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THE EAST ASIAN SEAS CONGRESS

25 Years of Partnerships for
Healthy Oceans, People and Economies
Moving as One with the Global Ocean Agenda

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TRACK 6: OCEAN INDUSTRY AND FINANCE

SESSION 6.1

Empowering Women, Balancing Gender: Fundamental Aspects to Climate Change and Strengthening Marine Environmental Protection in the Port and Maritime Sector

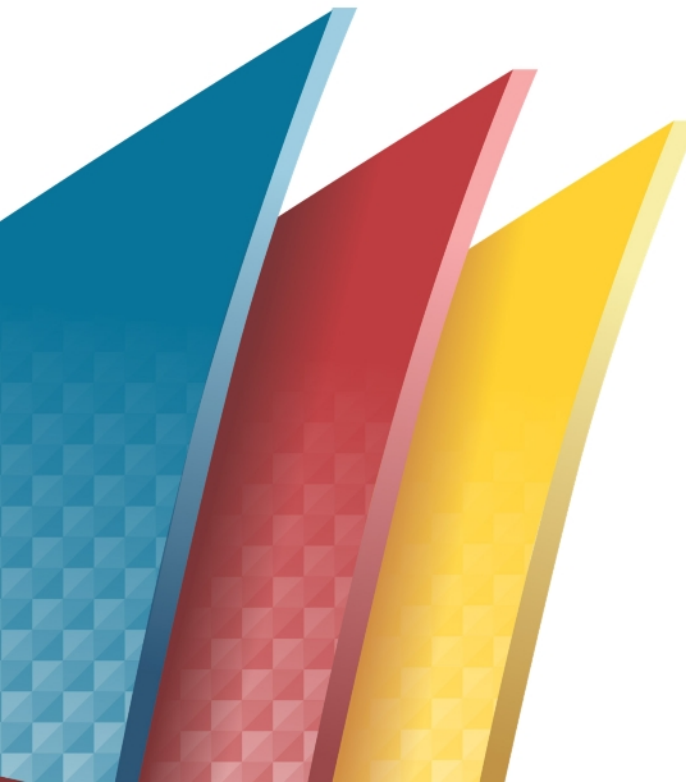
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International Maritime Organization



Partnerships in Environmental Management for the Seas of East Asia



The East Asian Seas Congress 2018

25 Years of Partnerships for Healthy Oceans, People and Economies: Moving as One with the Global Ocean Agenda

Iloilo City, Philippines, 27-30 November 2018

Partnership Hub Track 6: Ocean Industry and Finance

Session 6.1: Empowering Women, Balancing Gender: Fundamental Aspects of Adapting to Climate Change and Strengthening Marine Environmental Protection in the Port and Maritime Sector

27 November 2018

Partnership Hub Session Chair:

Mr. James Pao, PEMSEA Consultant, Former Technical Officer, International Maritime Organization (IMO)

Partnership Hub Session Coordinator: Renato C. Cardinal, PEMSEA

1. INTRODUCTION

- 1.1 "The challenge of climate change and marine environmental protection is unlikely to be gender-neutral, as it increases the risk to the most vulnerable and less empowered social groups. In the formulation of global and national approaches, as well as in the strategic responses to specific sectors, gender awareness, substantive analysis and inclusive engagement will be necessary" (Overview of United Nations activities in relation to climate change).
- 1.2 This partnership hub aimed to identify and review existing programmes and initiatives on strengthening the integration of women and gender equality in the port and maritime sector. International organizations in this sector (e.g. IMO, ILO) are encouraging countries to enable women to train alongside men to acquire the high-level of competence that the port and maritime industry demands to better cope with the demands of the jobs, including the effects of climate change.
- 1.3 How are the national maritime agencies and training institutes proceeding? The partnership hub aimed to review the progress among East Asian countries, particularly in the context of two key challenges to sustainable port management and operations, namely: climate risk assessment, mitigation and adaptation; and marine environmental protection

in the port sector. The application of the Port Safety, Health and Environmental Management System (PSHEMS) as a framework for facilitating the planning, development implementation of women and gender safeguards in the port industry will also be explored.

