

Information fact sheet

Representation of Women in the Global Seafaring Workforce

- **Women represent only 1.28% of the global seafaring workforce.** The latest statistics in 2021 indicate a **positive trend toward gender balance**, with an estimated 24,059 women serving as seafarers a **45.8% increase compared to the 2015 report.** (Source: [BIMCO/ICS 2021 Seafarer Workforce Report](#))

Efforts to Encourage Women's Participation in the Maritime Industry

- Although the percentage of women in seafaring remains small, **various initiatives are actively being carried out to encourage greater participation. This includes the sponsorship of cadets to undergo training at Akademi Laut Malaysia (ALAM).** In fact, nearly all women in MISC Marine's seafaring workforce are ALAM graduates.
- In 2006, ALAM opened enrolment to female cadets for the Diploma in Nautical Studies and Diploma in Marine Engineering programmes.
- In 2011, MISC welcomed its first group of female officers and engineers who had obtained the following certifications:
 - **Certificate of Competency (CoC):** A formal qualification that certifies an individual's capability to perform specific duties safely and effectively, particularly in the maritime industry.
 - **Watchkeeping Officer (WKO):** An officer responsible for maintaining safe and effective navigational watch on board.
 - **Watchkeeping Engineer (WKE):** A marine engineer officer responsible for maintaining and operating ship machinery and ensuring its safe functioning during watchkeeping duties, especially in periodically unmanned engine rooms.

Women in MISC's Seafaring Workforce

- As of 31 December 2024, MISC Group's total workforce stands at 9,536 personnel from 46 nationalities. **Overall, women make up 25% of the corporate/shore-based workforce within the Group.**
- Within the shipping segment, **female seafarers including cadets represent 3.8% (183 individuals) of the total seafaring workforce at MISC Marine (4,748).** This figure is notably higher than the global average of women in maritime, which stands at around 1.28%.
- In 2021, Captain Eezmaira Sazzea Shaharuzzaman became **the first Malaysian woman** appointed as a **Master Mariner**. Following her appointment, **two more Malaysian female officers were promoted to the rank of captain** in 2023, becoming part of a global circle of elite female seafarers.
- **The first group of qualified female seafarers** joined MISC's workforce in 2011.