

ANNEX

**Resolution TC. 3(45)
adopted on 18 June 1998**

Promotion of the participation of women in the maritime industry

The Technical Co-operation Committee,

RECALLING the aims and objectives of the Organization's Action Programme for Equal Opportunities and Advancement of Women in the Maritime Sector,

RECALLING ALSO the aims and objectives of the Organization's Integrated Technical Co-operation Programme,

RECOGNIZING the Organization's efforts to promote the advancement of women into mainstream maritime activities through its Women-in-Development Programme,

ACKNOWLEDGING the need to promote women's economic self-reliance, including access to employment within the maritime sector,

ACKNOWLEDGING ALSO the need to increase the percentage of women at the higher managerial and decision-making levels,

1. **REQUESTS** Member States to actively support the promotion of women in the maritime sector *inter alia* through the Integrated Technical Co-operation Programme;
2. **RECOMMENDS** the promotion of equal access for men and women to maritime training and technology;
3. **INVITES** Governments to encourage the acceptance and participation of girls and women at all the levels of technical and scientific education which lead on to specialized maritime training;
4. **FURTHER INVITES** Governments to ensure equal access by men and women to all professions within the maritime industry;
5. **URGES** donors to recognize the financial and other disadvantages which often preclude women from gaining access to training opportunities;
6. **ALSO URGES** donors to support the provision of on-the-job-training opportunities so that women may acquire the appropriate level of practical experience required to enhance professional maritime skills.

