

Professional gender equality in the French maritime sector



EDITORIAL

Created in 2006, the French Maritime Cluster is a professional association that promotes the French maritime economy and gathers 430 companies from the maritime sector.

The FMC supports its members in their strategic and sustainable maritime development in France and at an international level.

The FMC acts on three fronts to facilitate their business: institutional communication, operational synergies, and dialogue with public authorities.

Regarding the gender equality, the FMC's management, with the support of WISTA France, is convinced that it is a major issue for the maritime sector because the sector creates jobs and must be able to attract all talents, including women who represent half of the population. The gender equality is a leverage for blue growth and for the social balance within companies.

The FMC has been working on this issue since 2013, creating a dedicated working group. This group has set up several actions, including the creation of the "Aiming for equality!" Observatory in 2015. You can find in this booklet the results of the 2019 FMC's enquiry.

What cannot be measured does not improve: the goals of this Observatory are to assess the number of women within public and private companies and to analyse their good practices through 8 sheets in terms of gender diversity and equality in order to improve working conditions, career development, work-life balance, etc.

WISTA is an international networking organization whose mission is to attract and support women, at management level, in the maritime sector. More than 3800 women in 54 countries are members. In France, the WISTA national association brings together around 150 members. The WISTA national association supports and shares the FMC's Observatory. To reach a wider audience, WISTA France has translated the 8 good practices sheets into English, and I am pleased to share them with you.

These sheets are intended to raise awareness of these issues among all managers and their teams, and to encourage men and women, at all levels, to adopt these good practices in their own company or establishment.

Thus, WISTA France and the French Maritime Cluster contribute together to the 2030 Agenda of United Nations for Sustainable Development Goals (SDGs), particularly SDG 5, and to the actions encouraged by IMO and WISTA International to reach the goal of a truly diverse industry. Diversity, including gender diversity, is everyone's responsibility and the key to the sustainability of the maritime sector.

*Marie-Noëlle Tiné-Dyèvre,
president of WISTA France and
Deputy Director of French Maritime Cluster*

SUMMARY

Remuneration	1
Recruitment	2
Promotion	3
Career management	4
Training	5
Conciliation	6
Working conditions	7
Communication	8

01 REMUNERATION

Observation: on average women earn 18% less than men. The average net salary for a woman is €1,943 compared to €2,339 for a man, this amounts to a difference of €204,336 after 43 years. (2013 data).

GOOD PRACTICE

- Establish pay scales that focus on qualifications while valuing experience in the interests of equal treatment.
- Certify equal pay for equal work from the moment of hiring.
- Raise awareness of gender equality issues among decision-makers through a formalised and disseminated pay policy. Identify wage gaps with appropriate HR tools.
- Revalue parental leave by maintaining 100% pay while providing the same development opportunities as other employees.
- Allocate bonuses equally and consider a budget for gender pay gaps.



TESTIMONY OF A PROFESSIONAL

« Particular attention is paid to women returning from maternity leave: the women concerned receive at least the average annual salary increase for their category. »

A member of the Observatory

02 RECRUITMENT

Observation: During the recruitment process, a preconceived idea of the ideal candidate is developed, often based on gender stereotypes.

GOOD PRACTICE

- Raise awareness of gender equality issues in the professional world among recruitment agencies, service providers and decision-makers.
- Establish non-discriminatory recruitment processes with mixed recruitment committees. Train recruiters on equality in the workplace.
- Ensure gender-neutral and asexual recruitment offers. Do not categorise an occupation into a gendered category. State male and female job offers by removing any mention of male/female which automatically puts the offer in the masculine.
- Establish relevant recruitment tools including job descriptions and interview grids. Consider applications equally, focusing on skills. Avoid all intrusive questions about personal life aiming to eliminate the candidate.
- Prefer anonymity of applications in the first instance, e.g. by withholding name, gender and age.
- Suggest integration procedures to be put in place when welcoming a person of another sex into a sexually homogeneous environment.
- Put emphasis on the mixing of teams. Ensure that the selected candidates respect the male/female ratios of all candidates. Pay specific attention to female/male applications in professions with a high female/male dominance.



