PACIFIC TOWING

# ‘PacTow, a maritime employer of choice for women’

**The maritime sector is an increasingly attractive workplace for women, not just internationally but also here in PNG. Most reputable companies recognise the business benefits of more gender-equal workforces and have introduced strategies to better attract, develop and promote women. Marine services market leader Pacific Towing (PacTow) is no different.**

*Graduating as officer of the watch (engine) from the Women in Maritime Cadetship Program, Natasha Kema (left) is employed fulltime by PacTow and is mentoring other young women such as Amanda Tonno (deck cadet)*

The international maritime workforce is made up of only 2-3% women. However, nearly 20% of PacTow’s workforce is female.
This has not always been the case.
But a decade of investing in training, new policies and programs, as well as cultural change, has reaped rewards and PacTow now has female managers as well as female officers in leadership roles on its tugboat fleet.
PacTow’s female workforce is making substantial contributions to its business operations. In addition to the more traditional roles in finance and HR, PacTow women are also working in marine operations and crewing. PacTow women also work on the company’s vessels. They can be found in engine rooms and maintenance workshops maximising fleet reliability, as well as on tugboat bridges assisting LNG tankers and bulk carriers to berth, or even out on the deck during the salvage of a grounded ship.
With a global shortage of maritime workers, especially higher ranking officers, there has never been a better time for women to pursue a maritime career. The demand for female maritime professionals is often higher in those companies servicing PNG’s oil, gas and mining sectors because industry majors such as Santos, ExxonMobil and Newmont like to have organisations with good gender credentials in their supply chains.

*Officer of the watch (deck) Nathalie Banik has enjoyed leadership positions on PacTow’s fleet including being second in command to another female officer during a salvage operation*

There are many ways that maritime companies can make their workplaces more attractive to women. PacTow’s investments in programs, policies and training include:

**Women in Maritime Cadetships:** In partnership with the Australian Government, Swire Shipping and Consort Express Lines, PacTow fast-tracks the maritime careers of young PNG women through its deck and engine cadetships. Women are also accepted into PacTow’s inhouse cadetship program.

**Pay Parity:** Women are paid the same as their male counterparts in the same roles or pay categories.

**Safer Workplaces:** A range of initiatives (eg. CCTV cameras, improved lighting, GPS trackers on buses, and hygiene kits) have been introduced as part of the Business Coalition for Women’s (BCFW) ‘Gender Smart Safety’ program. This program addresses specific workplace safety concerns of women.

**Leadership & Management Training:** Female staff are sponsored to do a range of different leadership and management courses including internationally accredited qualifications.

**Anti Sexual Harassment Policy (and Training):**
A BCFW policy to help eliminate workplace sexual harassment.

**Family & Sexual Violence Policy (and Training):**
A BCFW policy to help support staff impacted by FSV.

**Bel isi PNG Seif Haus and Case Management:**
Free emergency accommodation, counselling and case management services for staff impacted by family and sexual violence (as part of the Steamships Group of Companies’ subscription).

PacTow delivers excellent, reliable and safe marine services through PNG and the broader Pacific. A well-maintained fleet, as well as a dedicated and exceptionally trained team, underpin PacTow’s ongoing expansion and success.
PacTow is part of a larger sea and land logistics group wholly owned by Steamships Limited.

To learn more about PacTow:
**www.pacifictowingmarineservices.com**