Women’s Forum

The Background

IAPH Women’s Forum have strong foundations in advancing and empowering women in maritime, creating platform to discuss women’s issues in the maritime industry, develop recommendations and policies on equality, advancement and empowerment, collaborate with other ports, UN organisations and other maritime entities to implement these recommendations and policies, attract and retain more women in maritime through to senior leadership and executive positions. IAPH Women’s Forum objectives are strongly linked to the work International Maritime Organisation (IMO) is undertaking in 2019 to Empower Women in the Maritime Community.

To build on the successful IAPH Women’s Forum scholarship, and to continue delivering the objectives of advancement and empower of women in maritime worldwide, the IAPH Women’s Forum is implementing a ‘Women in Ports Mentoring’ programme in 2019. The Women’s Forum have been steadily working towards this goal, and agreed 2019 was the target year to launch the mentoring programme so as to offer a tangible programme that meets the IAPH women’s forum objectives, but links closely to the work of IMO, and other maritime organisations for this advancement across the globe.

"Mentoring programs can facilitate women's career development as well as providing them with insight and information into organisational cultures at senior management levels. The lack of mentors and network relationships is continually identified as being one of the major barriers to women's promotion into senior managerial roles."

Affirmative Action Agency: 1999:16

Women in Ports Mentoring Program (Pilot Programme)

Pilot programme requires targeted audience to ensure feedback on continual improvement of programme and long term success so as to provide future opportunity to broaden programme. Initial registrations will come from organisations close to the Women’s forum for ease of administration and improvements.

Guiding Principles

- The initial pilot programme will run until March / April 2020, and mentee’s / mentors are expected to commit to the programme for this time frame.
- The programme is managed by people volunteering their time to assist others with this work, and participants at time will require patience with this process.
- Mentee’s must be from member port
- Mentee’s must have approval of a senior manager to register. Approval will be in way of email confirmation from the manager, or Senior HR Manager.
- Interest during pilot programme will only be registered from invited IAPH member organisations.
• Mentors may come from organisations outside of the IAPH member community if deemed appropriate by the Women’s Forum.
• The use of partnerships with WISTA, Women In Maritime and other organisations will be helpful to find specialised mentors for our programme.
• Initial registered mentee’s will be capped at 25. However due to the way in which loops are set up, some mentee’s may also be to mentor and there fore opportunity to grow up to 50 participants if programme is being managed effectively.
• Mentee’s and Mentor’s will be advised of their connection within four weeks of registering for the programme.
• Links to register for the mentoring programme will be sent to identified members above senior leader/manager for delegation to appropriate individuals participation as mentee’s or mentors.
• Once accepted into the programme, participants are matched with mentor and mentorloop relationship commences. All the guidance and material is available on the mentorloop website to assist both mentor and mentee in establishing an effective relationship.
• For those unsuccessful on being matched on this occasion will be notified and advised to reregister in next enrolment phase.
• All participants must be willing and able to speak in English if connected with a non-national mentor/mentee.
• All participants must be willing to provide feedback during and at the conclusion of their programme as to what worked well and what improvements are required with each stage, as everything new will have teething issues and then continual improvement to match our requirements.

Further information can be obtained from the www.iaphworldports.org/womensforum page or email to womeninportsmentoring@iaphworldports.org.