- 1.4 The partnership hub also aimed to consider how national agencies and training institutes in the maritime and port sector can be encouraged and assisted to adopt and implement programs on empowering women and gender equality, and to strengthen these aspects in future trainings on PSHEMS and management interventions focused on climate change and marine environmental protection.
- 1.5 In his opening remarks, **Mr. James Paw**, Session Chair, introduced the session on: Empowering Women, Balancing Gender: Fundamental Aspects of Adapting to Climate Change and Strengthening Marine Environmental Protection in the Port and Maritime Sector. He pointed out that several issues are facing the Port and maritime industry that is: climate change, environmental protection and as part of the SDGs and international organizations initiatives: Gender Balance (SDG 5). International organizations in this sector (e.g. IMO, ILO) are encouraging countries to enable women to train alongside men to acquire the high-level of competence that the port and maritime industry demands to better cope with the demands of the jobs. He also mentioned that the session is the first in EAS Congress History; it is the first time that a session focused on “Gender Balance” is organized in the EAS Congress. He also discussed the focus of the session as follows:
 - a) Identify and review existing programs and initiatives on strengthening the integration of women and gender equality in the port and maritime sector;
 - b) How national agencies and training institutes in the maritime and port sector can be encouraged and assisted to adopt and implement programs on empowering women and gender equality
 - c) Review the progress among East Asian countries, particularly in the context of two key challenges to sustainable port management and operations, namely: climate risk assessment, mitigation and adaptation; and marine environmental protection in the port and maritime sector
 - d) The application of the Port Safety, Health and Environmental Management System (PSHEMS) as a framework for facilitating the planning, development implementation of women and gender safeguards

Discussion Proper: Women in Maritime and Port Sectors

The discussion part of the session focused on the existing programs and initiatives on strengthening the integration of women and gender equality in the port and maritime sector. International organizations in this sector (e.g. IMO, ILO) are encouraging countries to enable women to train alongside men to acquire the high-level of competence that the port and maritime industry demands to better cope with the demands of the jobs, including the effects of climate change.

- 2.1 **Ms. Helen Buni**, Principal Programme Assistant, Resource Mobilization and Partnerships, Office of the Director, Technical Cooperation Division, IMO, through a video presentation provided the background on the programs of IMO on women development in the maritime industry. She discussed that in the 1990s many maritime institutes find it difficult to admit women thereby blocking the women seafairing career from the start. She mentioned that IMO focused on speaking to maritime institutes worldwide to open their eyes to the resources (the women) they were excluding. IMO also provided women fellowship to start addressing the training balance. She stressed that the foremost priority of IMO's program has been to encourage the member states to open the door of their maritime institutes to enable women to train alongside men to acquire the high-level of competence that the maritime industry demands.
- 2.2 IMO through its women in maritime program continue to support the participation of women on both shore-based and seagoing posts in line with the United Nations (UN) Sustainable Development Goal (SDG) 5 of Achieving Gender Equality and Empower Women under the slogan "training, visibility and recognition". Through this program IMO is taking a strategic towards enhancing the contribution of women as key maritime stakeholders, IMO also supports gender equality and empowerment of women through gender specific fellowships by facilitating access to high level technical training for women in the maritime sector of many developing countries. Today, IMO's Women in Maritime Associations (WIMA) program is going strong. Under its auspices, 7 regional maritime associations for women have been established in Africa, Arab states, Asia, the Caribbean, Latin America, and the Pacific. Access to these regional associations have provided the members with a platform to discover a number of issues, not just about gender but also technical issues aimed at bridging the gap and narrowing the institutional barriers and cultural stigma that the women in the maritime industry face and also harmonize the implementation of IMO conventions. Through IMO each regional chapter has establish national chapters, they have delivered a number of events such as maritime career days, activities on HIV prevention, sexual health, mangrove and beach clean-up. In this session of the EAS Congress 2018, the WIMA Asia and WIMA Philippines are among the attendees and representing the IMO's Women in Maritime Associations. Next year (2019), "Empowering Women in the Maritime Community" has been selected as the World Maritime Day theme, this will provide an opportunity to raise awareness on the importance of gender equality and to highlight the important contribution of women all over the world to the maritime sector. Ms. Buni pointed out that it is now that WIMA Asia and WIMA Phil should reach out to United Nations Women (UN Women) and other strategic partners such as PEMSEA through holistic approach by delivering as one strengthening the quality of maritime institutes and strengthening the existing cooperation between ports and ships to maintain and enhance the safe, secure and efficient maritime transport system.
- 2.3 Ms. Buni reported that in November 2018, a GEF-UNDP-IMO project totaling 7million US dollars was agreed on marine bio-fouling. Glo-fouling will be an environmental project

focused on minimizing the transfer of invasive aquatic species through bio-fouling. However, the project will also contribute to the effort of strengthening the role of women in the maritime sector, promoting gender equality and most importantly empowering women. WIMA Asia is a strategic partner of this project, so it will greatly benefit from the training opportunities that the project will bring.