TESTIMONY OF A PROFESSIONAL

« In every recruitment, we try to have a gender mix in the short list. »

Port Atlantique La Rochelle

PROMOTION

Observation: men and women do not have equal opportunities to progress, a phenomenon known as the «glass ceiling». Informally, managers do not think directly of women for promotion, reinforcing their self-censorship.

GOOD PRACTICE

- Provide clear information on job vacancies. Disseminate job offers internally.
- Base promotions entirely on merit and skills to allow access to the job regardless of gender and qualification, in strict equality.
- Do not exclude part-time and atypical working hours.
- Ensure an equal proportion of the same gender in each category.
- Encourage career development for the less represented gender in a category.



TESTIMONY OF A PROFESSIONAL

« For us, the share of women in management positions should be at least equivalent to the share of women in the company, aiming also to reach this proportion in top management positions. »

Grand Port Maritime Nantes Saint-Nazaire

CAREER MANAGEMENT

Observation: in 10 years, the proportion of female managers has increased by only 1%, representing 9% of managers in large companies and 15% in companies with fewer than 250 employees.

GOOD PRACTICE

- Appoint women to senior and executive positions. Example: Maritime Affairs, thanks to the MEDDE-MLETR action plan.
- Improve the «management support systems in place for managers» for women.
- Assess the need for training when returning from long leave, particularly to update skills or qualifications.
- Adapt career paths. Maternity-related absences should not be an obstacle to career development.
- Offer a yearly interview, especially when returning from maternity leave.



TESTIMONY OF A PROFESSIONAL

« We encourage the creation of women's networks. We also ensure that women widely participate in the managerial support schemes set up for managers. »

Maritime Affairs

05 TRAINING

Observation: unequal access to training between men and women is observed. Men have more opportunities to develop their skills than women. Time and travel are often obstacles for women.

GOOD PRACTICE

- Promote equal access to training for all by setting equal conditions for access.
- Offer training in all areas, ideally every year and in relation to the needs of employees.
- Alert and support employees to be trained throughout their working lives (especially women), thereby promoting the employability of less qualified employees.
- Respect the time and place of training, and inform employees in good time.
- Counteract the effects of part-time work by facilitating employee participation in training.
- Give preference to employees returning from a long leave for family reasons. Offer to hold an interview with employees before they leave and on their return from leave.



TESTIMONY OF A PROFESSIONAL

« Our employees are our most valuable asset. That is why we are constantly investing in the development of their skills. »

CMA CGM

06 CONCILIATION PROFESSIONAL / PRIVATE LIFE

Observation: 1 in 2 women consider that having a child has had a negative impact on their career.

GOOD PRACTICE

- Anticipate parental leave and its impact on the work of other employees.
- Facilitate family life by limiting the use of atypical working hours, allowing a gradual return to full-time work or by having access to part-time work.
- Setting up interviews and timetable adjustments.
- Limit the incursion of emails and phone calls outside working hours and meetings that are too early or late.
- Enhance the value of paternity leave by providing full remuneration of the employee during his/her absence.
- Provide for flexible working arrangements at the start of the school year for employees who request them.
- Make it possible to adjust working times: teleworking, meetings by videoconference, holidays, etc.



TESTIMONY OF A PROFESSIONAL

« Employees who so wish, particularly women with children, are offered flexible working hours. Requests for leave / availability for personal reasons are systematically accepted by the Directorate. »

Odyssée Développement

07 WORKING CONDITIONS

Observation: 8 out of 10 women consider that they «are regularly confronted with sexist attitudes or decisions». The physical environments can be a source of discrimination against women

GOOD PRACTICE

- Implement preventive actions, particularly with regard to sexual harassment and gender-based violence.
- Establish monitoring indicators by gender (turnover, work stoppages, absenteeism, etc.) in order to take account of the differential impact of exposure to risk according to gender.
- Provide the company with separate changing rooms and toilets.
- Adapt the working conditions for pregnant women.
- Consider 100% of individual requests for changes in the organisation of working time, including part-time work.
- Adapt and modernise the ergonomics of workstations: mechanisation of work tools on board ships and development of technical assistance (lifts and cranes). The Labour Code prohibits women from carrying loads of more than 25 kg and from carrying out certain maintenance work.
- Provide equipment that is suitable for women and their different body types.
- For off-shore occupations, create the same conditions for women with or without children by opening up and facilitating access to higher positions (number of years before being ranked).



