

20th Meeting of the South West Pacific Hydrographic Commission

Empowering Women in Hydrography

SWPHC Report



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South West Pacific Hydrographic Commission



Main achievements during the year

- SWPHC CL04_2022 invited women to join the SWP WH network
- To date 52 women joined the network
- Based in Australia, NZ, Tonga, Niue, Fiji, France, UK and US
- Currently working for national Hydrographic Offices, marine safety authorities, Government science organisations, industry, academia or studying hydrography



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Why start a network

• What women want from the network:

- *Learn from others*
- *Inspiration*
- *Learn about other cultures*
- *Learn about other aspects of hydrography*
- *Balancing family commitments and offshore work*
- *Ways of building male allies to support women*
- *Connection to other women (not many local role models)*
- *Share opportunities and experiences*
- *Normalising females in STEM – stop having to count how many women....*
- *Develop the next generation of female hydrographic leaders*
- *Not being the automatic “secretary”*
- *Support and advice for working in male dominated workforces*

What women can give to the network:

- *Share their stories to help others learn about career pathways, be a role model, mentor*
- *Inspire others to take on hydrography as a career*
- *Support others starting out in their career*
- *Support on technical challenges*
- *Advice for working parents and caregivers*
- *Links with professional bodies and opportunities they present*
- *Help to break down barriers for development of women*



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Main challenges

- Pacific Community [Regional Strategy for Pacific Women in Maritime 2020-2024 \(pacwima.com\)](https://pacwima.com) identified statistics of women employed in the maritime sector:
- 2017 cartographers / hydrographers = 0
- 2019 cartographers / hydrographers = 4

Hoping to reach the maritime administration support staff sector....



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So far.....

- 2 virtual meetings – introduction and lean in circle. Discussion on the article - [The Power of Talk: Who Gets Heard and Why \(hbr.org\)](https://hbr.org/article/the-power-of-talk-who-gets-heard-and-why)
- Identified topics for SWPHC session:
 - Pathways into Hydrography – how do we encourage girls to know this career exists and how to navigate it.
 - Different roles in Hydrography – surveyors, cartographers, industry, government, academia
 - Benefits to a diverse workforce – why should we care about including women in our workforce.
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For SWPHC20

- Work you are doing to empower women in hydrography – need to send regional response to IHO pre Assembly
- Be an ally for women in your organisation – support and encourage and provide opportunities



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