



**High-level webinar organized by the
International Seabed Authority and the Office of the High Representative of Least Developed
Countries, Landlocked Developing Countries and Small Island States of the United Nations**

Monday 8 March 2021

8:00 am to 10:30 am (Kingston time)

Summary of the webinar

Investment in science, technology and innovation (STI) is essential to address global challenges such as poverty eradication, economic and social development and the protection of the environment. STI can also contribute to the implementation of international law, in particular the United Nations Convention on the Law of the Sea (UNCLOS) and the achievement of the goals and targets of the 2030 Agenda for Sustainable Development through which developing countries can benefit fully from the promise of sustainable and inclusive ocean economies.

Although numerous initiatives have been adopted and implemented at global, regional and national levels, to ensure creation of new opportunities for women in non-traditional as well as emerging sectors, women in deep-sea scientific research continue to remain underrepresented especially, in highly technical categories and leadership positions. This is further noticeable in developing countries and in particular, least developed countries (LDCs), landlocked developing countries (LLDCs) and small island developing States (SIDS).

Cognizant of these challenges, the International Seabed Authority (ISA) together with the Office of the High Representative for LDCs, LLDCs and SIDS of the United Nations (UN-OHRLLS) have decided to join hands to advance women empowerment and leadership through the enhancement of the role and participation of women scientists from developing States in deep-sea scientific research ([#OceanAction15467](#)). Building on the priorities identified in the ISA's [Strategic Plan](#) and [High-Level Action plan](#) for 2019-2023, the action areas identified in the [UN Roadmap for Accelerated Implementation of the Vienna Programme of Action](#) and more recently, in the [ISA Action Plan in support of the UN Decade of Ocean Science for Sustainable Development](#), this partnership will aim at creating the enabling conditions to promote synergies for tangible outcomes.

In this context, ISA and UN-OHRLLS conveyed a high-level webinar on International Women's Day to explore the key axis along which the "Women in Deep-Sea Research" (WIDSR) project will be developed whilst drawing awareness on the need to foster international cooperation and establish strategic partnerships to ensure targeted and impactful actions. The webinar was co-chaired by H.E. Mr. Michael W. Lodge, ISA Secretary-General and Ms. Fekitamoeloa Katoa 'Utoikamanu, USG UN-

OHRLLS. Opening remarks were provided by H.E. Mr. Luis del Solar Dorrego, Permanent Representative of Argentina to ISA. Several senior government representatives and heads of international organizations were invited to speak under the following three panels.

A summary of the discussions that occurred is presented below and a list of all recommended actions raised under each panel is annexed.

Opening segment

H.E. Mr. Michael W. Lodge, ISA Secretary-General, welcomed the participants by recalling the incremental actions taken by ISA to improve women empowerment and leadership in ocean science since the 2017 UN Ocean Conference. Participants were informed that at the time, the Voluntary Commitment registered by ISA was the only one out of 1500 commitments, to be specifically dedicated to improve the situation in that sector. The Secretary-General also indicated that the need for more concrete actions towards enhancing the role and participation of women in deep-sea research, especially women scientists from LDCs, LLDCs and SIDS appeared in the consultation organized by the ISA Secretariat in 2020 to invite all ISA members to assess their capacity priority needs in relation to the work undertaken by ISA. About 51% of respondents called for more actions towards women empowerment and leadership in deep-sea research.

Ms. Fekitamoeloa Katoa ‘Utoikamanu, High Representative for the LDCs, LLDCs and SIDS of the United Nations (UN-OHRLLS), emphasized the need to address gender disparity in ocean science particularly in those countries by forging partnerships, mobilizing resources and securing commitment from all stakeholders. The Under Secretary-General also underscored the importance of raising awareness amongst the most vulnerable countries on opportunities in marine and scientific research and to ensure that the slowly improving trend of women participation in ocean science, mainly in the developed countries, also materializes in developing countries and in particular LDCs, LLDCs and SIDS. She highlighted UN-OHRLLS’ commitment to work closely with ISA in the implementation of the WIDSR project to enable gender equality in marine scientific research, particularly in SIDS, LDCs and LLDCs.

