

## 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.