



# ANNUAL WORK PROGRAMME AND BUDGET

## AGENDA ITEM 5.2.1

### UPDATE ON THE EMPOWERING WOMEN IN HYDROGRAPHY PROJECT



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# INTRODUCTION

## BACKGROUND

- The EWH project was established in 2021 based on a proposal from Canada, which funded the project and activities with a total of **265,000 CAD**.
- Activities listed in the first action plan included:
  - Internships at the IHO Secretariat and IHO Working Groups / Committees.
  - At Sea Experiences.
  - Webinars and Workshops on Gender-balance and leadership empowerment.
  - Participation at international conferences focused on SDG 5 – Gender Equity.
  - Interviews with women leaders in Hydrography and related fields.
  - Mentoring programme.
  - Collaboration with other events in ocean science or the maritime domain (e.g. UN Ocean Decade Collaborating Center for the NE Pacific).
  - Establishment of the EWH Assistant position at the IHO Secretariat.



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# INTRODUCTION

## BACKGROUND

International  
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Organization

- The IHO Secretariat has established cooperation with the **IMO World Maritime University** to create synergies in empowering women and promoting gender equality through:
  - Hosting joint events.
  - A mentorship programme.
  - External peer review of findings.
  - Gender equality training.
  - Others...
- **IRCC16** agreed to create a Scoping Team composed of HOs and representatives from the IHO Secretariat to:
  - Prepare a regulatory framework for continued activities in capacity building.
  - Propose an IHO Resolution.
  - Draft Terms of Reference (ToR) for a future Project Team by C-8.
- Upon the expiry of the MoU with Canada on 31 December 2023, the EWH project continued, led by the **CBSC** and supported by:
  - Additional financial and/or in-kind support from other IHO member states, including Belgium, Denmark, Norway, United Kingdom, USA and France
  - An EWH assistant recruited at the IHO Secretariat for 1 year (renewable for a further year).





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# ANALYSIS

## DISCUSSION

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- During the period under review, the EWH project received appreciation from several IHO Member States and recognition from the **international community**.
- The EWH project addresses issues beyond technical matters, aiming to:
  - Improve the technical output of the IHO.
  - Enhance recruitment by attracting the best talents.
  - Increase sensitivity towards inclusiveness.
  - Reduce barriers related to gender difference.
- Recruitment, Inclusiveness, Reduction of Gender Barriers, and Gender Balance need to be thoroughly integrated into the framework of the IHO Basic Documents.
- This integration requires a normative framework that aligns the EWH project with the IHO Strategic Plan.
- The Strategic Plan Review Working Group (SPRWG) will be revising the IHO Strategic Plan, and once approved, the sustainability of these initiatives should be secured through a dedicated IHO Resolution.





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# HIGHLIGHTS

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## ACCOMPLISHMENTS & LANDMARKS

- The EWH project was endorsed as a **United Nations Decade Action** titled “No. 62.2 Empowering Women in Hydrography,” part of the **UN Decade of Ocean Science for Sustainable Development 2021-2030**. The project aligns with the SDG 5 Gender Equity of the UN Agenda 2030.
- The IHO Secretariat actively participated in the **United Nations Decade Conference** in Barcelona in April 2024, co-sponsoring a satellite event with **IMO-WMU** and **ISA** on “**Empowering Women for the Ocean Decade: Achieving Gender Equality in Ocean Sciences and Policy Making.**”



**2021**  
**2030** United Nations Decade  
of Ocean Science  
for Sustainable Development





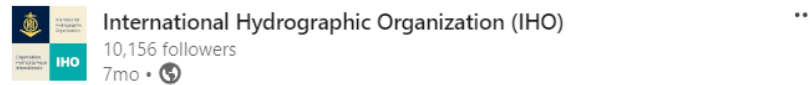
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# HIGHLIGHTS

## ACCOMPLISHMENTS & LANDMARKS

International Hydrographic Organization

- One of the **TOP 3** most viewed social media posts from 2023 on the IHO's LinkedIn page is related to the Empowering Women in Hydrography project.



[Opportunité en #mer / offre de #formation]

Est-ce que vous souhaitez acquérir une expérience en #mer sur un navire de #recherche ou augmenter vos connaissances en #hydrographie ? Dans le cadre du projet de l'OHI pour une meilleure équité homme/femme dans le domaine de l'hydrographie, il y a 3 opportunités avec le SHOM pour participer à des levés #hydrographiques et #océanographiques à bord de deux navires scientifiques ainsi que 2 opportunités pour des formations pour la certification Hydro3.

La limite pour les candidatures a été repoussée au vendredi 9 février 2024.

=> Informations sur comment postuler pour les opportunités à bord du NO Pourquoi Pas et du BHO Beautemps-Beaupré : <https://lnkd.in/d6ESaejz>

=> Informations pour participer au programme de #formation en hydrographie au SHOM en partenariat avec l'Association francophone d'hydrographie (AFHy) afin d'obtenir la certification Hydro3 : <https://lnkd.in/db5KYQNU>



Over 17K  
views



Expérience en mer et formations

iho.int



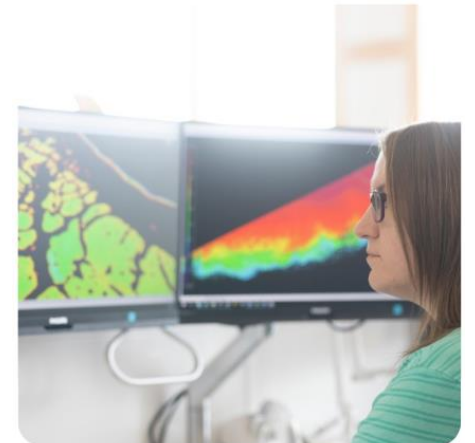


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# RECOMMENDATIONS

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- Before considering an IHO Resolution, it is important to acknowledge similar gender-related initiatives conducted by partner organizations such as the IMO, WMO, and IALA. These organizations have implemented specific internal resolutions, and action plans supporting gender themes.
- It is recommended that the Council endorses the actions undertaken by the IRCC and CBSC to prepare the regulatory framework for continued activity on this human resource theme within the capacity-building programme.
- The proposed IHO Resolution should focus on concepts such as Inclusivity and Gender Balance.
- This will provide IHO Member States with a modern and flexible regulatory instrument, aligning with the future strategic objectives of the IHO Strategic Plan 2027-2032.



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# JUSTIFICATION AND ACTION REQUIRED OF COUNCIL

## IMPACTS AND POTENTIAL OF THE PROJECT

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### JUSTIFICATION & IMPACTS

The proposed approach aligns with the “*consultative and technical nature*” of the IHO, as stated in Article 2 of the IHO Convention.

#### Impacts:

- The continuity of the EWH project depends on the ongoing financial and in-kind support from IHO Member States.
- Full integration into the IHO's regular activities will require the A-4 to adopt it as a regular work item in the forthcoming IHO Work Programme 2027–2029.

### ACTION REQUIRED OF COUNCIL

- Note and discuss document **C8-5.2.1A** ‘*Update on the Empowering Women in Hydrography Project*’.
- Endorse the proposed recommendations.
- Direct the **IRCC Project Team (to be established by December 2024)** to draft an IHO Resolution on Gender Balance / Inclusiveness accordingly and present it to Member States at A-4 after endorsement of C-9.