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WOMEN SUSTAINING A MARITIME INDUSTRY CAREER: IDENTIFYING ATTITUDINAL AND STRUCTURAL IMPEDIMENTS

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ABSTRACT

Because women may have certain family commitments and other challenges dissimilar to their male counterparts, sustainable careers for women in the maritime industry may look very different from maritime careers of the past. We propose that the “WARS” factors of wealth, appreciation, risk, and sacrifice must be reconciled to the needs of maritime women. First, wealth or compensation must be competitive to other industries for women and competitive with male counterparts. Second, women must be appreciated for their unique perspectives and skills, i.e., acknowledging who they are and what they do. Third, the risk that women encounter from the demands of this male dominated industry must be addressed through providing mentoring, sponsorship, and networking opportunities. And finally, sacrifice of time to the career must be acknowledged with good practices toward gender-related work issues.

In this paper, we outline the characteristics of a successful female maritime executive including compensation, lifestyle requirements, and intrinsic rewards of the career. We also address the good practices that enhance retention. The method of data collection to address characteristics, compensation, lifestyle, rewards, and good practices is achieved through the survey of female maritime professionals who are members of Women’s International Shipping and Trading Association (WISTA). We find that equitable and sufficient pay provides the female maritime professional with resources to overcome some of the unique challenges for women in the industry. Mentoring and sponsorship are lacking but networking opportunities provide understanding and appreciation of intrinsic rewards. However, a sustainable work week was found to be more important for long term for career success.

KEY WORDS

Sustainable maritime careers - maritime women career
WOMEN LEADERSHIP IN MARITIME LAW FIRMS: 
THE ANTWERP CASE

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ABSTRACT

Antwerp’s maritime law firms exhibit low female participation and leadership. Women occupy solely 20% of Antwerp’s maritime lawyers, the percentage of female partners being a negligible 8%. This is striking, as currently female trainees at the Antwerp bar outnumber their male counterparts. The same applies to law graduates at the University of Antwerp (UA). The paper explores factors contributing and perpetuating the gender gap.

First, quantitative research was conducted, which revealed the existence of a substantive pool of qualified female lawyer trainees and pointed to high female attrition rates. Next, qualitative research was conducted among Antwerp’s 15 maritime law firms through questionnaires, modelled after the 2010 National Association of Women Lawyers (NAWL) Survey on the retention & promotion of women in law firms.

The paper argues that male lawyers tend to be more satisfied with career development opportunities. Although female participation has increased, female attrition rates are significant. The majority of female maritime lawyers is below 40 years old. Blatant discrimination is nearly absent, a majority of interviewed women witnessed gender stereotyping though. Historic reasons, such as the traditionally male dominated dynamics inherent to the shipping industry and the lawyer’s profession, have an impact. Nevertheless, the paper argues the main factors perpetuating low female participation remain work/life imbalance, lack of opportunities to work on a part-time basis, lack of child-care amenities, lack of female mentors and role models, lack of female networking and support groups, low emphasis and incentives to increase diversity, subjective advancement and hiring standards, and the small scale of the firms, increasing the importance of “alikeness”. Lastly, the paper renders empowerment strategies for both individuals and firms.

KEY WORDS

Women leadership - maritime law firms - gender bias - female attrition - empowerment strategy
THE EVOLUTION OF THE CONDITION AND ROLE OF WOMEN IN FISHING ACTIVITIES

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ABSTRACT

The FEMMAR project (years 2009-2011) is about the changing role and status of women in maritime activities. This project was led by researchers at the University of Nantes (jurists, sociologists, geographers, economists), as well as researchers from the Universities of Spanish Basque Country, La Coruña and Greenwich.

For the purpose of exploring these questions, this project proposed an investigation of the condition and role of women not only as seafarers, but also in their terrestrial roles insofar as their activity is linked to the maritime sector. The access of women to maritime activities raises the question of the possible adaptation of social norms in the name of the principle of equality between men and women. It also presents the more general question of the adaptation of an entire sector of the economy to the evolution of a social norm from the dual perspectives of sustainable development and social justice.

This domain is vast and seeks to examine working conditions as such, particularly through the lenses of hygiene and safety, as well as those of respect for the human person and the struggle against degrading working conditions. Thus, this first inquiry will provide an opportunity to deal with a variety of problems, such as maternity leave for women seafarers (which exists only since 2006), and the place of women in the prevention of professional risks.

KEY WORDS

Women - equality - social norm - safety - hygiene
ADVANCING WOMEN PARTICIPATION IN THE MARITIME SECTOR – THE SOUTH AFRICAN EXPERIENCE

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ABSTRACT

The paper is aimed at communicating initiatives that have been undertaken by South Africa to empower women to play a meaningful role in the maritime sector. The paper seeks to capture individual women who have managed to beat all odds to contribute to the advancement of the sector. It aims to share their success stories so that other women can be inspired to follow suit. It recognizes that women empowerment cannot happen by default; it requires strategic leadership and targeted interventions that can be implemented. The paper recognizes that despite all the global, continental, regional and country commitments to support women empowerment, women participation at decision making level of the maritime sector is still limited. The paper unpacks a story of South Africa which is a maritime nation but not a maritime economy and the conundrum. Most importantly it concludes with a strategic response that South Africa has adopted to empower women to make it. The paper has practical examples of interventions that have seen women climbing the ladder and using their own experience to empower young women.

KEY WORDS

Maritime sector - women empowerment - interventions - South Africa
FULL AHEAD - WHY WE HAVE TOO FEW WOMEN IN MARITIME INDUSTRY

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ABSTRACT

The prime objective set for this paper is to identify what women seafarer problems are and concerns employment on merchant ships. The question then is how to provide solutions for women seafarers in the male-dominated workplace of the ship through Corporate Social Responsibility activities and more education opportunities. Therefore, it is worth noting overwhelmingly that to achieve this change dynamic, there is a need for attitudinizing change towards recruiting women as maritime human resource. Such changes, if implemented, might also attract more women into maritime sector. Further, Women are an underutilized and available resource of maritime talent which the shipping sector needs to draw the balance upon to seafarer’s shortfall.

KEY WORDS

Women seafarers - Corporate Social Responsibility
THE ROAD TO THE HELM – FEMALE STUDENTS’ PERSPECTIVE

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ABSTRACT

The paper presents the outcome of the research that has been completed recently at the Faculty of Navigation (FoN); Maritime University of Szczecin, Poland. The aim of the research is to show the maritime society what female students - future maritime women - think about studying navigation and future work at sea. The research has been done by a group of female students - prospective seafarers. It is based on a questionnaire directed to fellow female students which contains 29 questions concerning the motivation for commencing the study in the field of maritime navigation, aspirations, fears and obstacles faced by female seafarers related to present study, seagoing practice and future work onboard ships. 128 female students completed the questionnaire. The answers have been gathered into groups of interest. The findings are presented in terms of diagrams and comments. The paper contains valuable information that may be used by maritime universities, ship owners and other potential employers of maritime female students - in particular maritime policy makers. One of the interesting findings is that 84% of the female students declare they would choose the same field of study having experience (including seagoing practice) gained so far. The paper presents also the change of the number of female students at FoN during last 10 years. It is the sign of relatively high interest of young women in maritime navigation in Poland - the country that is one of the biggest supplier of officers for seagoing ships.

KEY WORDS

Maritime women - gender related work issues - equal access to maritime sector - women at the helm - promotion of women - female maritime students
LET NUMBERS SPEAK: JOB OPPORTUNITIES AND INTERNATIONAL EXCHANGE PROGRAMS FOR FEMALE MARITIME CADETS

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ABSTRACT

For six years, Massachusetts Maritime Academy (MMA) of the USA has been conducting a student exchange program with Shanghai Maritime University (SMU) of China. Every spring term, about twenty cadets are selected from each institution and sent to the other campus to study for one semester. MMA, like many other traditional maritime schools, is a male dominated institute, with the gender distribution being 12% female cadets and 88% male cadets. However, the cadets participating in the MMA exchange program have shown quite a different gender ratio with the female's participation rate displaying a surge in the past two years. Furthermore, the female cadets tend to stand out in the job market upon graduation, especially in comparison to their male peers.