- 2.4 Ms Hellen Buni mentioned: the former UN Secretary General Kofi Annan is quoted as saying “Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance”. With this in mind it may be noted that the beneficiaries of IMO agenda program are not just for training recipients but also for the national maritime administrations as a whole, for which an effective maritime transport is key to its economic infrastructure development. She pointed out the testimony of the first 30 years of IMO’s gender equality program is that “empowering women fuels thriving economy, spurs productivity and growth, and benefits every stakeholders of the maritime community”.
- 2.5 **Ms. Merle Jimenez San Pedro**, Head of WIMA-Asia Governing Council, introduced WIMA: Empowering Women in Maritime Asia as Advocates of Marine Environmental Protection. Ms. Jimenez provided the background on how WIMA started as an answer to the call of IMO for Integration of Women in Maritime Industry in 1988. WIMA Philippines was organized in 2007 and in 2010 the inaugural meeting of 34 women for the formation of WIMA ASIA was held; in 2013 the Busan Conference was conducted for the adoption of Global Strategy for Women Seafarers; in 2017 IMO responded to UN Development Agenda 2030 call for the achievement of SDG 5 (Achieve Gender Equity & Empower all Women and Girls) SDG 13 (Climate Action) and SDG 14 (Life Below Water) through the establishment of WIMA ASIA with Governing Council that provide support and networking to prospective WIMA chapters. The vision of WIMA Asia is the “Empowerment of Asian women as leaders in the maritime industry” and its mission is to provide: “Regional integration, support, and cooperation of women in national maritime associations for the promotion of greater and active participation on SDGs, including those relating to maritime safety, security, environmental protection, and trading throughout Asia”.
- 2.6 Ms. Jimenez San Pedro enumerated the strategic framework of WIMA Asia as follows:
 - a) Advocacy programme in promoting SDGs (women in maritime as stakeholders) by creating the process to meet existing gender quotas in IMO affiliated universities to ensure participation of WIMA-Asia applicants; and Providing consolidated regional updates to IMO on the activities of national chapters;
 - b) Capacity-building through mentoring programme and career counselling, educational exchange program, specialized committee establishment to share best practices and hosting semi-annual webinars;
 - c) Partnership development with government, industry, IMO, and other international and regional organizations and civil society for generating scholarship fund for WIMA-Asia

through collaboration and partnership with maritime universities and specialized training institutes; Leveraging knowledge of existing national chapters to share best practices for establishing national chapters;

- d) Communications and visibility through a website containing a database and directory of WIMA-Asia members and employment/internship opportunities, holding WIMA-Asia conferences, rotating between member states, creation of WIMA-Asia Facebook/social media page and highlighting the accomplishments and achievements of WIMA-Asia members (“woman of the year”/individual profile from each national chapter);
- e) Sustainability by establishing national WIMA chapter in every WIMA-Asia member country; Creation of WIMA-Asia memorandum of association to establish management and technical committees for the purpose of giving national chapters a voice at IMO.

Ms. Jimenez San Pedro provided a summary of information of the ongoing initiatives for WIMA-Asia as well As WIMA Philippines in line with these strategic frameworks.

2.7 Ms. Jimenez San Pedro shared the work programme and responsibilities of WIMA-Asia for 2018 to 2019 as follows:

- a) Consulting with IMO for the creation of national chapters and WIMA-Asia memorandum of association guidelines
- b) Consulting with IMO on how women from countries without WIMA national chapters can access educational and training opportunities
- c) Creating WIMA-Asia website to link to national chapter social media pages, as well as other regional WIMAs
- d) Establishing member database including contact information and areas of specialization to support mentor programs
- e) Identifying mentors and areas of career specialization
- f) Collecting annual reports of activities from country representatives
- g) Developing schedule of webinars for professional development;
- h) Conducting the WIMA-Asia conference 2019.

