

# Safety and Inclusion on Board

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Gender and Diversity Perspectives in European Inland  
Navigation Law

A grid of white human silhouettes on a black background, arranged in 8 rows and 16 columns. The silhouettes are centered in each cell of the grid.

**What if the biggest safety risk in inland navigation**

**today is not technical failure**

**but the absence of people to run the ships?**

So, the question is not whether European inland navigation can afford to become more inclusive



– it's whether it can afford not to.

# AGENDA

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I. Safety on Board – The Three Pillars of Safety

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II. Inclusion – The Future Workforce

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III. Technology, Diversity & Inclusion

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IV. Diversity and Inclusion – A Business Case

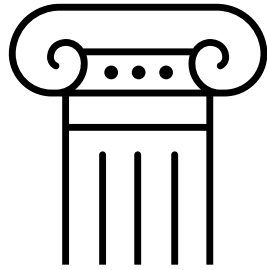
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V. Conclusion

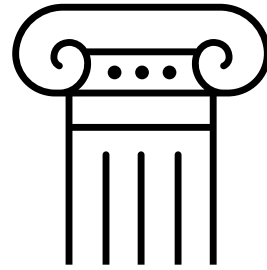
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VI. The EU #DiversityInTransport Network

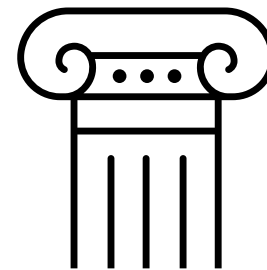
# Three Pillars of Safety



**PHYSICAL**



**TECHNICAL**



**SOCIAL**

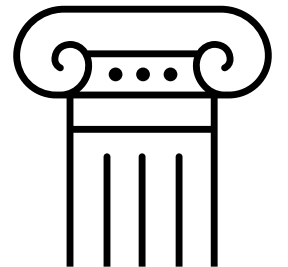
# Physical Safety

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→ European Labour Law (89/391 EEC): safety and health of workers at work → „protection against accidents and hazards”

→ Hazardous Problem areas in inland navigation:

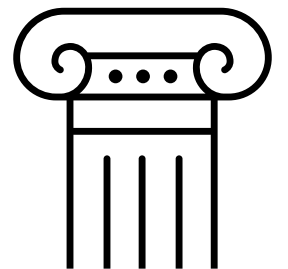
- Physical strain
- Long shifts
- Hard-to-reach work areas
- Work not adapted to different body sizes and strengths



# Physical Safety

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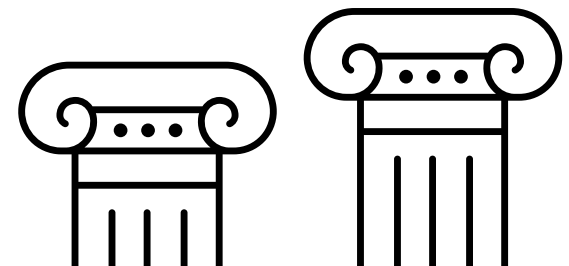
- Issues of gender sensitivity:
  - Health protection often gender-neutral on paper, but ignores women's needs (protective clothing, ergonomics)
  - Potential discriminatory gap: safety definitions assume a "standard male worker."



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# Technical Safety

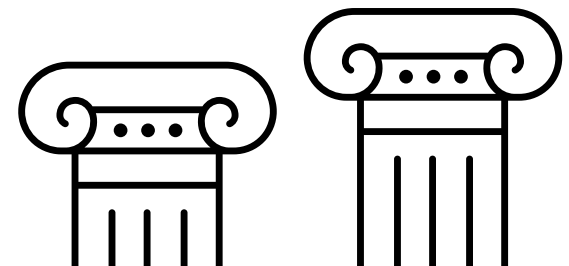
- Infrastructure gaps:
  - ES-TRIN (European Standard for Technical Requirements for Inland Navigation vessels):
    - Focus on vessel design, fire safety, stability, evacuation.
  - Gender dimension - Safety design rarely considers pregnancy, body size differences, or facilities for mixed crews



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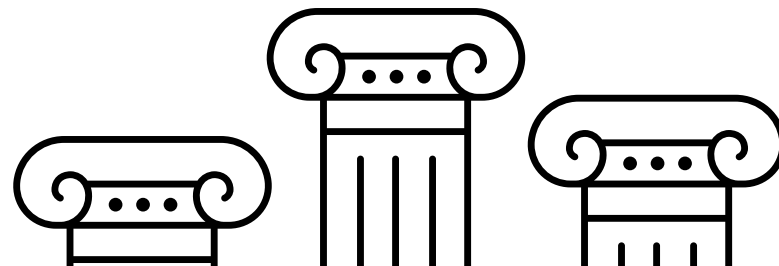
# Technical Safety

- Infrastructure gaps:
  - Example: No mandatory gender-separated living spaces or sanitary units on inland vessels – unlike some modern maritime guidelines.
    - Lack of accommodations for women, LGBTQ+, disabled persons