The paper presents an analysis of what accounts for the success of selected female cadets, how they outperform in the international exchange programs, and their subsequent achievements in the job market by applying case study methodology, school-wide surveys and the data collected over the course of 6 years. The findings indicate that the outstanding qualities of female cadets, such as language proficiency, cultural adaptability, flexibility, intuitive vision, and genuine curiosity and perseverance, are displayed and encouraged, allowing the women to reach their full potential. The school-wide cultural awareness and job market success motivate more MMA female cadets to participate in the MMA-SMU exchange program.

KEY WORDS

Maritime woman - cultural adaptability - language proficiency - international programs between maritime institutions
MIND THE GAP! MARITIME EDUCATION FOR GENDER-EQUAL CAREER ADVANCEMENT

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ABSTRACT

The IMO Programme on the Integration of Women in the Maritime Sector (IWMS) to support women’s participation in the maritime industry has celebrated its 25th year. It is commonly held that gender gaps in education generally are larger in the developing world while the gaps are steadily closing in the developed countries. But is opening the door and encouraging women to participate in maritime training sufficient? In this paper, we examine how gender equality is addressed in the curricula of maritime education in the top five countries on the Global Gender Gap Report published annually by World Economic Forum; Iceland, Finland, Norway, Sweden and Philippines.

A document analysis was performed, examining official study plans and curricula from two maritime universities in each of the top five countries. Preliminary results of the review show that gender issues are not explicitly mentioned or addressed in these documents, indicating a lack of clear strategies for these matters. Educational institutions are important bearers of societal norms and values. Without effective gender inclusive strategies and pedagogical and didactic approaches, there is a risk of reproducing inequality instead of producing equality. Increasing numbers of female students will not alone resolve gender bias in the maritime industry. Gender issues must be well defined, operationalised and included in educational policy and curricula making at individual, structural as well as symbolical level.

KEY WORDS

Maritime education - gender gap - equality - women seafarers
STALWART IN SAILING GLOBAL MARITIME WOMEN LEADERSHIP

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ABSTRACT

The interest, entry and journey of females as sea-going professionals is on the up-trend globally though actual percentage is believed to be hovering internationally only at 2% of total seafarers. Similar to other industries including navies and police force, women seafarers have to sail through choppy environments in their careers traditionally captained by men. International provisions and pockets of supports are already in place, yet gender discrimination occurs and opportunities are not solid enough, they could be improved. In 2014 vessel must be further equipped to carry our female seafarers to a stronger, more stable future in a more demanding maritime world. It is at this juncture that right leadership and effective mentoring will result in the expected outcome, not mere lip service. Let’s drop anchor, and evaluate actual areas for development that will strengthen women’s roles once they are recruited. Bolder mind-set change and full operationalisation of this change should commence at the minimum from education delivery sign on at their respective Maritime Education and Training (MET) from Semester 1. There must be global acceptance to implement this effectively within an agreed timeline – political will, stakeholders, related NGOs’ support, back-up of new and emerging supporters will expedite the arrival of a full fledge leaders of, for and by global maritime women. IMO-WMU partnership together with the other stakeholders and volunteers to form as a global lead members to champion this effort to bring global maritime women's leadership and participation level in their career journey to next level benefiting all sectors, emphasizing economy as an engine of sustainable female resource growth.

KEY WORDS

Female seafarers - maritime education and training
MY JOURNEY AS A SEAFARER

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ABSTRACT

The shipping industry has always been witnessing the absence of women since the very beginning. Introduction of female workers has been a very recent phenomenon in most parts of the world. The life of a seafarer is tough because of the nature of work as well as social and emotional isolation. It was always believed that a woman could not cope up with the demands of this job and hence was not encouraged till very late. Being one of the first female seafarers in the company, it was difficult to make people believe in us and accept us as one of them. But now having sailed for over a decade, growing through the ranks and finally taking command of a ship has finally cleared all the doubts. The Indian government as well as management of The Shipping Corporation of India have contributed a lot towards the promotion of women in India into seafaring. My journey through my sailing career has been full of mixed experiences leaving lifetime influence on me. I have seen men twice my age breaking down in tears, believing in me as their leader and respecting my decisions. Sailing endlessly through the oceans gives me peace and makes me feel content.

KEY WORDS

Women seafarers - leadership - gender differences - maritime leadership training
WOMEN ARE BETTER LEADERS THAN THEY THINK: GENDER DIFFERENCES IN THE SELF- AND COWORKERS' EVALUATION OF LEADERSHIP SKILLS IN THE MARITIME INDUSTRY

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ABSTRACT

It is a global goal to make sure that women and men have the same opportunities in the maritime industry. Gender stereotypes have been found to affect the judgment of competence in men and women differently. This study investigated female and male maritime officers' ability to evaluate their leadership skills. A 360° multi-rater survey obtained both self-assessments and co-worker assessments of maritime officers' leadership (both positive and negative) skills using the Multifactor Leadership Questionnaire (MLQ-5X). Results from 21 female and 30 male maritime officers shows an interaction between gender and errors in self-evaluation (tendency to over-estimate or under-estimate) of leadership skills. Female leaders tended to underrate their actual leadership skills, while male maritime officers tended to overrate their leadership skills relative to the evaluations of their co-workers. For negative leadership skills, female maritime officers over-estimated the level of negative leadership skill they had while male leaders under-estimated their level of negative leadership skills. For positive leadership skills the opposite relation was present (women under-estimated and men over-estimated the level of positive leadership skills). These results point - for the first time - to a gender difference in the evaluation of leadership skills in the maritime domain. An overtly critical attitude towards own leadership skills might be a factor in explaining why many women choose to abstain from high-status positions in the maritime industry. Maritime leadership training can be made more inclusive by focusing on gender differences in the (self)-evaluation of leadership skills.

KEY WORDS

Women seafarers - leadership - gender differences - maritime leadership training
BOARD CHARACTERISTICS AND THE PRESENCE OF WOMEN IN THE BOARD OF DIRECTORS: THE CASE OF GREEK SHIPPING SECTOR

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ABSTRACT

Shipping is a vital sector of the Greek economy and according to The Foundation for Economic & Industrial Research (IOBE) (2013) more than 52% of the shipping companies listed in NYSE and NASDAQ are owned by Greek nationals. Current demands for transparency in the decision making of the shipping firms have led boards to take various initiatives so as to comply with international regulations. The current article attempts to discuss the findings of the Hellenic Observatory of Corporate Governance (HOCG) about the board characteristics (CEO duality, board size, independent directors, cross directorships, tenure, age and gender) of the Greek owned public shipping companies which are listed in foreign stock exchanges for the period 2001-2012. Special emphasis is given to the presence of women on the Board of Directors. Possible reasons why women’s access to board seats has been limited are discussed and some practical suggestions to the shipping owners to consider adding qualified women to the board are be presented.

KEY WORDS

Board characteristics - women - Greece - shipping sector - listed companies
HOW TO COPE WITH SECOND GENERATION GENDER BIAS IN MALE-DOMINATED OCCUPATIONS

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ABSTRACT

Ever since the beginning of history people, both men and women have worked. At the beginning, they were working separately, women at home and men outside. After the industrial revolution, they started working together and problems have arisen. Some of the jobs are women-dominated and some are men-dominated. If a person works in a job under the domination of the opposite gender, problems arise. It’s especially difficult for women in male-dominated occupations because they have to cope with the bias set for them because of the gender. It may be less difficult to eliminate bias women face directly but additional action must be taken to cope with those called second-generation gender bias. On the other hand rising to top positions is hard in male-dominated sectors because of not only the bias in question but also the glass ceiling that is always there for them. In this study, the hardships women are likely to meet in male-dominated occupations are taken into consideration with an emphasis in maritime sector and a model to overcome second generation gender bias and break the glass ceiling preventing women rising top positions is suggested. The model, which is a combination of mentoring and participative leadership, is outlined after examining the steps taken to promote the roles of women in maritime sector.