2.8 **Mr. Arnold B. Villegas**, Division Manager Safety and Environmental Management Division, Port Operations Services Department, Philippine Ports Authority (PPA), brief the participants on the National Programs on PSHEMS and Gender Mainstreaming in Philippine Ports. The Philippine Ports Authority (PPA) was created under Presidential Decree No. 505 dated July 11, 1974. On December 23, 1975, Presidential Decree No. 857 was issued providing for the reorganization of port administration and operation functions in the Philippines, revising PD NO. 505, which created the Philippine Ports Authority. In 2019 the PPA will be celebrating its 45th year in existence, as a Government–Owned and Controlled Corporation (GOCC). Responding to the Philippine Government Executive Order (EO) 273, otherwise known as the Philippine Plan Gender-Responsive Development (PPGD 1995-

2025) the PPA annually allocates approximately Php 5.0 Million pesos (96,000 USD) for Gender and Development (GAD) trainings and programs. For 2018, under the GAD Learning and Development Programs and Budget a total of Php 4.22 Million (81,000 USD) was approved for disbursement to implement GAD training programs to all PPA Offices nationwide. As of October 31, 2018, the breakdown of regular employees number to a total of 898 female and 998 male employees nationwide.

- 2.9 Mr. Villegas reported the PPA's programs and contributions towards environmental protection and preservation. In 2014, through the PPA Rationalization Program, the PPA created the environmental management units in 26 Port Management Offices (PMOs) nationwide and in its Head Office. To support its programs, the different ports operated by PPA implemented the International Standards Management Systems. The Port Safety Health and Environment Management System (PSHEMS) in the ports of Iloilo; Cagayan de Oro; General Santos; and Batangas are recognized by the PEMSEA. PPA contributes towards environmental protection and preservation through strict compliance with state required permits from other gov't agencies, regular monitoring of its emission and discharges, establishment of carbon sink areas (green cover) inside PPA ports and implementation of earth-balling activities (safe relocation of trees). PPA also issued policies, rules and regulations on environmental protection and preservation including: the PPA Administrative Order No. 07-2015 otherwise known as the "Guidelines on the Implementation of the PPA Orange Book on Safety, Health, Environmental Management and Handling of Dangerous Goods" and the PPA Administrative Order No. 05-2018 otherwise known as the "Port Environmental Policy".
- 2.10 Through the implementation of its integrated management systems and the PSHEMS, PPA received several awards and recognition including the Dangal ng Lungsod Award conferred by the Batangas City Government for the green initiatives being implemented at the Port of Batangas; Plaque of Recognition given by the DENR-EMB Region 10 on March 5, 2018 in recognition of PPA PMO Misamis Oriental/Cagayan de Oro's remarkable implementation of its environmental programs in compliance with Environmental Management requirements; and the Green Port Awards for the Port of Batangas (2017) and Port of Cagayan de Oro (2018) awarded by the ASEAN Port Services Network (APSN). Mr. Villegas extended his gratitude to PEMSEA for the technical assistance provided to PPA for the establishment of its PSHEMS.
- 2.11 **Dr. Angelica M. Baylon**, Director, External Relations Office (ERO), Maritime Academy of Asia and the Pacific (MAAP) discussed the MAAP program for male and female maritime cadets. MAAP, is situated on a 125 hectare campus in Bataan Peninsula about 150 km. west-southwest of Philippine. MAAP provides quality education & training to midshipmen and trainees for development of competent seafarers who shall possess the character, knowledge, & skills necessary for the successful pursuit of a maritime career. From 2003 to 2011, the general result of percentage passing of MAAP graduates for the licensure

examinations is 100% for Bachelor of Science in Marine Engineering (BSMARE) and 94% for the Bachelor of Science in Marine Transportation (BSMT). MAAP is considered as one of the premier maritime institutes in the Philippines. She pointed out that as reply to the call of IMO for improving the training opportunity of women in the maritime sector, MAAP established programs to encourage women cadettes enrollment and employment. MAPP is working with shipping companies to sponsor (Scholarship / Sponsorship Program) MAAP woman cadets, at present, Maersk Line, OSM, V Ships, TK. TORM, Ultraship, PTC, Friendly Maritime and other companies are sponsoring woman cadettes. The top management of MAAP represented by its President also talked to the principals of a cruise line in Florida, USA, to encourage cruise lines to hire female graduates. As a result, eight (8) female graduates were hired in cruise lines as officers.

