



Global Supply Chain
Forum
Barbados
21-24 May 2024



CHARTING A NEW PATH: GENDER EQUALITY IN SUPPLY CHAINS - CHALLENGES AND OPPORTUNITIES

24
MAY



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Maritime Sector - 18% women
Cruise Passenger - higher



Role of women in Supply Chains today
Barriers face in typically male dominated areas (Maritime Transport, Port, Customs)

- Limits women's potential contribution
- Challenges Industry growth

40% female workers in the Supply Chain
This growth has helped:
- Reduce poverty
- Improve financial independence

EXISTING INEQUALITIES
Women paid less
More likely to be given temporary positions
Less likely to obtain higher paying jobs
Made it worse

WE CAN DO IT TOO!

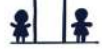
- SOLUTIONS MADE**
- Gender Committees created
 - Implementing measures to improve job equity, gender responsive policies
 - Women lead businesses have increased support



BELIEVE YOU CAN AND YOU WILL LADIES

Management
Understand trends
Share knowledge
Trade Facilitation

WE ARE NOT VULNERABLE, OUR RIGHTS ARE



WOMEN ARE ACTORS OF TRANSFORMATION NOT AFTERTHOUGHTS

NO HARASSMENT DISCRIMINATION VIOLENCE AT WORK



DEMAND
women needed in education in STEM
balanced care system
- men have the right to attraction too

SUPPLY
quality of workplace a space for women (economy)
easier finances

Perceived Barriers on Women in Maritime Sector (Labour Intensive)

- Disciplinary Cases (women seen as nousemakers, they're on the receiving end of unfair rulings due to "Manpower advantage")



Elsie Initiative Fund
named after Elsie McGill

- SOLUTIONS**
- Make the Environment Welcoming more inclusive, gender sensitive

We can bring awareness and provide training



Port Training Programme

- Shows the BTS (Port Management)
- Promotes 50/50 Gender

Improve access to Education

BETTER OPPORTUNITIES 4 ALL BUT BETTER OPPORTUNITIES 4 WOMEN

WILAT LEADERSHIP EMPOWERMENT ENTREPRENEURSHIP MENTORSHIP

WILAT Capacity Building Centre

- Training for the youth and senior managers



NEW SOCIAL CONTRACTS NEEDED

Obstacles from systemic level
UNCTAD (good partner to advocate)

- for inclusion sustainability, prosperity
- payments more than debt aim with new funding
- digitalization (contract)
- development measuring accuracy

LOOK FOR GENDER EQUALITY LOOPHOLES IN YOUR WORK ENVIRONMENT

SUPPORT WOMEN OWNED BUSINESSES

UN Trade & Development

- E-trade for all women programme - mentoring women that have made it happen, and let them speak

- Data - developed guideline to measure data effectively

- Port Training

- Cross border Informal Traders - 43% get income (80% of these are women who help support their families this way in Africa)

ICS
Help and Promotes Gender Equality

Survey of Shipping Industry Companies
7.5% women seafarers
30% women in high positions
- WISTA collabed
- IMO collabed

WIMAC
Not enough women in seafaring jobs

- Lack of visualization (women don't know these jobs exist. Need early training in schools)

- Lack of Tech and Innovation
Girls in Blue (programme being developed to offer Maritime Education in schools)

NEW INNOVATION CHALLENGE!
Submit Proposal About Challenges Facing Maritime Sector
Only Applicable to boys, collab with (FOR WOMEN)