KEY WORDS
Second generation gender bias - gender-dominated - participative leadership - mentoring group - gender career paths - double binds
GLOBAL SEAFARERS AND LEADERSHIP FROM THE PERSPECTIVE OF DIVERSITY IN CSR

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ABSTRACT

Gender tends to become an issue when women work in a male-dominated occupation where the gender of women workers is often highlighted and visible without necessary. This paper addresses the relationship between women seafarers' leadership and gender role theory and discusses how diversity in Corporate Social Responsibility (CSR) can help to accommodate a variety of leadership styles in such a workplace to achieve a sustainable development in shipping. The interview sample of women seafarers was 36 in total from six different countries (Portugal, Germany, Sweden, Poland, Ghana and Japan). The research on women seafarers found that an onboard culture where masculine norms and values are predominant tends to develop a particular type of leadership associated with masculine ideas. Since this leadership style was borne by men, women seafarers tried to adopt it by inventing a strategy to apply it in their own way. Some female leadership cases were well received by male seafarers while the other cases not as successful. Various female leadership cases were analysed and the study revealed that being subordinate and discreet in her leadership seemed to work better with male crew than being superordinate and conspicuous. This implies in which gender roles women seafarers play relate to how her leadership is received among the crew, mostly males. The paper concludes that the introduction of the CSR concept in terms of diversity will help today's seafarers in the global labour market to accommodate various different values and beliefs including their leadership styles, which may serve to a better communication on board for safe and sustainable shipping.

KEY WORDS

Leadership - CSR - women seafarers - gender roles - diversity - sustainability
PORT STATE CONTROL: A TOOL FOR SUSTAINABLE MANAGEMENT OF MARITIME SAFETY AND MARINE ENVIRONMENT

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ABSTRACT

It is generally accepted that about 90% of global trade are seaborne. This realization underscores the dependence of economic development and human life on the viability of the oceans, seas and the entire marine ecosystem as the route of international commerce and food security. Sustainable management of maritime safety and marine environment have therefore emerged as key drivers in development plans of several nations. The concern though, is the wide gulf between this knowledge and consistent, demonstrable implementation of sustainable management policies and processes. This presentation identifies port State control as an effective tool in enforcing compliance with international standards on safety and marine environment management. Port state control is the inspection of foreign ships visiting the port of another country. The purpose of the inspection is to determine the compliance level of the ships with relevant international conventions and codes governing maritime safety, marine pollution, the living and working conditions of seafarers on board ships with the ultimate aim of eliminating substandard ships - a major source of damage to marine environment, loss of human life and cargo. Emphasis will be on the imperative of regional and international cooperation of port States in inspection procedures and penalties for ships, shipping companies, classification societies and flags. International application of harmonized standards will ensure that sub-standard ships driven away from one region do not find a safe haven in another region. It is hoped that at the end of this Conference, every port and flag State will institute sustainable measures that will ensure ‘safer seas and cleaner oceans’. The presentation will tie into Millennium Development Goal (MDG) 3 and Sustainable Development Goals (SDGs) on empowerment of women by identifying the career opportunities and training needs for maritime women interested in port State control.

KEY WORDS

Sustainable management - maritime safety - marine environment
SUSTAINABILITY - WHERE ARE WE AND WHERE ARE WE HEADING?
LOOKING AT THE ISSUE OF GHG AND MRV

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ABSTRACT

One of the key themes of sustainability is that of climate change and climate mitigation. It brings to the forefront the challenges of reducing Greenhouse Gas (GHG) emissions from the shipping sector while maintain its viability both as an industry and as the artery of world trade and hence economic growth.

It may look like technical solution alone but in reality it requires so much more than just dealing with the split incentives in the industry of who pays for fuel.

Using the Member States submissions to IMO, European Commission (EC) proposal and International Chamber of Shipping (ICS) proposal for accounting for fuel usage the presentation will look at:
• The climate debate as it emerged from United Nations Framework Convention on Climate Change (UNFCCC) in 2013 (and previously) and how that frames developments in 2014 to 2015 with focus on IMO
• Key elements of an effective monitoring and reporting scheme
• Analysis of the proposal against key elements of effective monitoring and reporting schemes
• The barriers to overcome and how that may be done

The presentation will recognize that no solution will be acceptable to all and that a technical elegant solution is unlikely to emerge from the political negotiation.

KEY WORDS

Sustainability - climate change - climate mitigation - GHG - UNFCCC - monitoring and reporting schemes
IMPROVING THE CURRENT REGIME FOR SHIP SAFETY INSPECTIONS - OPPORTUNITIES FOR TECHNOLOGY RESEARCH AND WOMEN EMPLOYMENT

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ABSTRACT

The new inspection regime that entered into force in 2011, allowed the Paris Memorandum of Understanding (MOU) to change the target of inspecting 25% of individual ships calling at each Member State to a system based on the ship risk profile. The latter combines a set of generic and historical factors (e.g. ship's type and age, number of deficiencies and detentions, performance of International Safety Management -ISM- companies) that assists the work of port state control inspectors. Despite those improvements, prioritizing ships for safety inspection is still a challenge not only for authorities but also to other stakeholders such as classification societies, ship owners, managers and operators.

This paper introduces the recently European Union (EU) funded project SAFEPEC – Innovative risk-based tools for ship safety inspection. It aims at decreasing the current workload on surveyors through the development of a software prototype that enables the interoperability and coherent interpretation of the different inspection data sources that are available. Additionally, SAFEPEC will develop sensor systems for long distance monitoring, tracking of failures and collection of near real time data from critical ship areas such as the hull structure and shipboard equipment.

As the entire maritime community, the area of ship inspections is male dominated although there is a slight shift seen. A small literature review and a survey among both males and females working in the maritime world showed that both the physical aspects of the job and the difficulties to balance work and family might still be reasons for females to avoid this work. The new technologies developed within the SAFEPEC project can help to increase job opportunities for women in the future.

KEY WORDS

Port state control - inspection data - remote surveying - women inspectors - gender and technology
TOWARDS AN EQUALITY BETWEEN WOMEN AND MEN IN OCEAN NAVIGATION WORKING CONDITIONS

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ABSTRACT

To be seafarer on a long range freighter (liner or tramp cargo ship) belongs to the worst working conditions for a woman whose nature gives her desire to be mother in being. All over the world, merchant marine academies train students from both sexes, despite complete lack of factual parity at sea: what a seaman may bear (i.e. to stay away from home for a long time) is an ordeal for a seawoman. Therefore female ship officers are scarce in the ocean navigation.

A new approach for women who are looking forward ship-piloting professions requires greater access. In the days of drones, the Shore Controlled and Monitored Vessel (SCMV), a pure remote ship, gives a fair answer to better conditions of ocean navigation jobs for female (and male) crew. As international shipping has to observe IMO rules, a remote ship cannot be unmanned. She needs to be “womanned” (or manned).

SCMV is based on the following assumption: shortage of ship officers will increase in the following decades. It is due to two convergent reasons: first, sustained development in world trade increases demand of vessels; secondly, because of high quality of the mandatory Standards of Training, Certification and Watch-keeping for Seafarers (STCW), just qualified officers have greater chances to be hired by employers for city office jobs with attractive offered wage conditions.

It does not prevent those seafarers being recruited to pilot remote ships from shore. In this case, woman and man in position are on an equal footing. Of course, watch on this ships virtual bridges is to be made on a 24 hours a day basis. But after her (or his) duty, the officer, she (or he), sleeps at home and has a family life to raise her/his children. So genuine parity can be achieved.