H.E. Mr. Luis del Solar Dorrego, Permanent Representative of Argentina to ISA, emphasized Argentina’s strong commitment to woman’s equality and diversity that is visible through equal representation of women professionals in ocean science and through initiatives such as the creation of a national program for gender equality in science, technology and innovation that guarantees and promotes effective participation of women and LGBT population. Ambassador del Solar Dorrego informed participants that Argentina was also developing the Innovative Argentine Plan 2030 that includes gender equality as one of the guiding principles, noted the UN Decade of Ocean Science to be an opportunity to overcome barriers for gender parity in marine scientific research and congratulated and expressed support to ISA’s commitment to enhance the role and participation of women in deep-sea scientific research.

Panel presentation

Panel 1: Enabling empowerment and leadership of women in deep-sea research for transformative actions

The first panel was comprised of four distinguished speakers, respectively: H.E. Mr. Perks Master Ligoya, Permanent Representative of Malawi to the UN and Chair of the Group of LDCs; Mr. Jens Frolich Hølte, State Secretary, Ministry of Foreign Affairs, Norway; H.E. Ms. Mariangela Zappia, Permanent Representative of Italy to the UN and, Mr. Sturla Henriksen, Special Advisor, Ocean, UN Global Compact.

In his statement **H.E. Mr. Perks Master Ligoya**, underscored the fact that increased gender inequality in ocean science in vulnerable countries had been observed such as LDCs (less than 8% in some) as compared to the global average of around 40%. He also emphasized the fact that gender equality remained a major barrier to human development. It was further highlighted that the already low number of women's participation in LDCs was most likely even more modest in some emerging sectors such as deep-sea scientific research. Ambassador Ligoya therefore stressed the need to reducing the gender gap in deep-sea research so as to promote transformative change and promote the achievement of sustainable development. He also emphasized that enhancing the role of women in deep-sea research was not only integral to the achievement of SDG 5 on gender equality but was also instrumental for other SDGs like SDG 3 (*Equality education*), SDG 9 (*Industry innovation and infrastructure*) and SDG 14 (*Life below water*). The limitation faced by LDCs in accessing international deep-sea resources was highlighted, as well as the importance being attached to the concept of the common heritage of mankind. Ambassador Ligoya emphasized the need to foster strategic partnerships to acquire technology and scientific knowledge relating to the Area to ensure LDCs are enabled to benefit from the potential economic benefits to be generated from the exploitation of the deep seabed. In so doing, gender equality will be critical consideration for such capacity building initiatives to enhance the opportunities for women from LDCs, to address implicit and explicit biases which may discourage women from entering this sector and to create opportunities for women at upper levels of this profession where men continue to outnumber women in senior positions. Ambassador Ligoya also congratulated ISA for setting a clear vision for women from developing States in playing a central role in deep sea scientific research, facilitating a steady rise in the number of women participating in its capacity building and training programmes and called for sustained efforts to build the capacities of LDCs. The speaker highlighted the need for ISA to increase the visibility of the opportunities it provides as well as the value attached to deep-sea research, including in the context of the priority needs of the LDCs. Ambassador Ligoya also invited ISA to develop a specific project for LDCs which will mobilize the collective resources of the LDCs supported by the development partners to extract mineral resources for the collective benefits for LDCs that would be reinforced by the pooling of all collective resources of LDCs.

Mr. Jens Frolich Hølte, State Secretary at the Ministry of Foreign Affairs of Norway highlighted the importance of women empowerment in achieving the SDGs and for ensuring countries to be able to fully benefit from the blue economy. Mr Hølte also drew the attention of the audience on Norway's initiative to establish a high-level panel for a sustainable ocean economy comprising 14 different countries and which action led to the identification of a new ocean action agenda oriented towards effective protection, production and equitable prosperity. On this, Mr Hølte indicated that almost half of the multi-disciplinary team that has been working on this initiative was comprised of women from developed and developing countries. Participants were also reminded that the panel's ocean action agenda underlined inclusiveness and puts strong emphasis on gender equality, human rights, community and indigenous people participation. Mr Hølte emphasized that providing paths for young women to develop and succeed in deep-sea research though capacity development, education and vocational training was essential and called for donor countries and partners to ensure that gender consideration

was taken in their implementations. Mr Hølte also informed that human capital has been assessed as the most valuable asset in Norway's long term economic assessment and accordingly, gender equality was a core part of Norway's national and international development policies. While women in Norway have taken several powerful roles as that of the Prime Minister, Head of the Parliament, Chief Justice, it was highlighted that Norway will maintain gender equality on a global perspective regarding its development policy in general and also specifically in relation to the oceans. The ISA was congratulated for including young women through secondments such as in the ADSR project which Norway supports. It was recognized that the challenges could not be addressed by ISA alone and hence the need for further coordinated efforts. On that noted, the important role of ISA in the larger process of addressing gender related challenges in UN ocean mechanisms was highlighted and the "WIDSR" project was therefore welcome.

