

DOSI intervention regarding item 10: Draft Regulations on exploitation of mineral resources in the Area

**DR37 - Training Plan
Delivered 15 July 2024**

Thank you Mr President,

DOSI supports the statements made by the African Group and others regarding training equity. The experiences of underrepresented groups at sea, which can include discrimination, bullying, harassment and assault, indicate the need for change in approaches to ensure safety and inclusion. DOSI considers it would be appropriate to include measures to ensure protection of the health, well being and safety of ISA contractor trainees in this draft regulation. Further, we would like to see the ISA and its member States take a lead in upholding obligations, best practices and ensuring equal opportunities for any potential trainee or applicant across Contractors around inclusivity, gender equality, and safety. We therefore recommend a new paragraph to DR37 which requires Contractors to include measures to ensure protection of the health, safety, well-being, and rights of trainees in their Training Plan, and to demonstrate how gender equality, inclusivity, non-discrimination, and diversity are implemented in the Contractor's approach to training opportunities. This can include, but is not limited to reflecting on individual positionality and power dynamics present in at-sea working environments, a robust evidence-based code of conduct, and mandatory, safe, and confidential mechanisms for the reporting and handling of incidents.

Thank you, Mr President