KEY WORDS

Employment, policy and practice - shore controlled and monitored vessel - working conditions
BUILDING THE SHIPPING SOCIAL CYBORG: HOW SHIPPING'S TECHNOLOGY ENABLED FUTURE WILL FUNDAMENTALLY ALTER GENDER-RELATED WORK ISSUES, PROVIDE NEW SCOPE FOR FEMALE MARITIME LEADERS, AND NEW MARITIME OPPORTUNITIES FOR WOMEN IN THE MILLENNIAL COHORT

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ABSTRACT

It is shown, that professional development of a woman has more complex and inconsistent character unlike a man for whom a professional work is not only leading, but often unique sphere of self-realization. It is shown that women possess effective, but not repressive abilities to influence, therefore they manage to manage, not suppressing. The model of management, typical for women more corresponds to changing conditions of activity of companies and promotes transition to new administrative culture. Its essence is a withdrawal from administrative rationalism aside a greater openness and flexibility in relation to constantly changing requirements of the merchant shipping field.

Psychological and pedagogical conditions of professional development of women at maritime universities are considered. The expediency of the educational model considering a gender component and providing professional development of women for work in sea business is proved.

KEY WORDS
Shipping - technology - future nautics - millennials - social cyborg integrity - big data - STEM - HR - CSR - marketing - brand
THE 21ST CENTURY VIEW OF A SEAPORT…..
OR WHY THE WORLD NEEDS MORE
WOMEN PORT DIRECTORS

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ABSTRACT

The International Association of Ports and Harbours (IAPH) is a global alliance of ports from 200
countries whose members handle nearly 80% of the world’s container traffic and 60% of the world’s
seaborne trade. Of the 180 ports represented by IAPH, only 12, a mere 6 percent, are led by women.
The percentage of women heading U.S. Port Authorities is even less, only 2.3 percent. In 2012, a
number of women members of the IAPH took positive action to promote the interests of women within
the port industry. They recognized that the number of women port directors was not increasing and in
some countries like the US was actually on the decrease. These women conceived and created the
IAPH Women’s Forum. Like many organizations whose roots reach back over 50 years, IAPH realized
that to grow it had to better represent the needs of all its members and to be more forward thinking.
Although IAPH Women’s Forum is a fledging organization, port authorities should recognize women
are good for business. Studies of corporate board organization have shown that there is a direct
correlation between the number of women on corporate boards and business performance, including
stock market growth, sales and return on equity. With this growing evidence, many countries are
mandating or strongly advising diversity on corporate boards.

So why does the port industry lag behind in encouraging and promoting women within its ranks? Until
recently, the combination of a long history of male-dominated maritime tradition coupled with a low
turnover rate among port executives especially in the United States, made the industry somewhat
insular. Even the more recent increase in turnover among port executives has not boosted the number
of female executives. Today many ports, especially in urban areas, face a multitude of environmental
and community issues. Today’s port leaders need to operate their business successfully and also
have the support of their stakeholders. Ensuring that a port is sustainable and “green” is almost
mandatory. Urban ports are under pressure to be more inclusive of their surrounding communities
while continuing to fulfil their mandate of providing jobs and economic opportunity. The port governing
authorities are demanding more transparency in port decision-making. Consequently, running an
urban port in today’s social and political environment is becoming more challenging, not less. This
presentation will propose a vision of what is necessary for an urban port to be successful in the 21st
century. Specific examples of how women have been at the forefront in bringing new perspectives to
port leadership will be covered. Those examples provide lessons applicable to the entire maritime
industry.

KEY WORDS

International Association of Ports and Harbours - Women Port Directors - IAHP Women’s Forum -
urban ports
PROMOTING THE EMPLOYMENT OF WOMEN IN THE TRANSPORT SECTOR: OBSTACLES AND POLICY OPTIONS - THE CASE OF PREVENTING VIOLENCE AGAINST WOMEN IN THE MARITIME SECTOR

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ABSTRACT

Transport jobs can be well paid, rewarding and offer long-term career opportunities. Unfortunately, and unacceptably, few women are employed in these jobs and some positions fall below the standard of decent work. One of the barriers to a career in transport is workplace violence. Since the 1920s, the International Labour Organization (ILO) has addressed the issue of violence in the workplace, and for decades it has advised on policies and programmes to eliminate sex discrimination in work. The ILO policy framework on gender-based violence is guided by the Declaration on Fundamental Rights and Principles at Work (1998) as well as the Declaration on Social Justice for a Fair Globalization (2008). Based on the recent research conducted by the ILO, ‘Promoting the employment of women in the transport sector – obstacles and policy options’, this paper identifies the challenges of women workers in transport and addresses what policy options are available to improve the standards of decent work in this sector. The presentation also focuses upon using social dialogue as a mechanism to improve policies on gender equality. Policy discussions, held with shipowners’ and seafarers’ representatives and maritime authorities or other government policy makers, should take the career cycle approach to prioritize the most significant barriers for women to enjoy successful careers in maritime occupations.

KEY WORDS

Transport workers - workplace violence - policy - decent work - code of practice - career building - social dialogue
THE “LEAKY PIPELINE”- EXAMINING AND ADDRESSING THE LOSS OF WOMEN AT CONSECUTIVE CAREER STAGES IN MARINE ENGINEERING, SCIENCE AND TECHNOLOGY

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ABSTRACT

In mid-2013 a committee of the UK Government, the House of Commons Select Committee on Science and Technology, held an inquiry into Women in Science, Technology, Engineering and Maths (STEM). The inquiry sought to address the “leaky pipeline”- the continuous loss of women at consecutive career stages within STEM where these gradual losses reduce the numbers of women retained in STEM further education and work. The Institute of Marine Engineering, Science and Technology (IMarEST) consulted its 15,000 members (of which only 3% are female) to determine whether the problems facing women were exacerbated by the additional challenges of working within the marine sector and to examine how it could develop proactive solutions for addressing the issue. This paper delves into some of the results from the consultation, both anecdotal and evidence based and debates the issues. Including:

• That the “leaky pipeline” is not the result of women choosing not to progress their careers and those who wish to succeed will do so. However, supportive employers who demonstrate willingness to offer women opportunities to progress are a must.

• That many of the issues apply to women across all careers and are related to work-life balance and the consequences of having a family. However, there are specificities in a career in marine STEM that make it harder for women to succeed compared to other careers and, in particular, STEM careers. These include disproportionately low numbers of women in all roles and the additional challenges of working offshore or at sea.

• Female role models in STEM are vital but that these role models must be carefully selected. There is a perception that many of the role models in marine STEM have got to high level positions by compromising; by not having a family or by becoming “one of the boys” having the opposite of the desired effect.

KEY WORDS

Marine science - marine technology - marine engineering - leaky pipeline - STEM - careers
WOMEN’S ROLE IN TURKISH MARITIME SECTOR AND GLOBAL MARITIME

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ABSTRACT

Women have always had a blessed and heroic character with a self-confident and powerful look in Turkish society since the ancient times of Turkish culture. Traditional issues have effected women’s role in Turkish culture, lifestyle and within the last 150 years active working life which has been begun with industrial and technological innovations. Day by day, social statuses of women in Turkey and job opportunities have increased within a global level-up. In 1930s Turkish women entered politics for the first time as leading that had one of the first suffrages in the world. First female war pilot of the world, Sabiha Gökçen is from Turkey and she had the first flight in year of 1936. A thought occurred with Turkish women’s power: “If a Turkish woman can fly, why not to command a ship and pass oceans over?”. Distinction and discrimination always block the success. Approximately 60 years after the female war pilot situation, maritime sector wanted to open a new door to young Turkish ladies. The belief about “Women on ship bring bad luck!” would finally move away and would give females chances to show that management on vessels can also be performed by women captains and engineers. This paper includes history and real sea life stories about/from Turkish maritime women and their achievements which will lighten up that having female on board does not bring any ‘Bad luck’.