The third speaker of the panel, **H.E. Ms. Mariangela Zappia, Permanent Representative of Italy to the UN**, highlighted that despite women's equal participation and leadership in public life being essential to achieving the SDGs by 2030, women continue to be underrepresented at all levels of decision-making worldwide including at political level. Ambassador Zappia also emphasized that meaningful participation of women in scientific research was a catalyst for any transformational changes to happen and benefit society as a whole. Ambassador Zappia highlighted the role the UN could play in that regard and noted that key actions could be considered such as: (i) mainstreaming gender into international ocean governance and ocean science; (ii) ensuring that gender consideration inform all decision-making processes and scientific processes ; (iii) ensuring scientific research cuts across genders, geographies, cultures and generations to enable all members of society to work together in a transformational, large scale and innovative effort to advance ocean science ; (iv) ensuring that the empowerment of women scientists and the enhancement of their participation in ocean science be a priority for all member States; and (v) introducing provisions to ensure that international bodies including technical organs are composed in a gender balanced way. Importance placed by Italy to the synergetic achievement of SDG 5 and 14 was also underscored as reflected in the fact that Italy has almost accessed to gender parity in marine science and in the remarkable work of prominent Italian female ocean scientists such as Ms. Nadia Pinardi who created the first ocean numerical model in Europe and second in the world. ISA's leadership and responsibility in promoting and encouraging the conduct of marine scientific research in the Area and coordinating and disseminating the result of such research and analysis was commended as well as its commitment together with UN-OHRLLS, to advance the enhancement of women's role and participation in deep-sea scientific research.

The last speaker of the panel, **Mr. Sturla Henriksen, Special Advisor at the UN Global Compact**, highlighted the need for the leaders across all sectors and geographies to urgently recognize that the achievement of SDG 5 on gender equality was a fundamental precondition to achieve all the interconnected SDGs. Mr Henriksen noted that the existing gender inequality was further exacerbated by the outbreak of COVID-19 pandemic. In reference to the UN Decade of Ocean Science for Sustainable Development, Mr Henriksen insisted on the importance for all stakeholders to set ambitious targets for achieving gender parity. Increasing awareness on barriers to greater representation from women and highlighting the numerous benefits of women's participation and leadership was highlighted to be key enablers in addressing the issue of gender inequality in ocean science. Mr Henriksen recalled that in businesses, women's leadership has shown to positively impact sustainability performance, lead to reduced greenhouse gas emissions and decreased incidences of unethical practices. Therefore, training and empowering women will be an important investment for future to unleash the full potential of women that could also entail an addition of an estimated 12 trillion USD to global GDP according to some reports. The need for committing to maintain gender balance was highlighted as being a priority across all sectors including deep sea research in this decade of action for the SDGs and with a renewed focus on the ocean generated by the decade of ocean science to ensure inclusive communities and a prosperous sustainable blue economy.

Panel 2: Empowering women scientists through tailored capacity building/development initiatives

The second panel was the opportunity to hear from H.E. Mr. Magzhan Ilyassov, Permanent Representative of Kazakhstan to the UN and Chair of the Group of LLDCs; Deputy Minister Song Sang Keun from the Ministry of Oceans and Fisheries of Korea and H.E. Ms. Margo Deiye, Permanent Representative of Nauru to ISA and the UN.

Opening the panel, **Ambassador Ilyassov, Permanent Representative of Kazakhstan to the UN and Chair of the Group of LLDCs** underscored the importance of UNCLOS for LLDCs, in particular for women from LLDCs, despite their remoteness from the sea. Ambassador Ilyassov also recalled that the Preamble of UNCLOS underscores the need to take into account the interests and needs of the humankind as a whole and in particular, those of developing countries whether coastal or landlocked. Some contributing factors for the underrepresentation of women in emerging sectors such as deep-sea research were highlighted. Among them was the high costs associated with investments in marine scientific research, the lack of awareness about the potential and returns for building human capital for deep-sea research, the limited access to the sea, transit restrictions as well as the lack of awareness of the rights of LLDCs under UNCLOS. Accordingly, Ambassador Ilyassov recommended that the following measures be taken into consideration to address the situation: (i) ensuring that tailor-made and targeted interventions be designed to raise awareness about opportunities women can have in deep-sea research, joint and collaborative projects and publications, and forging coalitions with women scientific networks; (ii) facilitating capacity-building and technology transfer to facilitate the participation of the LLDCs, especially women; (iii) facilitating the transfer and dissemination of knowledge through digital technology and publications; (iv) advancing the knowledge on the rights and obligations of the LLDCs in relation to the Laws of the Sea including on the potential benefits they could gain in participating in activities in the Area; and (v) developing dedicated activities to facilitate the participation of women scientists from LLDCs in research activities including through enhanced cooperation with other member States of the UN in implementing UNCLOS.

