

Women's International Shipping & Trading Association (WISTA)

Application for Consultative Status with IMO

Who is WISTA International?

WISTA International, formed in 1974, is a **global organization** for women at the management level in the maritime industry. WISTA has as its members **44 active National WISTA Associations (NWAs)**, organized in their respective countries. With **more than 3,000 individual members** in the NWAs from all sectors of the maritime industry, WISTA connects female executives and decision makers around the world. WISTA is governed by an Executive Committee comprised of seven women from seven different countries.

WISTA has NWAs in the following countries and territories: Argentina; Australia; Bahamas; Belgium; Bermuda; Brazil; Canada; Cayman Islands; Cyprus; Denmark; Dominican Republic; Finland; France; Georgia; Germany; Ghana; Greece; Hong Kong, China; India; Italy; Japan; Korea; Monaco; Morocco; Netherlands; New Zealand; Nigeria; Norway; Panama; Peru; Philippines; Poland; Russia; Singapore; Spain; Sri Lanka; Sweden; Switzerland; Turkey; United Arab Emirates; United Kingdom; the United States of America, Uruguay, and Venezuela. Since our application to IMO, Panama, Peru, Uruguay, and Venezuela have become active NWAs. We expect Chile and Portugal to become active shortly.

WISTA's vision is to promote diversity in the maritime, trading and logistics sectors, empowering women to lead through their unique perspective and competencies, with the conviction that gender diversity is key in providing a sustainable future for the shipping industry internationally.

WISTA's mission is to attract and support women, at the management level, in the maritime, trading and logistics sectors. WISTA works toward:

- minimizing the existing gender leadership gap in the maritime, trading and logistics sectors;
- building a community among its members, facilitating the exchange of contacts, information, and experiences;
- promoting the creation of business relationships among its members;
- facilitating the professional development of its members; and
- providing liaison with other related institutions and organizations worldwide.

How can WISTA support IMO?

WISTA can play an important role in assisting IMO with its efforts **to build capacity in the maritime industry**, a critical component of which is promoting women in the industry, both shipboard and shoreside. WISTA has the ability and influence to reach young women all around the world and is already doing so with success. **WISTA's efforts support the overarching principles in IMO's Strategic Plan, specifically the promotion of gender equality and the empowerment of women.**

IMO's Integrated Technical Co-operation Programme (ITCP) also provides an important vehicle for WISTA's cooperation with IMO. One of the principal goals of the ITCP is assisting countries in building up their human and institutional capacities so they can better comply with IMO's regulatory framework. The ITCP also promotes the development of human and institutional resources in the maritime sector, on a sustainable basis, including the advancement of women. **WISTA is uniquely placed to assist here, possibly through training and consultation, especially in countries where there are NWAs.**

Consistent with IMO's objectives, WISTA can work with IMO to address crewing shortages in the maritime industry and help portray shipping as an industry that can provide a career path for ambitious and capable young people, including women. **WISTA focuses its efforts on gender equality and empowering women – this is on target with the UN's Sustainable Development Goal 5, Achieve Gender Equality and Empower all Women and Girls.**

Further, we believe **WISTA could contribute to the Human Element, Training and Watchkeeping Subcommittee** by helping bring gender issues into the development of training standards, model courses, and guidance documents. **With the increase of women's participation in the maritime industry, it is important to consider female perspectives when developing policy.**

Some of WISTA's Accomplishments

WISTA already works closely with international associations, including the International Chamber of Shipping, InterManager, INTERTANKO, World Maritime University, ISWAN, the Institute of Chartered Shipbrokers, and YoungShip, among others. Accomplishments include:

- Founding members of the European Commission's Platform for Change – Women in Transport.
- Memorandum of Understanding for Cooperation with the Organization of American States/Committee on Ports, signed December 12, 2017.
- International Institute of Chartered Shipbrokers Scholarship Program, which commenced in 2017 and will run for 10 years, providing scholarships to at least five WISTA members.
- Cooperation with ISWAN in 2017 to prepare a diversity booklet, published in January 2018, titled *Gender Diversity, Towards Building and Maintaining a Diverse Shipboard Team*, developed by Anglo Eastern, ISWAN, SeafarerHelp, and WISTA.
- Cooperation with UNCTAD in 2017 and ICS/BIMCO in 2016 to provide statistics on women working in the maritime industry for their respective reports.

WISTA's Executive Committee

- President – Despina Panayiotou Theodosiou (WISTA Cyprus), CEO, Tototheo Maritime
- Treasurer – Rachel Lawton (WISTA United Kingdom), Director-Audit, Mazars
- Secretary – Diane Edwards (WISTA New Zealand), General Manager, People, Systems and Technology, Port of Auckland
- ExCo Member – Naa Densua Aryeetey (WISTA Ghana), Head of Shippers Services, Ghana Shippers' Authority
- ExCo Member – Jeanne Grasso (WISTA USA), Partner, Blank Rome LLP
- ExCo Member – Sanjam Gupta (WISTA India), Director, Sitara Shipping
- ExCo Member – Katerina Stathopoulou (WISTA Hellas), Vice President, Investments & Finance