- 2.12 In addition, MAAP recruitment and selection program encouraged lady student applicants to avail of the free board and lodging, state of the art facilities, sure employment, shipboard training program of MAAP. Various MAAP student welfare, development and services programme for maritime cadets are in place wherein lady cadettes are encouraged to initiate clubs and activities for approval and support of the management. Women cadettes and alumnus also served as speakers in secondary school career orientation programs to encourage enrolment of incoming college student in the maritime courses.
- 2.13 Dr. Baylon reported that MAAP also participated in the Gender Equality and Cultural Awareness in Maritime Education and Training (GECAMET) project as one of the key institutions in the conduct of the research on: The domain of women seafarers' motivation to join maritime universities and sea going career. The GECAMET project that MAAP participated, aims to motivate female cadettes and to develop their leadership abilities. A framework of inter-connected effective actions must be delivered to shipping sector stakeholders, maritime education and training institutions, shipping companies, authorities, non-government organizations and community. Conclusions from the GECAMET project requires proposing concrete measures of good practice to be implemented in order to motivate women to join the shipping sector and to improve the work environment on board ships with mixed crews. As a reply, MAAP established the plan of action to implement the conclusions of GECAMET and to further advance the enrolment and graduation of women cadettes including: the collaboration with maritime education and training institutions and shipping companies for the selection, recruitment and hiring of women cadettes and graduates; and enhancing its curriculum to include specific courses on women leadership , gender equality and cultural communication to develop women leadership skills.

Panel Discussion

- 2.14 Mr. Renato C. Cardinal from PEMSEA facilitated the panel discussion following the four presentations. The focus of the discussion was: "What should be taken in order to mainstream women and gender balance and environmental protection in maritime

schools, maritime sectors and port industries/sectors?”. The sum of the discussion was that: a) Education is very important in order to have proper ability in mainstreaming gender and development. Education and training can break barriers, can empower and train women especially in marine environment protection. Maritime education institutes should implement programs to attract women students as well as providing information on career in the maritime profession available for women. b) The schools should also develop programs during on board training, the female cadettes should be sent in groups to lessen the pressure on female cadettes and encourage them to complete the training; c) More role model (women especially in high ranking positions) should also be identified and recognized so that the next generation of seafarers could see where they are headed; d) The definition of “maritime” should also be expanded so that when we speak of women participation in maritime, it has to involve the different sectors including the ports; e) Encourage the establishment of associations for women in maritime to serve as core group in the country and work on the projects or activities. f) Availability of national legislations or executive orders for the implementation of gender development program will also help in the its mainstreaming, as in the case of government agencies that implemented GAD programs.

Discussion Proper Continuation

- 2.14 **Atty. Brenda Pimentel**, Regional Consultant: IMO/Norad Project on the Marine Environment Protection for the South East Asian Seas (MEPSEAS) spoke on the success of the IMO-Norad Foundation Project for “Assistance to East Asian Countries in Ratifying and Implementing IMO Instruments for the Protection of the Marine Environment”. She mentioned that due to the overwhelming demand from South East Asian Countries for programmatic support for a follow up project, the MEPSEAS project was established. The MEPSEAS project will build on a previous IMO-Norad foundation project which directly led to the six countries concerned (Cambodia, Indonesia, Malaysia, the Philippines, Thailand, and Vietnam) making substantial progress in implementing or acceding to IMO environmental treaties. The four-year MEPSEAS project (2018-2021) will focus on enhancing the seven countries’ (Cambodia, Indonesia, Malaysia, Myanmar, the Philippines, Thailand, and Vietnam) capacity to implement a number of high-priority treaties, including the International Convention for the Prevention of Pollution from Ships (MARPOL); the Anti-Fouling Systems Convention; the London dumping of wastes at sea convention and protocol; and the Ballast Water Management Convention.
- 2.15 The goal of the MEPSEAS project is to reduce the risks and impacts of environmental issues related to maritime transport in ASEAN region and support the SDGs and its objectives is to complete the Legal, Policy and Institutional Reforms (LPIR) process initiated during foundation project and effectively start implementing the high priority marine environmental international instruments. The MEPSEAS project will contribute to the SDG 5, 7, 9, 14. Atty. Pimentel added that as part of the MEPSEAS project, IMO's gender and capacity-building programme SDG 5: Strengthening the maritime sector, has a primary

objective of encouraging IMO Member States to open the doors of their maritime institutes to enable women to train alongside men and so acquire the high-level of competence that the maritime industry demands through:

- a) strengthening national and regional capacities through gender-specific fellowships
- b) facilitating access to high-level technical training for women in the maritime sector in developing countries
- c) facilitating the identification and selection of women by their respective authorities for career development opportunities in maritime administrations, ports and maritime training institutes

2.16 Atty. Pimentel discussed that the next activities for the MEPSEAS are as follows:

- a) National Task Force Meetings on November/December 2018;
- b) Development of training packages on priority conventions on December 2018-February 2019;
- c) Train-the-trainer workshop on March 2019.