KEY WORDS

Turkish women - maritime sector - maritime culture - Turkey
WOMEN IN THE MARITIME SECTOR: SURVIVING AND THRIVING IN A MAN’S WORLD - A CARIBBEAN PERSPECTIVE

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ABSTRACT

Caribbean governments have recognized the importance of the empowerment of women as an essential poverty reduction strategy with the primary vehicle being their access to education and training. The International Maritime Organization’s (IMO) Women in Development (WID) Programme, since its inception, has provided this access for many Caribbean women to equip them to enter and contribute in what is undoubtedly a very specialised and male dominated industry. The milestone of twenty-five years of IMO WID is an important juncture to assess the extent to which the maritime sector of Caribbean countries has been impacted by the contribution of women. This study attempted such an assessment utilizing a survey/questionnaire administered to women who have risen to senior leadership positions in various sectors of the maritime industry in the Caribbean. It evaluated the extent of the role of the IMO WID Programme in supporting their professional advancement and assessed the contribution of these women on the sustainable development of the sector. It also identified the challenges faced and strategies employed in order to gain insight which could be used to support the formulation of strategies to further inform the agenda to attract and promote the advancement of women in the maritime sector. It makes several recommendations to attract and promote the advancement of women in the maritime sector and suggests the need for more in depth research to inform future programmes to empower women in the maritime sector of the Caribbean.

KEY WORDS

Caribbean - women - maritime - development - poverty - training
PARTICIPATION OF ECUADORIAN WOMEN IN THE OIL MARINE TRANSPORTATION SECTOR

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ABSTRACT
Ecuadorian women and in general those from Latin America, by ancient customs, and general speaking, have prioritized the work at home and the raising of children over studying at the university to become qualified professionals to occupy important positions. In the Ecuadorian oil transportation sector all clerical and administrative positions has been historically assigned to women, with very few exceptions of those who have occupied high rank positions in chartering, planning and financial areas. The oil transportation business has been always dominated by a single company owned by the Ecuadorian Navy, FLOPEC, where all key positions have been reserved to male retired navy officers who have been appointed by the Board of Directors chaired by the Commander in Chief of the Navy.

This reality and the fact that the only company dedicated to the oil transportation business has belonged to the navy, which has been always led by men, has definitely influenced, adversely, the professional growth and has limited the opportunities for a management career for women inside FLOPEC. The company, by law, is forced to deal with a domestic monopolist market, in which the lack of competitiveness has limited the development and growth of the company itself, as well as the timely training and professionalization of human resources.

This paper aims to analyze the role of women in the shipping industry in Ecuador and offer some practical suggestions for a more active participation in this sector in the future.

KEY WORDS
Ecuador - women - oil shipping industry - limited opportunities - monopolistic market
IS THERE A HELM FOR WOMEN IN MARITIME SECTOR? CASE STUDY FROM UKRAINE

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ABSTRACT

According to the world statistic women constitute only 1 or 2 % of the world’s 1,25 million seafarers. As for jobs, there are women shipmasters and chief engineers, as well as other officers. However, women mostly are working as hotel staff on passenger ships. Similar situation is at the ports. Most women are working as secretaries, assistants, accountants, middle level managers, and in very few cases they are employed on top level positions. Situation in Ukraine looks even worse. There are 0,5 % of women among top-level managers at the Ministry of infrastructure of Ukraine. There were four women-masters in the history of Ukraine from 1927. Currently, there are few women at top-level positions in Ukrainian ports. However, there are some positions in ports that are prerogative of women. They are connected with social, trade union activity, as well as education. In order to reach top-level positions in maritime sector, most of motivated women are forced to establish own independent legal entities mostly in maritime consulting, maritime training and crewing field. The investigation was conducted with the aim to study the reasons that generated current situation in the maritime field. Its results show that the highest percentage of respondents believes that main motivations for choosing jobs in maritime field are the income, the prospect of career advancement and attraction to the sea. The problems in career of women in maritime field most likely to happen are the discrimination against men and sexual harassment followed by difficulties in operating mechanical equipment, etc.

KEY WORDS

Management - leadership - gender-related work issues - Convention on the Elimination of all forms of Discrimination against Women (CEDAW)
WOMEN SEAFARERS CAREER

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ABSTRACT

Indonesia is the largest archipelago country in the world, with the comparison the inland and the sea is 2:3. The country also has a unique geographical position which is making it in a strategic position. Recent condition shows that Indonesian has shortages of seafarers. On the other hand, Indonesia has 535 sea ports managed by the Government and 1,414 local ports which are managed by the locals. Currently the world needs 200,000 seafarers, and Indonesia is able to supply approximately 2,000 seafarers and will increase about 3,000 seafarers in 2014. Indonesia has nine Merchant Marine Academies that are ready to provide seafarers graduated to work around the world.

I am a woman and I am also a seafarer. At my first thought, I was looking for government institutions, which will give broader working opportunities. With strong confidence, I signed up on an Education and Training Centre in Semarang, Central Java. The semi-military education was not attractive for women to join. The level of daily routines is so dense but there are no special treatment for women at all, but with the spirit and effort I could manage to finish until graduation. As a fresh graduate, I received both national and international certificates, and facility to join in government - owned passenger ship without selection process, but I was not interested. I preferred to join in a foreign company rather than a local one. It lasted six years until I wanted to dedicate the experience, knowledge and my life for the country I love. I applied to work as a civil servant at the Ministry of Transportation. After one year I was assigned as a marine inspector, with the tasks of inspecting and testing ship's safety requirements. I went through this process for three years without any obstacles and now I have become one of the supervisors in charge of marine inspectors since the end of 2010 until now as chief of marine ship pollution and safety management.

In conclusion, even though there are no special treatments for female seafarers, as long as we have confidence in ourselves, I am pretty sure we can manage all the boundaries in seafarer world which is dominated by men.

KEY WORDS

Women seafarer - marine inspector - ISM Code Auditor - ship
ARAB MARITIME WOMEN: AN EGYPTIAN LEADERSHIP PERSPECTIVE

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ABSTRACT

Why women leaders? Women leaders can have a big impact on climate change, responsibility to protect, economics of insecurity and on preventing terrorism where women’s leadership should be mobilized to help ensure a more holistic and inclusive approach to address such a treacherous threat. Women leaders need to bring a different approach to preventing terrorism. Rule of law, good governance, respect for human rights and sustainable remedies for acute and chronic grievances must be central to counter-terrorism efforts. A multilateral institutional framework based on fairness and elimination of all double standard measures is needed to underpin the legitimacy of international efforts to address the causes and effects of terrorism. (International Women Leaders Global Security Summit, 2007).

Women/men leadership styles: "Women take care and men take charge!!!" Psychological theories tend to emphasize the differences in outlooks, attitudes, and values between men and women. The central tendency is for woman to demonstrate greater affiliation, attachment, cooperation, and nurturance. Men will tend to demonstrate a more independent, instrumentally oriented, and competitive behaviour. Women tend to follow transformation leadership styles and use personal communications as a mechanism to build and reinforce relationships. Men tend to be more hierarchical in their views of organizations and prefer task-oriented transactional leadership styles.

If women emulate a masculine style, people will dislike them. If they adopt a stereotypically feminine style warm and caring, they will be liked but not respected. Conclusion: Women trade competence for likeability. This contradiction of women in positions of power is known as "the double bind"! (Executive Leaders Forum, 2012).

KEY WORDS

Women leaders - leadership styles - Egyptian women
THE DEVELOPMENT ENVIRONMENT AND CHALLENGE OF CHINESE FEMALE CREW

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ABSTRACT

For a long time, the development of female crews in China is very slow. To explain the reasons for the slow development of female crews and the challenge they face, the paper introduces the development environment of Chinese female crew and outlines the development situation of Chinese female crew on oceangoing ships and inland river ships. Meanwhile the paper introduces Chinese laws and regulations, education and training policies relevant to female crew, as well as present education and training situations of female crew, and also surveys some key Chinese companies’ recruitment policies for female crew and analyzes the root-causes of difficult employment of female crew. By means of researching questionnaires of stewardess on oceangoing ships, it focuses on the onboard work, living environment and development challenge of the stewardess. It also makes an in-depth analysis on the reasons of slow development of Chinese female crew and comes up with some suggestions to promote the development of Chinese female crew.

