

## IHO-CANADA EMPOWERING WOMEN IN HYDROGRAPHY (EWH) PROJECT CONFERENCE: "EQUALITY AT WORK"

Monaco, 9 March

### Contribution to the IHO Work Programme 2023

Task 3.3.5

Develop, monitor and update the Capacity Building Work Programme (CBWP)

As part of the 2022/2023 annual programme of the IHO-CANADA Empowering Women in Hydrography (EWH) project, a conference on the topic "Equality at Work" was held on 9 March at the Hotel Hermitage in Monaco.

The International Hydrographic Organisation (IHO), the Committee for Women's Rights of the Government of Monaco and the Monaco Scientific Centre (CSM), in partnership with the Monegasque Association for Sustainable Finance and Investment (AMFID) and the not-for-profit SheCanHeCan, organized the conference as part of International Women's Day. The IHO secretariat was represented by Ms Sarah Jones-Couture as moderator of the panel and Director Luigi Sinapi as a speaker on the EWH project and its initial outcomes two years after its launch.

# EGALITÉ AU TRAVAIL

QUE POUVONS-NOUS FAIRE POUR L'ATTEINDRE?



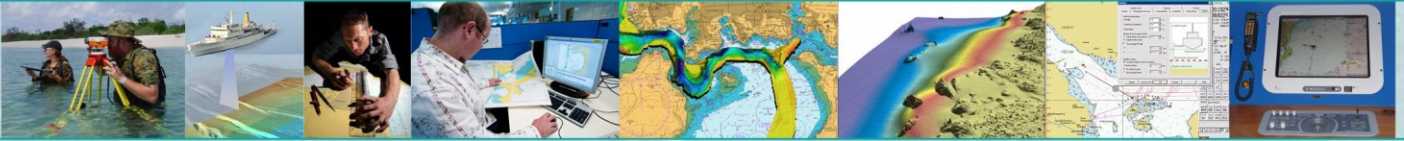
**ORGANISATEURS:**



**PARTENAIRES:**



Leaflet of the Conference



During the conference, the panel members discussed the evolution of the figures on women's participation in Monaco and around the world. They also discussed ideas for concrete actions to be taken in order to achieve equality as well as the tools available to organisations wishing to improve equity.

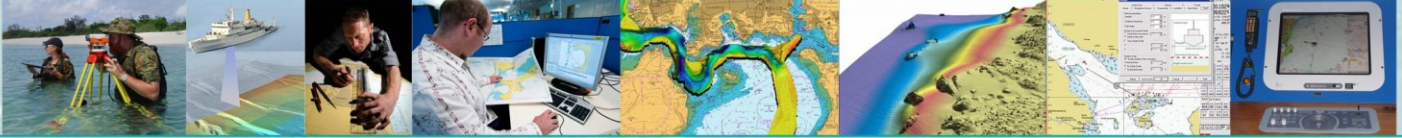
After a brief introduction by Mrs Jones-Couture, some figures on the representation of women in different job roles and positions were provided. IHO Director Luigi Sinapi delivered a presentation about women in STEM (Science, Technology, Engineering, and Mathematics) professions, providing some numbers on a recent survey conducted amongst the IHO Member States, which revealed that men hold 81% of the leadership roles in the combined hydrographic offices and make up approximately 84% of total staff.

Mrs Céline Cottalorda, from the Committee for Women's Rights of the Government of Monaco presented, among other things, the Committee's actions, notably the study on salaries in Monaco, whilst the founding members of the Monegasque Association for Sustainable Finance and Investment (AMFID) addressed the "Environment, Social and Governance" (ESG) aspect and how equity fits into this context.



*The panel members with the moderator*

Finally, Nathalie Hilmi from the Monaco Scientific Centre discussed the challenges of tomorrow and the role of women in the face of climate change.



The panel members and the attendees of the conference

The conference ended with a question & answer session, attracting great interest among the audience present (150 people from various sectors in Monaco and neighbouring France). It was concluded that equality at work is not just a women's issue. Everyone can play a role and work towards this goal, which is beneficial to all. Many studies show that organisations with better gender equality are more competitive and have less turnover among their employees. Equality could become a positive argument to attract and retain talent.



The event was fully booked.