

# WOMEN SEAFARERS

WOMEN SEAFARERS – YOUR INDUSTRY  
NEEDS YOU! LEARN HOW IT'S CHANGING



**WORKING AT SEA CAN BE A POSITIVE AND REWARDING CAREER BUT THE JOB OF SEAFARING HAS HISTORICALLY BEEN THE PRIVILEGE OF MEN.**

**THE ITF IS WORKING WITH THE MARITIME INDUSTRY TO ENCOURAGE MORE WOMEN TO WORK AT SEA AND TO ENSURE A POSITIVE SHIPBOARD ENVIRONMENT.**

### **There's never been a better time to be a woman working at sea**

Now is a good time for women to go into seafaring jobs. Nearly half of the current workforce will reach retirement age in the next 10 years, creating new jobs and transforming the industry.

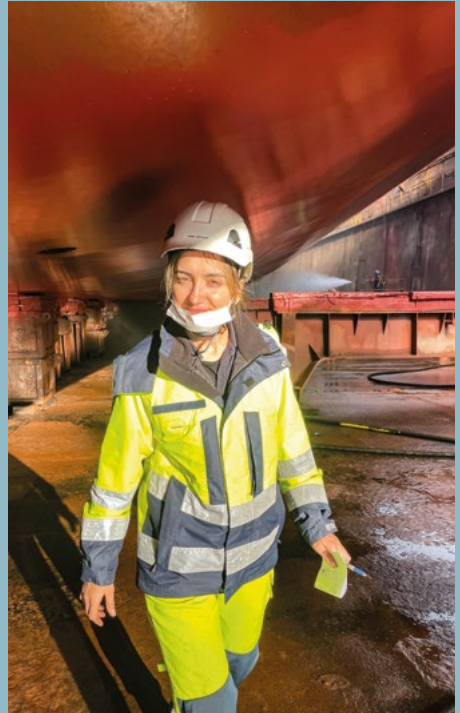
The maritime industry is growing, and companies are turning to women and young workers to build the workforce.

The nature of many jobs at sea is changing. With increased digitalisation and automation, shipping needs trained crew who can adapt to new technology, which means more opportunities for young women.

Women provide new perspectives and leadership styles that can be very beneficial to an industry that has historically been based in male culture. Employers are becoming more aware of and open to the positives and potential of employing women.

### **Women at sea: some facts**

- **The number of women seafarers is rising.** Between 2015 and 2020, the number of women working at sea rose by 46%.
- However, women still account for less than 2% of the world's two million seafarers working internationally.
- The number of officers who are women is also increasing. Women seafarers work



mainly in the **cruise** and **ferry** sectors, where most vessels are covered by collective bargaining agreements (CBAs) signed by ITF-affiliated maritime unions.

### **Your rights as a seafarer**

If your ship is covered by a CBA, such as an ITF agreement, then you have protections that are especially important to women:



- Paid maternity leave
- Sick pay
- The right to freedom from harassment, bullying and discrimination
- A grievance procedure should things go wrong.

*Importantly: ITF Agreements contain non-discrimination clauses (meaning you cannot be unfairly treated or targeted by your employer or manager just because you are a woman).*

## **Prioritise us: Ratify C190 now!**

The International Labour Organization's convention on Eliminating Violence and Harassment in the World of Work ('ILO C190') is very important for women.

It acknowledges that gender-based violence and harassment disproportionately affects women and girls, and seeks to protect us from violence and harassment in the workplace – including onboard. C190 is clear that family and domestic violence experienced at home can affect us at work, and therefore should be included in workplace collective bargaining agreements.

C190 has been ratified by 27 countries and counting. As the world's most populous seafaring nation, we want the Philippines to be the next country to sign, so that C190 can make a difference for Filipino women at sea.



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