



International
Chamber of Shipping

Shaping the Future of Shipping

ICS launches global diversity tracker for shipping industry

- International Chamber of Shipping establishes extensive diversity report examining shipping companies and ship-owners around the world
- Report finds 7.5% of seafarers are female, 30% of companies employ women on their board
- At least three languages spoken on the average ship
- ICS sets baseline for diversity and inclusion targets and will release an updated Tracker every three years

3rd November 2020: The International Chamber of Shipping (ICS) has released the ICS Diversity Tracker, the first report looking into the state of diversity and inclusion in the global shipping labour force. The Tracker, which surveyed more than 200 shipping companies across the world, sets baseline targets for improved corporate diversity and inclusion policies in the coming years.

While the report revealed that 30% of companies employ women in board-level roles, and close to 60% of companies have female officers on board their ships, just 7.5% of total seafarers were female. Whilst it is encouraging that many (75%) companies have a maternity leave policy, the report also notes it is vital that the policies are robust and raises concerns over whether companies actively encourage diversity and inclusion amongst crews and staff.

The ICS Diversity Tracker, the first of its kind released by an industry body, reflects ICS's commitment to promoting a diverse and inclusive work environment in international shipping. The report provides a list of recommendations for immediate improvement, including an employment target of women seafarers from 7.5% to 12% in the next three years and to 25% in 20 years.

Research also revealed that the average ship has a mix of at least three nationalities on board, and sometimes as many as thirty. Three languages were the minimum spoken on the average ship. However, only half of the surveyed companies said that they are currently promoting and encouraging diversity and inclusion activities amongst crews or during hiring.

Karin Orsel, Vice Chairman of the International Chamber of Shipping and CEO of MF Shipping Group said:

“We find a diversified workforce, both on board our ships and at the office one of our strongest assets. Diversity, Equality and Inclusiveness are key in providing a sustainable future for the global maritime industry and our company. We therefore applaud ICS with this diversity report, which is a first for the maritime industry and which showcases the leadership of the ICS on important issues. We do hope this report contributes to the needed change on Diversity and Inclusiveness policies within our industry and have been honoured to be part of the project.”

The report discusses

- (1) the value of diversity, inclusion, and individual differences
- (2) information from the International Labour Organisation (ILO) study, *Recruitment and retention of seafarers and the promotion of opportunities for women seafarers*
- (3) results of the ICS Diversity survey conducted in Autumn 2019, participated by 240 shipping companies
- (4) key conclusions and recommendations based on the report and survey.

Two recently formed panels, the ICS Diversity Panel and the ICS Women in Shipping Panel are using the report to consider further steps.

Natalie Shaw, Director of Employment affairs for the International Chamber of Shipping said:

“Many industry sectors have been focusing on diversity for many years but the shipping industry as a whole has been disappointingly behind the curve. The ICS Diversity Study Report aims to outline where we are now and where we need to get to as an industry in the next few years.”

“As the principal association for the international shipping sector, ICS is committed to build an inclusive workplace where all individuals of the society feel welcome and celebrated. The ICS Diversity Tracker is an important but much needed first step in realising this cause.”

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Notes to Editors:

About ICS

The International Chamber of Shipping (ICS) is the principal international trade association for merchant shipowners and operators, representing all sectors and trades and over 80% of the world merchant fleet.

The full report can be downloaded from [here](#).