

Equality in Shipping

Action list for the maritime industry

[#equalityinshipping](#)

Purpose & Goals

The Equality in Shipping action list is designed to guide the maritime industry in a positive direction.

The aim is to inspire and motivate change in the industry.

The list includes proposed goals and tips for promoting an equal culture.

- Set a goal for company specific percentage of women in the onshore management
- Set a goal for company specific percentage of women in the crew onboard
- Set a goal for company percentage of women in the management team
- Zero tolerance of harassment and bullying

Management

- Clear and well-defined gender equality goals
- Add gender equality to the management meeting agenda
- Provide management with training on gender equality
- Develop a vision for the company's equality culture
- Ongoing training both onshore and onboard, covering leadership, inclusion, gender equality, and LGBTQ+ matters
- "Lead by example" leadership by managers
- Monitor and uphold Gender Equality Policies
- Inclusive leadership; for example allowing everyone to have a voice in meetings
- Conduct an annual employee survey to track progress in gender equality matters
- Create a forum for women within the company; physical and/or digital
- Advocate for equal work = equal pay

Policies & Procedures

- Include gender equality in the Health & Safety policy
- The company's Code of Conduct should be clearly aligned with UN Goal number 5 - Gender equality
- The Code of Conduct should encourage everyone to feel comfortable reacting and speaking out in incidents
- Clear procedures for handling incidents such as harassment or bullying
- Familiarisation and introduction for new employees should include gender equality matters
- Routine/process for pregnancy and parental leave

Recruitment & Career planning

- Include photos of females in company advertisements
- Incorporate inclusive language and wording in advertisements and throughout the recruitment process
- Ideally, have both a woman and a man involved in recruitment/interviews, as many tend to hire like-minded individuals; different perspectives are valuable
- Be clear about career opportunities and shifts/transitions within the maritime industry
- Systematically focus on career development for both men and women
- Lower the boundry for flexibility between onboarding and offboarding to facilitate family planning
- Ensure gender equal representation on the company's social media

Role models & Ambassadors

- Appoint female ambassadors onshore for both significant and minor issues raised by women colleagues
- Implement a mentorship program within the company
- Appoint male role models for men; for example, someone who addresses inappropriate behaviour or language

Life onboard

- Work clothing customised for women
- Customised personal protective equipment (PPE)
- Routine for handling of cabin keys onboard, with the goal of ensuring everyone feeling safe in their cabins
- Availability of menstrual hygiene products onboard
- Trash bins with lids in toilets for discreet disposal
- Separate changing rooms or schedule slots for women/men
- Onboard laundry schedules and separate laundry facilities to prevent the loss of women's undergarments

Information Management

- Confronting overly masculine language
- Employees to receive an annual update on the company's efforts regarding equality and inclusive leadership
- Visiting the vessels and addressing difficult issues
- Visits to maritime schools and addressing challenging issues
- Working on handling the spread of rumors about incidents
- Clarification of the whistle-blower function, that it can be used in these kinds of issues as well as other concerns