2.17 **Capt. Julke Brandt**, Technical Adviser, ITOPF Limited, discussed the topic: Role of ITOPF in Promoting Marine Environmental Protection in the Maritime Sector. She pointed out the ITOPF's vision "To be a trusted source of objective technical advice worldwide on preparedness and response to accidental marine spills" and its mission "To promote effective response to marine spills of oil, chemicals and other substances as a means of reducing impacts on the environment and affected communities". She described the operations of ITOPF as a non-for-profit basis, based in London, United Kingdom, but working globally. ITOPF has a total of 33 technical team with 14 responders available 24/7. The operation of ITOPF is primarily funded by the global shipping industry through annual fee coming from its members (97% of the world's ocean-going tanker fleet) and associates (90% of the world's ocean going non-tanker fleet).

2.18 Capt. Brandt briefed the participants on the activities of ITOPF including: Spill Response (Jobs On Site); Fate and Behaviour Modelling through General NOAA Operational Modelling Environment (GNOME), and Automated Data Inquiry for Oil Spills (ADIOS), and other tools; Shoreline Surveys; Advise on Response Techniques; Advise Against Damaging / Ineffective Techniques; Impact Assessments and Claims Assessments; Contingency Planning, Training, Exercises; and Information Services.

2.19 Capt. Brand also informed the participants on the availability of a Research & Development Award amounting to £50,000 (64,000 USD) per annum. The ITOPF R&D Award is open to any reputable R&D establishment or other organisation worldwide intending to fund a candidate (individual or project team) to undertake research. The criteria for selection include: a) Relevance of the proposed research to shipping and the environment; b) Originality and innovation; c) Capability of the research institute/individual/s to undertake the research; d) Likelihood of achieving the objectives of the proposal within the time and budget provided; and e) The ability to publish or to advertise the findings of the research.

- 2.20 **Mr. Renato C. Cardinal**, PEMSEA, discussed that port authorities and port operators face a number of challenges with respect to their role and impact in sustainable development of coastal areas through ICM programs. To help the port sector respond to these challenges, PEMSEA developed the Port Safety Health and Environmental Management Code (PSHEM Code); the Port Safety, Health and Environmental Management System (PSHEMS); and the PSHEMS Recognition System. The PSHEMS has been successfully implemented at the: Port of Tanjung Pelepas, Malaysia; Bangkok Port, and Laem Chabang Port, Thailand; and the Ports of Iloilo, Cagayan de Oro, Batangas, General Santos in the Philippines. These ports received the PSHEMS recognition certificates from PEMSEA. The PSHEMS is also being implemented at: Sihanoukville Autonomous Port and Phnom Penh Autonomous Port in Cambodia.
- 2.21 Mr. Cardinal reported that through the implementation of the PSHEMS these ports achieved the following:
- a) Institutionalization of Safety, Health and Environmental Organization within the port
 - b) Achieved consistent 100% Compliance to Regulatory Requirements
 - c) Increased in Green Cover inside the port.
 - d) Reduction in CO2 Emission through Environmental Initiatives through mangrove planting and management
 - e) Substantial Economic Gains through more efficient operations
 - f) Reduced occurrence of accidents and incidents
 - g) Spill Reduction and Spill Control
- 2.22 Mr. Cardinal pointed out that the PHSEMS implementation calls for ensuring the wellbeing of employees and community; and implementation of programs contributing to SDG 5 and SDG 14. As sighted in the presentation of the Mr. Villegas of PPA, the PSHEMS can be used to effectively develop environment, social and gender balance safeguards in the ports.

Closing

- 2.3 Mr. Renato C. Cardinal from PEMSEA facilitated the open discussion focusing on: “What can we do as a sector, move gender mainstreaming forward?”. The session delegates agreed that there is a need to form a maritime and port sector network for women empowerment, balancing gender and environmental protection, initially composed of the representatives from academe, shipping industry, maritime organizations and international organizations in the aim of developing combined/joint gender and environmental protection programs, initiatives, project proposal. The delegates also requested PEMSEA to make the women, balancing gender topic be included in futures workshops/congresses encompassing wider scope e.g. local government activities.
- 2.24 Mr. James Paw, Session Chair, summarized the overall recommendation from the Session 6.1 Partnership Hub which was also stated during the closing session of the International

Conference of the EAS Congress 2018 as *“PEMSEA, IMO and WIMA Asia are requested to collaborate on the mechanics of forming a maritime and port sector network in the region, as well as making women and gender balance a part of future workshops and EAS Congresses”*.