KEY WORDS

Female crew - rights protection - education and training - development - challenge
MARITIME WOMEN: GLOBAL LEADERSHIP AND NETWORKING
“WOMESA - A DREAM COMES TRUE”

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ABSTRACT

Women and shipping shares a very intriguing relationship. Centuries ago, a popular myth was that women onboard ships make the sea angry. Qualifying shipping as a traditionally male dominated sector was an equally known stereotype to all. This study explores the soundness of these hearsays by referring to the success story of the Association of Women Managers in the Maritime Sector in the Eastern and Southern Africa (WOMESA); an association of women from diverse background constituting the shipping industry. WOMESA is a vivid portrayal of the fact that women are not unlucky for shipping; rather, the shipping is lucky that women were and are there to promote its sustainable development.

Maritime women of today have transformed the shipping world by walking the walk of global leadership. The number of women occupying the high positions at national, regional as well as international levels has been rising steadily. The study illustrates how WOMESA spells out the capability of women in marking their strides in this allegedly male-dominated sector. The struggle of the Association in dispelling the dogma with respect to gender bias as well as demystifying the unpopular women and shipping related myths are also emphasized.

As a global network of women leaders in the maritime sector, it is noted that WOMESA have not only provided a platform for exchange of ideas/experience but have also changed lives. Mentoring and networking have paved the way towards the emergence of exemplary mentors and role models to be emulated by our youths for the sustained growth and prosperous development of the maritime sector. In light of the study, instrumental in promoting global leadership of the maritime women, WOMESA is “a dream comes true” for many.

KEY WORDS

Women - maritime - shipping - sustainable development - global leadership - networking
IRANIAN WOMEN'S ROLE IN THE SUSTAINABLE DEVELOPMENT OF MARITIME INDUSTRY

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ABSTRACT

Almost half the world's population are women. Providing platforms for gaining knowledge and familiarity with new technologies provided the opportunities for women to play stronger roles in social, cultural, political and economical areas. Women attempts reach to the point where we today in different parts of the world see women's management in the different parts of society from training centres to the administration of states in different countries. The maritime industry serves as part of the global economy and was not the exception in this field and sees the women's presence and activities in this area. The presence of women in different societies is different according to their degree and position. In developed countries, the management of shipping companies, shipping agencies and ship-building factories by women is obvious. In developed countries such as Norway, women's abilities in the shipping industry are not just limited to the office, we see women working as crew members in all categories from sailors to commanders. Today the world is faced with the fact that women can no longer be counted as invisible factors in the development process, the roles and capabilities of women in the success rate of developing States in various areas like social and economic, urges the government's decision makers to bring out women from behind invisible fences.

In the Islamic Republic of Iran, the women's demographic rate follows international rates and makes up almost half of the population of the country. The benefit from more than 3,000 kilometres of coastline in southern and northern Iran, the sea and the maritime industry and related industries in the country is at stake. Rates of female participation in the Port Maritime Organization (PMO) as representatives of the Islamic Republic in the International Maritime Organization and governance arm of the country in ports, seas and territorial waters, and other subsidiary ports in the maritime domain are: 22 person as marine and shipping affair experts, in the port domain 26 person as port affair experts. In the field of engineering 90 people as an electrical engineers, telecommunications, construction and computer systems. In the area of administrative 425 people as well as insurance experts, secretaries, human resources, finance and BS in environmental health. In the field of education 20 people as educational experts and issuance of maritime certificates. In the legal field 18 people as a legal experts, and in the field of security and guard 9 people. In total, 610 people, which evidences the role of women in Iranian society. In the academic area in the year 1,389, a total of 77 people, in the year 1,390, a total of 111 people, in the year 1,391, a total of 98 people, in the year of 1,392 a total of 130 people in various fields of telecommunications and marine electronics, marine engineering, shipbuilding, offshore business and management trends of port and shipping, customs and specific areas women have been accepted.

KEY WORDS

Iranian women - sustainable development - maritime industry
YOUNG BANGLADESHI WOMEN EMBARKING ON BLUE HIGHWAYS!

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ABSTRACT
Bangladesh has a distinction in ‘Women Empowerment’. In gender equality Bangladesh ranks within top-ten countries of the world. The glorious Bangladeshi women are in all national mainstreams commencing from being freedom fighters in our great Liberation War 1971 through working at various technical, social, political, industrial, military, and economic levels to the coveted position of the Prime Minister!. The 2010 IMO STCW Manila Diplomatic Conference invited the Governments to highlight the role of women in the seafaring profession and to promote their greater participation in maritime training and at all levels in the maritime industry. Standing beside the furious Bay of Bengal, Bangladesh is spontaneously a maritime country with centuries of seafaring and shipbuilding heritage. Society is of conservative nature. Religious bindings and beliefs, along with disbeliefs or misinterpretations, often limit the boundaries of opportunities for women. However, a generous desire of doing ‘something exceptional’ is revealing among the young women of the 21st century; they inherently possess high ambition and futuristic vision to go ahead breaking the boundary! It is now the society’s responsibility to open doors for these inspired ones to acquire necessary qualification and skill. The female marine graduates would be keeping their due role at shore and at sea as well. Recognizing the demand of time, Bangladesh Marine Academy has recruited 16 female cadets in 2012 and 20 in 2013 in 3-years’ pre-sea cadet (Bachelor of Maritime Science) course. These pioneering cadets have strong determination and indomitable will to become seafarers and leaders in maritime industry. They are physically, emotionally and spiritually motivated to create a strong and sturdy pathway for new generation females too.

KEY WORDS
Maritime Bangladesh - Bangladeshi Women - gender equality - female cadet - women seafarer
PRIVATE MARITIME SECURITY COMPANIES (PMSC): PIRACY AND WOMEN

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ABSTRACT

The growth of piracy and security issues in the Gulf of Aden has given rise to the need for privately contracted armed security personnel (PCASPs) at sea. They also opened up doors to the debate of their legitimacy, how and what relationship they have in relation to the other actors at sea, mainly captains, seafarers, navies, States and pirates.

How about in relation to women? What role do women play in this blurred and complicated environment? I would like to discuss examples of how women have played a role and in what ways can we best safeguard the interests of women in these environments?

I would like to look at the Montreux Document on Private Military and Security Companies, International Code of Conduct for Private Security Service Providers (ICoC), ISO 28007 and PSC1 and see if there is anything that could specifically be of interest to women. For example, what role and representation do women have in the industry? What potential areas should women address?

KEY WORDS

PCASPs - women - Montreux Document - ICoC - ISO 28007 - PSC1
ABSTRACT

The requirements for occupational health, safety and environmental protection in ports and shipping operations have grown dramatically over the last decades, as the society demands for a greater account of risks and a continued commitment towards sustainable development. During the same period, ports have undergone profound changes due to the new technologies required to handle the increased size of container ships and the new demands of trade and transport of sophisticated cargoes. All this has not only highlighted the need for multi-skilled and better qualified labour, but also opened new opportunities for female workers in a traditionally overtly male-dominated sector.

As both internal and external stakeholders, women have had and will have a substantial contribution to the evolution of port safety and environmental management. Although their role and recognition still remain in an early stage in the maritime sector, in this area positive steps have been made to both, the professional status of women and the development and implementation of more effective management systems. Some indicators that will allow tracking the representation of women within the associated port organizations and committees are presented in this paper. In addition, port professionals and academics opinion on achievements and perceived challenges of women working within ports will be presented.

The EU PPRISM Project (www.pprism.espo.be) and the recently approved PORTOPIA Project (www.portopia.eu) have researched on the use of occupational health, safety and environmental performance indicators in order to establish benchmarks and trends within the sector.