The second speaker of the panel, **Deputy Minister Song Sang Keun, Ministry of Oceans and Fisheries, Republic of Korea**, informed the participants that Korea was currently engaged in national and international initiatives implemented to improve gender parity in the field of ocean science. It was for example indicated that the Ministry of Fisheries and Oceans together with the Korea Institute of Ocean Science and Technology (KIOST) were collaborating to increase the percentage of female staff in KIOST from the current 30% to 50% by 2050. Deputy Minister Song also underscored that an important element of the action of Korea was reflected in the development of a dedicated training programme for female marine scientists and government officials from developing countries to improve their leadership skills. The speaker indicated that this was being done through MABIK's Global Women's Leadership Training Program in Marine Bio-Resources Information System implemented in cooperation with the Korea International Cooperation Agency. The Deputy Minister Song also emphasized that Korea, as one of the sponsoring States and contractors currently engaged in exploration activities in the Area, was determined to contribute not only to the sustainable development of deep seabed minerals but also, to ensure that capacity-building activities in science and technology were made available to developing States. In so doing, specific attention is given to the improvement of women empowerment and participation and leadership reason for which Korea is committed to work closely with ISA to contribute to supporting female scientists in the fields of deep-sea research and to building capacity, empowerment and leadership of women scientists from developing States.

Closing this third panel, Ambassador **Ms. Margo Deiye, Permanent Representative of Nauru to ISA and the UN**, emphasized the importance of ocean science for SIDS and LDCs whilst highlighting some

of the challenges in enabling participation and leadership of women scientists in deep-sea research. Amongst them was the fact that many programs look to involve women too late in their professional trajectory. Therefore, suggestion was made to encourage the development of initiatives that would sensitize women and girls at an early stage about the opportunities to engage in deep-sea related careers. Another important challenge highlighted related to the fact that becoming a deep-sea scientist require financial support and long-term mentorships. The third challenge highlighted related to job opportunities for qualified women scientists and the importance of creating the conditions to retain them particularly SIDS and LDCs that have limited capacities. Ambassador Deiye commended ISA for its leading role to advocate for the empowerment of women and girls in deep sea science and research, especially for sponsoring States. The role of ISA in boosting women's engagement especially from SIDS, LLDCs and LDCs through awareness raising and generating interest in the scholarship of deep-sea research was also mentioned. The WIDSR project was recognized as a potential catalyzing initiative that could make important contributions for women in marine scientific and deep-sea research towards implementation of the UN Decade of Ocean Science and the UN Decade of Action for the 2030 Agenda.

Panel 3: Fostering strategic partnerships for transformative actions

The last panel was to the opportunity to hear from H.E. Mr. Walton Alfonso Webson, Permanent Representative of Antigua and Barbuda to the UN and Chair of AOSIS; Ms. Maria-Francesca Spatolisano, ASG, UNDESA; H.E. Ms. Vanessa Frazier, Permanent Representative of Malta to ISA and the UN and H.E. Dr. Gatot Hari Gunawan, Acting Secretary-General, Indian Ocean Rim Association.