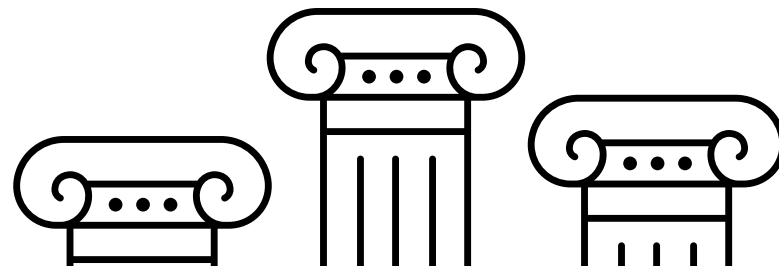
# Social Safety

- Definition: protection against harassment, bullying, and exclusion
- Harassment & safety issues:
  - High harassment risk
  - Few reporting systems or awareness



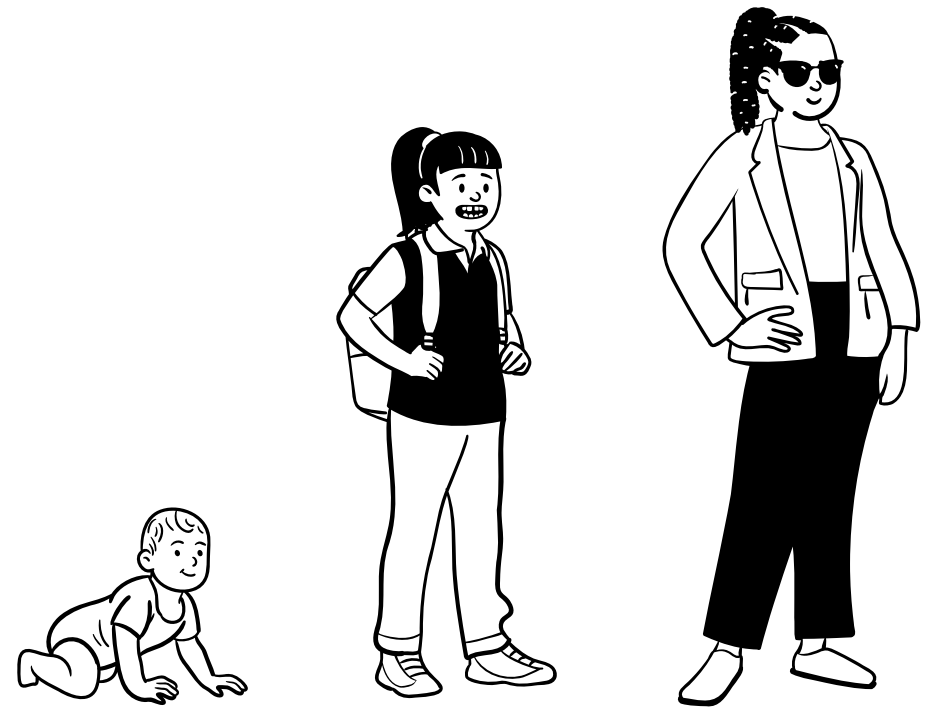
# Social Safety

- Positive examples from maritime sector:
  - IMO & ILO joint guidelines on fair treatment of seafarers.
  - Women in Maritime associations (e.g. WSTA International, IMO “Women in Maritime” programme).
  - Shipping companies implementing anonymous reporting channels for harassment



## II. Inclusion – The Future Workforce

- Representation issues:
  - Few women in technical roles
  - Few role models/networks



# What is an Inclusive Work Climate?

- Inclusive = everyone feels safe, respected, and valued.
- Beyond non-discrimination: active inclusion policies (gender-neutral language, mentorship, career paths).
- Role of training: adapting vocational schools and apprenticeships to attract young women and diverse backgrounds.

# Work-Life Balance

- **Current challenge: Long tours on vessels, family-unfriendly schedules.**
  - Possible solutions: Flexible rotation systems (shorter tours, more shore leave).
  - Support for family planning (EU Work-Life Balance Directive 2019/1158).
  - Hybrid crewing models (shore-based + on-board).



# III. Technology, Diversity & Inclusion

## Future Technologies

- Automation & remote vessel operation
- Potential:
  - Reduce physical demands.
  - Allow shore-based control centres → more accessible to women and people with family duties.
- Risks: digital divide, loss of jobs – but also chance to reshape work culture.

# IV. Diversity – A Business Case

## Broader Diversity Aspects

- Not only gender: age diversity, LGBTQ+ inclusion, migrants in inland navigation.
- Inclusion as business case: younger generation expects fair, flexible, inclusive work – otherwise they won't enter.
- Compliance & Code of Conduct

# V. Conclusion & Call to Action

Attracts new talent

Enhances safety &  
competitiveness

**Safe workplaces are inclusive  
workplaces.**

Revise EU law for  
inclusivity

Promote inclusive company  
policies

We cannot steer  
a sustainable  
**future** with half  
of the talent left  
on shore.





# INTERESTED IN LEARNING MORE OR COLLABORATING?

## *Follow us on social media*

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## *Email us*

- [diversity\\_ambassadors@panteia.nl](mailto:diversity_ambassadors@panteia.nl)
- [move-diversity-ambassador@ec.europa.eu](mailto:move-diversity-ambassador@ec.europa.eu)



# LET'S STAY CONNECTED



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