TESTIMONY OF A PROFESSIONAL

« We are introducing teleworking, providing inter-company day-nurseries, CESU (Universal Employment Services Cheque) voucher schemes, and renovating the changing rooms at our technical sites. »

RTE

08 COMMUNICATION

Observation: too many jobs in the maritime sector are stereotypically male.

GOOD PRACTICE

- Illustrations: avoid gendered representations of expected male or female roles. Pay attention to the number of women/men represented and do not exaggerate the reversal of stereotypes (colours, environment). Changing gendered images of traditionally female or male occupations.
- Stereotypes: implement awareness campaigns to eliminate all forms of communication that keep women and men in a symbol system. Formalise commitments to actions for professional equality.
- Awareness-raising: conduct awareness-raising campaigns for women to access certain professions.



TESTIMONY OF A PROFESSIONAL

« We run information and awareness campaigns about the profession of a sailor that reflect the diversity and mix of our teams. We also involve women in the forums. »

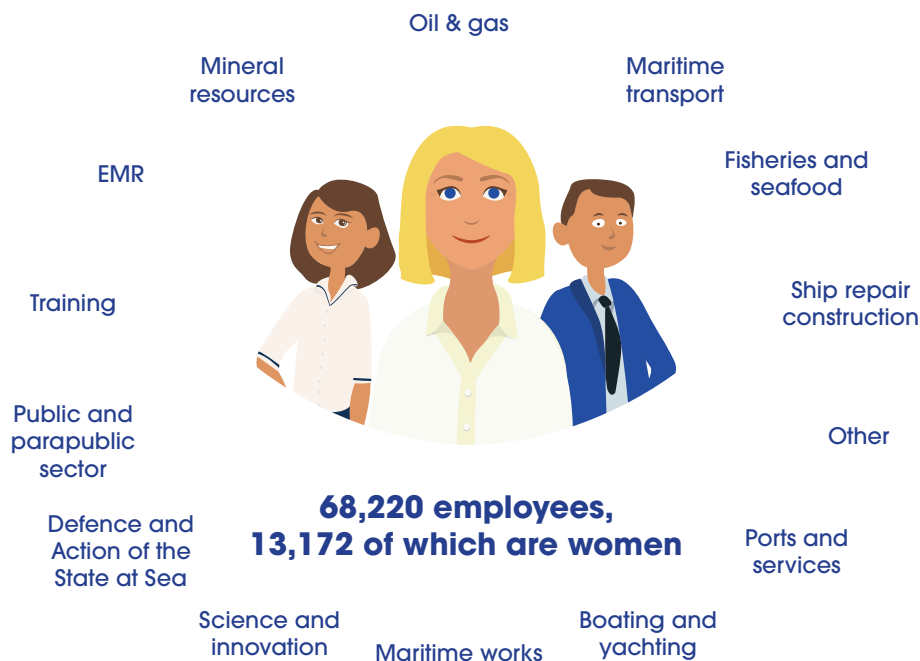
French Navy

Results of the FMC's enquiry of 2019

«The Observatory Aiming for Equality!»

Professional gender equality in the maritime sector

The Observatory confirms the **low rate of feminisation of 19.3%** in the French maritime sector and the **need for a measurement tool** to analyse changes over time and to identify courses of action for the sector:



Thank you to all the companies and partners of the FMC's who had replied to this enquiry



Other actions carried out by the CMF since 2018:

- Participation in the Maritime Employment Week
- 1st edition in 2018 of Elles de l'Océan on 8 June, on the occasion of World Ocean Day, to introduce young women to the maritime professions through site visits to the coastline of mainland France and the French overseas territories, as well as testimonies from women working in the various maritime sectors.
- Week of 8 June 2020, edition of Elles de l'Océan, under the High Patronage of the Ministry of Ecological Transition, 100% digital with more than 30 descriptions of women. The next edition is scheduled for June 2021.
- The film and the descriptions of «Les Elles de l'Océan» were shown at the Forum des métiers (Jobs Forum), at WISTA and at the International Maritime Organisation, on social networks (#Ellesdelocean) and can be found on the Cluster's website www.cluster-maritime.fr.

Contact :

Marie-Noëlle Tiné-Dyèvre
Email : mn.tine@cluster-maritime.fr