

Empowering Women in Hydrography



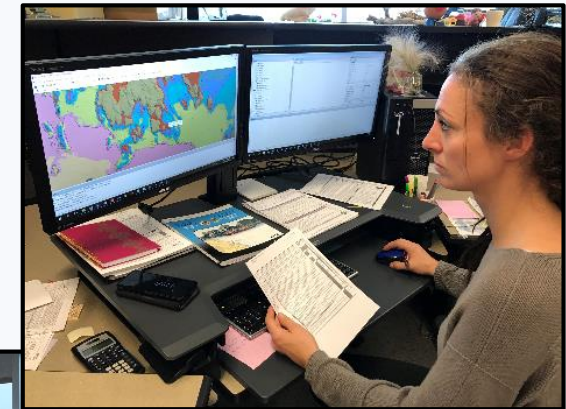
IRCC Body

Report to IRCC12

VTC, 6 - 7 October 2020

**UPDATED FOR
MACHC**

NOV 4, 2020

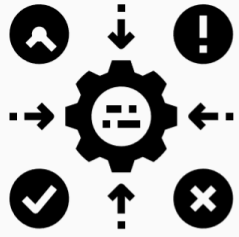


IHO

International
Hydrographic
Organization

IRCC12
VTC, 6 – 7 October, 2020

IRCC12-06D.1



Context: Gender Equality and Inclusion



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Recent initiatives

- Encourage organisations to take concrete actions in removing barriers for women
- Increase representation of women at higher echelons, as subject matter-experts and in policy-making process
- Increase awareness on the benefit of having gender-diverse teams at all levels

The collage features several promotional banners:

- Sustainable Ocean Summit:** Investing in Ocean Futures: Finance and Innovation for the Blue Economy, Paris / 20 - 22 November 2019. Sub-theme: Women in Ocean Industries: Leadership, Sustainable development and Maritime security.
- Master Mariners of Canada:** A Master Mariners of Canada Symposium: The Evolution of Equality and Inclusion in the Maritime Profession, Thursday, 3 October 2019, University of Ottawa.
- World Maritime University (WMU):** Third WMU International Women's Conference: Empowering Women in the Maritime Community, 4 - 5 April 2019, Malmö, Sweden.
- Women in Hydrography:** A photograph of two people standing in front of a presentation screen.
- Women in Maritime:** IMO's Gender Programme logo.
- CHC 2020 Conference:** Hydrography 2020: Dynamic Evolution, Québec City, Wednesday, February 26, 2020. Afternoon session: Leadership, feminine style!



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Under the UN Decade of the Ocean

- **Canada's Grant and contribution fund**
- **Opportunity for IHO to show leadership and take concrete actions:**

➤ Weave **UN's** SDGs:

#14 : *Conserve and sustainably use the oceans, seas, and marine resources*

#5 : *Gender equality, Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life*



- **Up to 68K€/y for 3 years**
- **Other member states interest**
 - **NOAA contribution**
 - **IRCC12-06D.1**



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Developing work plan

- Initial and Subsequent workshops
- 1-to-2 month internships
- Support greater female participation (IHO and events)
- Professional virtual workshops with female subject matter experts
- Teaming up with other events/organisations
- ...



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For women in Hydrography (updated for MACHC)

IRCC12 approved «EMPOWERING WOMEN IN HYDROGRAPHY» to the Capacity Building Work Plan from 2021 subject to A-2 concurrence (CBSC Chair Evert.Flier@kartverket.no)

IHO to develop a Cooperation Agreement with CA for funding and establish a Project management and oversight team

May 2021 planned workshop to present and discuss proposals (point of contact Annie.Biron@dfompo.gc.ca)

Positive Impacts for the future:

- More exposure, interest and contribution to IHO bodies;
- Increase gender diversity in hydrographic organisation at all levels;
- Minimizing the existing gender leadership and technical gaps in the hydrographic domain.
- **NOAA also welcomes expressions of interest from the MACHC region to join NOAA cruises when circumstances allow**
- **Reflect this new initiative in the MACHC CB Plan for 2022; include other MS contributions.**



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Thank you

UN Decade Virtual Series



CONTACT: Marie-Elaine Boivin, Programme Specialist, IOC of UNESCO (me.boivin@unesco.org)

This session, moderated by Dr. Jaqueline Uku - President, Western Indian Ocean Marine Science Association, will explore international and national perspectives on gender in relation to science-policy practices and collaboration for a sustainable ocean, approaches to promote advancement of gender equality in the maritime sector, and highlights some inspiring examples.

It will set the stage for and inspire actors at all levels to include gender sensitive actions and activities in Decade programmes and projects.

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