KEY WORDS

Environment - safety - occupational health - performance indicators - port management - women's role
PEDAGOGICAL SUPPORT OF PROFESSIONAL DEVELOPMENT OF WOMEN FOR WORK IN THE SHIPPING INDUSTRY

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ABSTRACT

It is shown, that professional development of a woman has more complex and inconsistent character unlike a man for whom a professional work is not only leading, but often unique sphere of self-actualization. It is shown that women possess effective, but not repressive abilities to influence, therefore they manage, without suppressing. The model of management, typical for women more corresponds to changing conditions of activity of companies and promotes transition to new administrative culture. Its essence is a withdrawal from administrative rationalism aside a greater openness and flexibility in relation to constantly changing requirements of the merchant shipping field.

Psychological and pedagogical conditions of professional development of women at maritime universities are considered. The expediency of the educational model considering a gender component and providing professional development of women for work in sea business is proved.

KEY WORDS

Equal opportunities - knowledge transfer - pedagogical support - professional development - leadership - gender competence
THE ROLE OF MARITIME CLUSTER IN ENHANCING THE STRENGTH AND DEVELOPMENT OF MARITIME SECTORS OF BANGLADESH

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ABSTRACT
Bangladesh, a maritime nation, is endowed with several maritime resources. Here the maritime cluster is port based where maritime dependency factor is increasing at a high rate with the increase of international trade. The country has emerged as a shipbuilding nation maintaining the top rank as a ship demolition country. A good number of seafarers, academicians, surveyors, consultants are working at home and abroad with reputation. The economy is heavily dependent on the maritime sector, which is flourishing by the private initiative where skilled manpower (men and women) is one of the key factors for thriving. However, the maritime sector has remained unexplored and neglected to some extent.

There is a dearth of updated study on the importance and contribution of maritime resources to the present economy. A study on future prospects and challenges in this sector is also vital for sustainable economic progress. A policy is required to guide the business, to influence living and social climate to push the economy in the appropriate direction.

This paper attempts to figure out the dimensions of maritime cluster, the economic importance of the maritime sectors (employment, value addition, foreign currency) in Bangladesh. A strengths, weaknesses, opportunities, and threats (SWOT) analysis has been carried out to evaluate the present scenario with respect to the dimensions mentioned above. Besides, efforts have been made to find out the scope of women participation (as cadet, employee, academician, entrepreneur etc.). Finally, the paper suggests for developing a coherent maritime policy that may support sustainable development of the maritime cluster and companies within.

KEY WORDS
Maritime cluster - maritime policy - ports - ship demolition - shipbuilding
OPPORTUNITIES ARISING FROM DIGITAL TECHNOLOGIES FOR SUSTAINABLE DEVELOPMENT ISSUES IN SHIPPING, PROMOTING LEADERSHIP AND NEW ROLE MODELS FOR WOMEN IN THE MARITIME SECTOR

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ABSTRACT

In line with the conference main theme, the author, an expert within maritime information and communication technologies (ICT), will share with the audience her concrete experiences and lessons learned with using modern ICT in order to contribute to sustainable development issues in shipping as well as promoting leadership and a wider female participation in the maritime sector.

The author will present and discuss tangible opportunities and examples of contributions of women to sustainable development issues including improved safety, environmental impact and efficiency of maritime operations that are being created by the rapid growth of modern ICT technologies in the maritime industry. The examples are based on concrete work performed in a number of international initiatives and collaboration projects recently ongoing in the maritime sector.

Furthermore, the author will address and point out the opportunities arising from modern ICT technologies including the use of social media and networking services, covering both professional as well as social online networks, in order to boost the promotion of new role-models for the young generation in order to encourage a wider and more active female participation in the maritime sector.

KEY WORDS

Digital technologies - maritime ICT - innovation - sustainability - collaboration - social networks - female leadership - young females
UNFOLDING THE QUESTION OF FEMALE LEADERSHIP IN THE MARITIME SECTOR

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ABSTRACT

The maritime industry is considered traditionally as a male preserve. This perception automatically raises a range of questions pertaining to women’s access in positions of leadership where they are able to act as influential agents and are given the opportunity to exercise authority in an authentic manner. This paper aims to promote an understanding of the nature of leadership and leadership traits as exercised by the two sexes in male-dominated professions. It further examines the implications of stereotyping leadership approaches as gendered and the impact of this demarcation on women’s leadership potential. Taking into account the current initiatives to promote women in positions of leadership in the sector the paper will finally explore whether the former integrate practices for effective female leadership and shall endeavour to make recommendations on how these initiatives can be enhanced so that the maritime sector can be instilled with principles of equity while re-inventing its perception and approaches to leadership.

KEY WORDS

Female leadership - stereotype leadership
EMPLOYMENT AND CAREER SITUATIONS OF WOMEN SEAFARERS AT TURKISH FLEET

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ABSTRACT

Throughout history, women have been fighting to acquire more space in social life. Mostly, they have continued their life in a position of carrying out family responsibilities. When women want to get involved in the business world, they are facing some problems arising from dogmatic thinking and prejudices, especially for the professions with "male-dominated" judiciary. Maritime profession, one of the oldest professions in the world, also has displayed a single-sex until the 20th century. However, in the recent years, economic and political changes in the world, equal opportunity in education and the incentive works of the International Maritime Organization have led women to work as seafarers. Although female seafarers constitute 2% of the world seafarers, this ratio is higher in developed countries than that of undeveloped or developing countries. In Turkey, women began to gain an apparent identity in the maritime sector since the year 2000.

In 2012, Turkey is 15th in the world maritime trade with the 24 million deadweight tonnage and managed 1,879 vessels. In Turkey, studies related to employment of seafarers continue as in the world. However, studies on women seafarers should be increased. In this study, a questionnaire was carried out with the personnel department managers in Turkish shipping companies. Employment, career, educational status and the general difficulties of female seafarers were revealed.

KEY WORDS

Female seafarers - Turkish fleet - employment - maritime
EDUCATION FOR CAREER-BUILDING: HOW WOMEN IN THE MARITIME INDUSTRY CAN USE EDUCATION TO IMPROVE KNOWLEDGE, SKILLS, ORGANIZATIONAL LEARNING AND DEVELOPMENT, AND KNOWLEDGE TRANSFER

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ABSTRACT

The purpose of this paper is to discuss the role that education can play in improving the knowledge, skills, organizational learning and development, and knowledge transfer for women entering the maritime industry. The problem addressed by this paper is twofold: (a) the lamentably low number of women in the maritime industry and (b) the particular lack of women in leadership in the industry. This paper contains a discussion explaining how education can change the status quo for women in the maritime industry. One of the specific theoretical contributions of the paper is a model situating education between the social context and the employment context. Within this model, education can function to rectify gender inequalities that emerge from the social setting and develop competencies that can allow women to enter the maritime industry in greater numbers, and also at leadership levels. A review of existing literature indicated that the mining, construction, and utility industries, which were also once dominated by men, have been able to increase the representation of women by weaving together education, the social context, and the employment context. Inspiration is taken from these three industries to make recommendations to educational institutions serving the maritime industry. Finally, some specific pedagogical recommendations about best practices in maritime education, particularly in terms of leadership, are made. The conclusion is that educational industries serving the maritime industry can adopt a set of best practices in order to raise the representation of women in the maritime industry, particularly at leadership levels.

KEY WORDS

Maritime education - gender equity - patriarchy - male-dominated industries
FEMALE AND MALE STUDENTS’ PERCEPTIONS ON SUSTAINABLE MARITIME DEVELOPMENT CONCEPT: A CASE STUDY FROM TURKEY

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ABSTRACT

It is a fact that maritime transport is essential for achieving sustainable transport development, and the concept of sustainable development has recently raised great interest in maritime industry. The fundamental role in driving and supporting the sustainability should be pursued by young people, and in Turkey as a developing country sustainable maritime development should be specially emphasized by the young population amounting to one third of total.

