



## AI 8.3

# IHO Empowering Women in Hydrography (EWH) Project



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# First year achievements

- Kick-off meeting (33 participants from 16 countries)
- 1 internships on the outreach of the EWH project (Monaco)
- 3 internships related with the review process of submitted programmes to the IBSC, with in-person participation on the IBSC45 Meeting (Cadiz).
- 3 at-sea experiences made available by NOAA.
- Submission to the 'Call for Decade Actions No. 02/2021' as part of the United Nations Decade of Ocean Science for Sustainable Development
- Webinar on Gender-balance and empowering leaders
- Women role-models - interviews among volunteer women from all position in the hydrographic community



CBSC22

Santa Cruz Island - Galapagos, Ecuador, 5 – 7 June 2024



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# AN INTERNATIONAL recognition!

International  
Hydrographic  
Organization



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

**ACTION No. 62.2 – “Empowering Women in Hydrography”  
as a project of the United Nations Decade of Ocean  
Sciences for Sustainable Development (2021-2030)**

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# Second year



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## Promotion of the gender-diversity program to Member States during IHO activities

- Continuation of the Outreach project including planned activities.
- Teaming up with other events in the ocean science or maritime domain (e.g. IMO, WISTA, WMU, UN Ocean Decade Collaborating Center for the NE Pacific).



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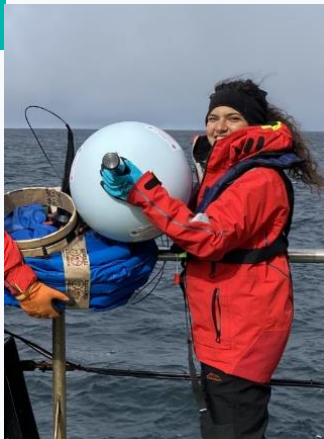




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# ewh project: a survey on hydrography

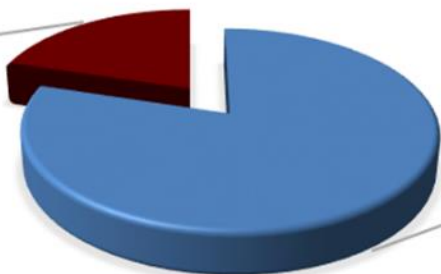
International Hydrographic Organization



## TOTAL NUMBER OF EMPLOYEES VS TOTAL NUMBER OF WOMEN EMPLOYEEES

44 Responses received to CL26/2022

Number of Women Employees, 2737

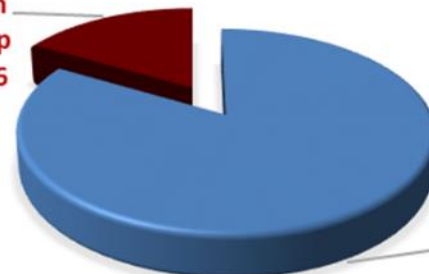


Number of Employees, 10786

## NUMBER OF LEADERS VS WOMEN IN LEADERSHIP ROLES

44 Responses received to CL26/2022

Women in Leadership Roles, 306



Number of Leaders, 1532

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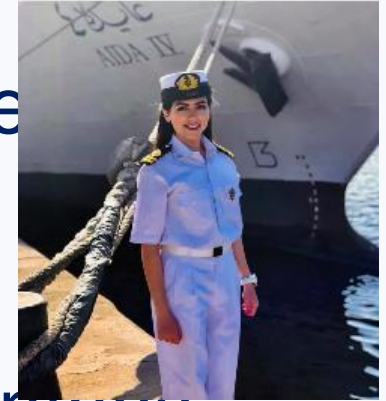
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## Second year

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Local event on 9 March 2023, with Monaco Government

- Webinar on Workplace Psychology VTC 30 March
- EWH Mentoring Programme – 11 mentors and 22 mentees so far
- At-sea experience offered by NOAA (3 participants)
- Letter of Intent (LoI) between the IHO and WMU, signed in March 2023





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# Third year

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- Continuation of the Mentoring Programme
- 3rd Session of Assembly event Empowering Women in Hydrography (1May 2023, 17:00)
- 5 participants sponsored that also attended the A-3
- 1 IC-ENC Knowledge Secondment
- 3rd Amendment approved
- 2 opportunities from SHOM (France) training in hydrography (HYDRO-3 / AFHy)
- 3 opportunities to participate in hydrographic and oceanographic survey activities aboard two SHOM research vessels
- Planning a webinar for around 8 March with the World Maritime University



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# Third year and continuation

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## The Council

- **tasked IRCC, to define through CBSC** the regulatory framework (M-3) for a continued activity on this social theme through a proposal for an **IHO Resolution**; (Deadline: IRCC-16)
- agreed to **continue with the EWH** project led by the CBSC **supported by remaining funds and future financial** and / or in-kind support as currently announced by CA, NO, DK, US, but still to be confirmed.
- supported by **IRCC to develop a proposal on the future framework** for an IHO social Programme (incl. Gender Balance in Hydrography) **to be submitted to A-4.**





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# Fourth year and continuation

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- Contributes from IHO, Belgium, Denmark, Norway and UK. Eventually Canada.
- CIRCULAR LETTER 25/2024 27 May 2024 - UK Contribute to the Gender Balance – CALL FOR APPLICATIONS

Provide financial support for travel and accommodation for the participants

The aims are to support:

- The active participation by women in the work of the IHO (e.g. participation in IRCC, HSSC, IBSC, RHCs', Working Groups or Teams meetings);
- Development opportunities for women through exposure to wider events ,organizations or project appointments in order to gain skills and experience;
- The progression of more women to leadership positions across all IHO organs.



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# Fourth year and continuation

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- NOAA's (USA) offered three opportunities for an at-sea experience/advanced training on NOAA hydrographic survey vessels for 2024, associated with the EWH project
- CIRCULAR LETTER 23/2024 30 April 2024 – To work with IC-ENC on eLearning Creation
- Hiring an EWH assistant
- Continuation of the Mentoring Programme supported by UKHO
- Prepare more events (C-8?)
- Organize internships (IBSC, etc)



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# Actions required

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- Please note this report
- Take any other actions considered appropriate.

# Thank you