

Diversity@Sea

How can we learn together to make conditions and culture aboard ships more attractive for female seafarers?

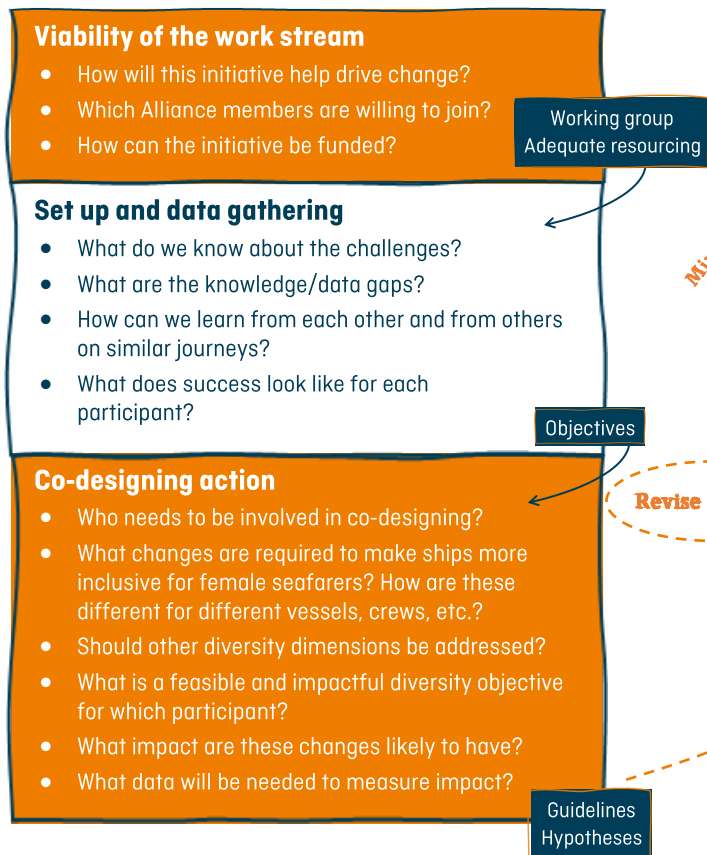
What we set out to address

Shipping is one of the industries with the lowest number of women in the workforce. The imbalance is especially pronounced at sea, where only very few seafarers are female. Faced with a talent shortage, the industry is looking for ways to attract and retain more women. However, research indicates that female seafarers often feel vulnerable if there are only 1-2 females on board. This highlights the importance of addressing the gender imbalance at sea by changing not only the number of women but also the conditions and culture onboard ships to be more inclusive for female seafarers.

Questions we're aiming to answer

- What are the key pain points of life at sea for female seafarers?
- Which changes to conditions, culture, etc. aboard ships would make them more inclusive and attractive to female seafarers?
- What actions can the industry take to ensure that vessels, leadership, and crews are prepared to welcome more females aboard?
- What is the impact on crews and operations of having more females onboard?
- How will our learnings help increase diversity and inclusion across the maritime industry?
- What can we collectively do to increase the pipeline of female seafaring talent?

Phase 1—Discovery



Phase 2—Pilot



Roll Out