

IMO's Women in Maritime Programme: Four Decades On, Female Seafarers Still Just 1% of the Workforce

Gender Equality · Good practice · United Kingdom

Quality score: 41/100

Evidence strength: Moderate

Summary

Running since 1988, the IMO's Women in Maritime programme funds regional shipping associations and gender-mainstreaming policy, yet the 2024 IMO-WISTA survey found women still just ~1% of seafarers and a falling 19% of the maritime workforce, down from 26% in 2021.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-11

[International Maritime Organization \(IMO\), with the Women's International Shipping & Trading Association \(WISTA\)](#) — accessed 2026-07-11

[IMO-WISTA Women in Maritime Survey 2024](#) — accessed 2026-07-11

[SAFETY4SEA coverage of falling numbers](#) — accessed 2026-07-11

[IMO-WISTA Women in Maritime Survey 2021](#) — accessed 2026-07-11

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