Ambassador Webson, Permanent Representative of Antigua and Barbuda to the UN and Chair of AOSIS opened the discussion by stressing that despite considerable advancement in women's participation in science and ocean science in recent decades, still approximately 30% of the world's researcher are women. Noting the persistent barriers for women gaining leadership in opportunities in science and in oceanographic science, more is needed. The speaker emphasized the importance of strategic partnerships for accelerating women's participation in deep-sea research and including high impact workshops such as this webinar that focuses on transformative actions and concrete actions. Such forum have the power to harness innovative ideas through wide range of stakeholders coming together and working together to generate sustainable solutions. The principles for partnership were recommended to be guided by a highly consultative approach to delivering technical assistance by engaging with local partners, sharing responsibilities to implement innovation that are responsive to the needs of and interests of women and science and particularly, within the local communities. The strategies for establishing partnership were recommended in order to: (i) facilitate unique and multi-sectoral collaboration involving diverse stakeholders and often unlikely alliances for supporting the creating and strengthening of the capacity both including civil society and corporate sectors; (ii) focusing on specific preconditions such as mentorships and support, identifying touch points when women in particular, those who are underrepresented can participate and can be encouraged to take decisive roles; (iii) the need to develop early (age) training for women and girls as well as initiatives to ensure continuity; (iv) ensuring implementation of international development programme taking into consideration preexisting conditions of women in vulnerable societies. Ambassador Webson also underscored the importance of sustained and dedicated platforms for leadership networks, long-term and reliable mentorships and ongoing empowerment. In this regard, it was called for AOSIS and its membership to be seriously considered and that they stand ready to support the ISA's and UN-OHRRLS joint efforts to support its programme and to bring greater attention to SIDS on the need of our women and girls to be trained. Ambassador Webson offered full cooperation of AOSIS members, the institutions within the island nations and the willingness to work with ISA to work towards greater involvement and engagement of women and girls in oceanographic science.

The second speaker of the panel, **Ms. Maria-Francesca Spatolisano, ASG, UNDESA**, highlighted the role of oceans for the global economy and for achieving the SDGs. She then emphasized the importance of new emerging areas such as deep-seabed mining and renewable energy and marine biotechnology. Given the limited pool of expertise that exist in LDCs, LLDCs and SIDS. Mrs Spatolisano stressed the urgent need for building the knowledge and technical capacities in the field of the marine environment with particular consideration for female scientists. Mrs Spatolisano also highlighted the importance of genuine and durable partnerships as powerful mechanisms for advancing sustainable development and achieving system transformation by bringing together a range of actors from different sectors including governments at all levels, business, civil society and the scientific and technological community. It was then suggested that to make partnerships truly transformative, agreed guiding principles such as those elaborated in the Bali Guiding Principles and internationally agreed development agendas such as Addis Abba Financing for Development, the Istanbul Declaration and program of action for LDCs, SAMOA pathway and the Vienna programme of action for decade of 2024 should be considered. The work of ISA in building the capacities of developing States in deep sea research and technology as well as its targeted efforts to promote women participation in marine scientific research in the Area was commended. With the SAMOA pathway recognizing the possible use of the seabed resources as one of the four main building blocks of a sustainable ocean-based economy in SIDS, the Abyssal Initiative jointly implemented by ISA and UNDESA since 2019 to assist the four sponsoring SIDS in the pacific (the Cook Islands, Kiribati, Nauru and Tonga) was also highlighted. Participants were also reminded that both the president of the Republic of Nauru and the king of Tonga commended this project in their national statements delivered at the opening of the 75th session of UN General Assembly and it was proposed to extend this project for a further three years.

The third speaker of the panel, **H.E. Ms. Vanessa Frazier, Permanent Representative of Malta to ISA and the UN**, highlighted the importance of ocean science for sustainable management of ocean resources, the achievement of the SDGs and the creation of better and more resilient societies. The multiple and cumulative pressure on the oceans that have already disproportionately affected LDCs and SIDS as well as vulnerable groups, in particular women and girls, and noted that in such conditions they were subject to further deepening of inequalities and vulnerabilities. Noting that STI are crucial tools that allow developing countries to fully benefit from the potentialities of the blue economy, Ambassador Frazier highlighted the importance given by Malta to empowering women participation in deep-sea research. On this note, participants were reminded that the international day of women and girls in science which is celebrated on 11 February every year was established through a resolution of the UNGA on 22 December, 2015, based on a proposal by Malta. Accordingly, for Malta, increasing female participation through capacity-building was seen as an effective way to contribute to the enhancement of scientific and technological capabilities of developing States and in particular, those of SIDS and LDCs. Ambassador Frazier also stressed that Malta offers training opportunities on ocean governance and the Law of the Sea to developing countries through the International Ocean Institute (IOI) and the IMO International Maritime Law Institute. Highlighting the importance of prominent female role models such as Elizabeth Mann Borgese, the founder of IOI who worked hard towards her vision of the oceans as a common heritage of mankind, the speaker highlighted the importance of bringing forward more such role models and successful women in ocean science to come out and tell their stories especially those from the developing world. It was highlighted that achieving these could be facilitated through strategic partnerships with the UN, ISA and the Commonwealth.

