectors must offer a good work-life balance with flexible working, good maternity leave and opportunities for shared paternity leave to encourage higher participation in the workforce- this is important for office-related roles.

For frontline workers we need to provide better job security. Draw inspiration from the digital nomad visa where businesses need to be able to offer certain benefits like health care, guaranteed income for a set period, visas and job permits for people to be able to work securely in these sectors.

Assess the impact of having a higher proportion of women in the blue-economy space as a way to make the case for closing the gap. This would be based on gathering data on how many women work across all areas of the blue economy, then analyse the data, i.e. economic value of each of those industries and their productivity vs the proportion of women working in those industries. This will help identify if there is a correlation between higher economic activity and productivity when there is a higher percentage of women working in the industry. This could be then used as another case study to encourage better employment practices and encourage gender-focused policies.



