



WISTA

Enabling SDG 5 Towards Sustainable Maritime Industries

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All industries need to tackle gender equality
at different levels simultaneously

What can we do?



- Address societal barriers in a positive way:
 - Build up gender equality at school to ensure girls and young women are supported in, and are aware of, the opportunities offered
 - Ensure selection processes (to schools and jobs) are neutral with regards to gender.
- Encourage role models.
- Encourage mentoring and coaching, for both men and women, recruiters and the recruited.

What can we do?

- Encourage better working conditions to secure careers at sea.
- Encourage more young girls to go to sea, as well as pursue technical degrees and other professions that support growth of a transforming shipping sector.
- Make more out of the reason for change: Shipping is transforming for the better, and women are an integral part of successful development
- Women entrepreneurs need to be given the same chance to fight, win and lose as their male counterparts
- Bring men into the discussion



WISTA International

3,000+ Members

45 National Associations

Our vision

is to promote diversity in the maritime, trading and logistics sectors, empowering women to lead through their unique perspective and competencies, with the conviction that gender diversity is key in providing a sustainable future for the shipping industry internationally.

WISTA International Pledge for inclusion of women in the shipping industry

“Embrace diversity of thought (including gender, race, ethnicity, and age), and contribute to a merit-based business environment within my organisation.

I will be a champion of equal opportunity and equal pay.

My behaviour will reflect how I wish our industry to behave in the future.

I will work – and encourage others to work – toward a diverse and inclusive maritime sector.”

You can also sign the pledge at: <https://wistainternational.com/pledge>



WISTA

Bridging the gap

- **Governmental and Industry** responsibility to facilitate the uptake of women in shipping on equal terms
- Access to the best talent
- Skilled executives
- Corporate culture changes
- Retention of skilled women

We need to work on creating a society where everyone is judged by their skills and merits, not their race, colour, gender, age or any other perceived difference