The last speaker of the panel, **H.E. Dr. Gatot Hari Gunawan, Acting Secretary-General, Indian Ocean Rim Association**, emphasized the role of regional organizations in providing platforms to facilitate women participation and leadership in marine scientific research through strategic partnership. It was also supported that going forward, consideration be given to forging partnerships with different stakeholders in order to reflect the different contexts and approaches including on the issue of women empowerment and marine research. Dr Gunawan underscored that this was particularly important in the fast-changing region of the Indian ocean where countries differ greatly in their sizes, cultures and

economies. The Acting Secretary-General Gunawan also informed participants that IORA's dialogue and consensus-based approach had enabled two successful partnerships, one with UN Women looking into women participation in Indian ocean in fisheries and a second one, with the Human Sciences Research Centre of South Africa and was funded by the UK. In concluding, the speaker recommended that: (i) multilateral organizations play a stronger role in facilitating technology transfer ; (ii) initiatives to be clearly articulated to contribute to large social and sustainable development objectives; (iii) identify resources over multiple years at both human and financial levels; (iii) ensure that partnerships are inclusive and participatory ; (iv) provide forums like this one to connect academics and scientists, particularly women to national and international research programs and communities.

Concluding remarks

The webinar was closed with remarks by Ms. Fekitamoeloa Katoa 'Utoikamanu, USG UN-OHRLLS and H.E. Mr. Michael W. Lodge, ISA Secretary-General who both stressed the importance of ensuring that women and girls from all countries and in particularly from LDCs, LLDCs and SIDS have access to appropriate education, training, and opportunities to be able to compete in new and emerging sectors

Annex: Recommended actions based on the discussions of each panel

Action Area	Key Action points
Policy and awareness raising	<ul style="list-style-type: none"> • Advocate for gender equality provision in international instruments such as the ILBI BBNJ • Encourage donor/partner countries to include gender equality provisions in their international development programmes • Mainstream gender parity into international governance for the oceans and ocean science • Ensure that gender consideration informs all decision-making processes and scientific processes. • Encourage empowerment of women scientists and the participation of women in ocean science as a priority for all member States • Ensure gender consideration for the composition of international bodies including technical organs • Mobilize funding in favor of women empowerment and leadership in marine scientific research and in deep-sea research • Increase awareness for improved understanding on barriers to greater representation of women scientists in deep-sea research, particularly women from developing States and specifically women from LDCs, LLDCs and SIDS • Ensure that Implementation of international development programmes consider preexisting conditions of women in vulnerable societies
Capacity Development	<ul style="list-style-type: none"> • Develop dedicated capacity-building initiatives to support women empowerment and leadership in deep-sea research • Develop specific projects for LDCs, LLDCs and SIDS to facilitate their participation with a particular focus on women empowerment of women and technology transfer • Capacity building and technology transfers are necessary to • Develop training and awareness measures to advance knowledge on the rights and obligations of the LLDCs in relation to the Laws of the Sea including on the potential benefits of the LLDCs • Design, develop and implement dedicated activities for women and girls at early age/career stage to facilitate their participation in deep-sea research • Maintain and expand contractual arrangement for capacity development and partnerships with transformational impacts such as the ISA's Contractor Training programme

Strategic Partnerships	<ul style="list-style-type: none"> • Facilitate technology transfers through strategic partnerships with regional organizations • Explore strategic partnerships for coordinated efforts within which ISA would play an important role to build on the work undertaken such as the WIDSR project • Facilitate unique and multi-sectoral collaboration involving diverse stakeholders and often unlikely alliances for supporting the creating and strengthening of the capacity both including civil society and corporate sector • Establish mentorships and leadership programmes and networks • Provide forums like this one to connect academics and scientists, particularly women to national and international research programs and communities
Communications and Outreach	<ul style="list-style-type: none"> • Encourage and support ISA in increasing visibility and raising awareness of the opportunities provided by ISA as well as the value attached to deep-sea research including in the context of the priority needs of developing states and in particular LDCs, LLDCs and SIDS. • Enhance visibility and general understanding of the numerous benefits of women's participation in deep-sea research particularly for women scientists from LDCs, LLDCs and SIDS.