The aim of this paper is to analyze the perceptions of female and male students’ on sustainable maritime development concept. In order to reach this aim, a study was carried out using a questionnaire distributed to maritime faculty students in Turkey. Three pillars of sustainable maritime development were used to reveal how important the issue is for students and do they monitor them. The study indicated strong importance of social sustainable maritime development while the most important driver perceived as one of the environmental item “water pollution”. The results of the study reveal not only the perceptional differences between Turkish female and male students on sustainable development concept but also on sources of environmental concerns.

KEY WORDS

Sustainable development - maritime transport - gender - Turkey
GENDER EQUALITY IN SUSTAINABLE DEVELOPMENT - NOWADAYS CHALLENGES FOR WOMEN IN MARITIME SECTOR

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ABSTRACT

Gender equality is one of the topics of sustainable development agenda of the Rio +20 United Nations Conference on Sustainable Development (UNCSD). As per the resolution adopted by United Nations in 2012, women empowerment has been recognized as a vital part of the progress towards the sustainable future. Albeit being a very straightforward term, gender equality is not at all a clear notion, especially when we take into consideration the centuries old sector where mostly men were in control. As in sustainable development it is important for all elements to be developing equally, it is understandable that there has to be equal opportunities for genders to participate in the sector’s activities. However, what possibilities are there for women in the maritime sector and what role can women play in the current progress towards sustainable development? Although since the Rio Declaration quite a lot had been done in the sphere of gender equality, there is still a lot that could be achieved. The paper tackles the notion of gender equality and what it means when implemented in the maritime sector, as well as researches the progress that had been done so far in the sphere and challenges for the future.

KEY WORDS

Sustainable development - gender equality - maritime sector - challenges for women in maritime sector
HUMAN RESOURCE DEVELOPMENT MODEL

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ABSTRACT

Today, organizations and service companies base their structures on the knowledge of their employees, because the human is the key element in all organizations and companies, and their success mainly depend on their employee’s skills, competency and knowledge. This idea highlights the role of human resource, first because, the people are the main source of knowledge exchange and the key factor for production, and second, employees are critical elements to make any necessary changes and improvements in their systems. This concept is general to all systems particularly ports and maritime administrations. Because of the role of ports and shipping in international trade and world economy, due to the advantages that maritime transport has over other modes of transport, namely economy of scale, those who work in these fields are very much important and worthy to focus on.

In this article, the author will give a brief about the importance of human resource in maritime field; a general history about human resource concepts; a brief about the knowledge diagram; and finally provide a model to recruit, empower and retire on knowledge, skills, motivations management basis.

KEY WORDS

Human resources - maritime field
FEMALE STUDENTS’ POINT OF VIEW ON THE MARITIME CAREER

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ABSTRACT

The paper has been elaborated by female students of the Faculty of Navigation, Maritime University of Szczecin. It presents a discussion of factors motivating young women to apply for studies in the field of maritime navigation and start working in the maritime sector, in particular as officers in the deck department on board seagoing ships. The difficulties that women face at every stage of qualifications, starting from education (including seagoing practice) and preparation for a maritime career in the professional work have been presented from students’ points of view. These difficulties may have an motivating effect for some young women. Some social, psychological and sociological aspects that have a direct impact on the position of women aboard ships and perception of the maritime career by young women have been noticed. An example of a woman’s career who achieved a lot of successes in the maritime sector as a master mariner and further as an university teacher has been presented. One of the conclusion is a lack of an internet platform dedicated to women who have been working, or are interested in the work on board ships. Therefore a project for an online platform, which may be named "Maritime Women Support Forum" has been developed and presented in the paper. Such forum, enabling support by answering questions, presenting the best practices etc., may be useful especially for young female adepts willing to work at sea.

KEY WORDS

Women at sea - female maritime students - navigation for women - equal opportunities for maritime sector
WOMEN’S ROLE IN OPERATION AND DEVELOPMENT OF MARITIME TRANSPORT IN UKRAINE

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ABSTRACT

In Ukraine maritime transport is presented as a combination of shipping companies, ports and ship repair or building plants. Functioning of this sector is secured by the availability of considerable number of personnel trained at specialized colleges, universities and academy of Ukraine. A couple of decades ago Ukrainian women were employed in maritime sector as economists and lawyers only. At present the situation has been changed for Ukraine: women have been working as freight brokers, ship constructors, ship engineers, experts in port engineering. Also one can observe the situation when women are employed to work at technical departments of ship repair and ship building enterprises. Additionally, to confirm this tendency we can bring up a series of examples when women are running the companies of ship’s commercial and technical management.

This women’s expansion to maritime business has also had an impact upon the training approach in educational institutions of Ukraine. Statistical data reveal the number of women obtaining their qualifications at formerly “men’s” departments.

The Odessa National Maritime University shall serve as an example here, where a number of departments is managed by women and technical subjects are taught by the women-lecturers accordingly.

Crucial role in maritime transport development as it is already known belongs to science. Comparative statistics for Ukraine show the number of PhD thesis on technical sciences in the sphere of maritime transport before and after the year 2000, where women’s share representation can be seen.

KEY WORDS

Women - Ukraine - maritime - technical - science - qualifications
INTEGRATING WOMEN INTO GHANA’S MARITIME INDUSTRY THROUGH STRATEGIC RECRUITMENT AND EMPOWERMENT

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ABSTRACT

The maritime industry has long been perceived to be a male-dominated industry and over the years, efforts have been made to attract, employ, and train women so as to bring them into mainstream shipping.

The International Maritime Organization (IMO) is one of the Specialized Agencies of the United Nations (UN) that has endeavoured to promote women’s interest and to empower them through various international and regional programmes that have benefited women in the industry.

In Ghana’s Maritime sector, women are still under-represented in most operational aspects of the industry and are hardly visible at the decision making level.

For the purposes of gender balance and equal representation at all levels, there is the need to put in place pragmatic policies that ensures employment, training and proper placement of women in an organization.

When employment policies which are developed are fully implemented through best practices, opportunities offered to women for self-development, challenges that face women at the work place are taken into consideration and in their proper context, then, this will cause them to rise up the ladder into decision-making positions and be visible at the workplace.

This paper will present the current situation, the challenges, and what employment policies should be put in place to make more women visible at the workplace.

KEY WORDS

Strategic recruitment - visibility - training/education - decision-making - policy/legislation
THE INTEGRATION OF WOMEN INTO THE ECUADORIAN MARITIME COMMUNITY

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ABSTRACT

By the gradient analysis of the integration of women into the Ecuadorian maritime community in three industry segments: The civil service (which for the sake of this analysis includes military branches), the private sector (wherein we include educational institutions), and the industrial sector. By comparing data in all three sectors, we note positive patterns of employment in Ecuadorian maritime port activity, in contrast with the inclusion of women within the labour market in the country, which is not favourable. The data reflects positive employment trends in Ecuadorian maritime port activity for women, concerning quantity and quality, empowerment and visibility in top roles, not only in the civil service but also in the private sector; placing the Ecuadorian maritime community as a favourable environment for the professional development of women. Findings through the study of legislative development and public policies over recent years, promote the inclusion of the Ecuadorian women and positive development, allowing successful participation in this important sector of the economy; in strong contrast to the port maritime labour market in other countries of the region, some of these, traditional maritime countries

KEY WORDS

Ecuadorian women leadership - maritime community - labour trends
MARITIME WOMEN: CASE STUDY IN LATVIAN MARITIME ACADEMY

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ABSTRACT

The marine and maritime economic sectors forming the European Union's 'blue economy' represent roughly 5.6 million jobs and account for a Gross Value Added (GVA) of €495 billion. The European Commission is seeking to identify and eventually counter bottlenecks and barriers to sustainable growth and to devise the most appropriate policy responses. This initiative will also provide a comprehensive picture of the economic size and employment of all the main marine and maritime sectors in Europe, including emerging sectors with potential high added value and growth perspectives. Women represent a potential resource for the industry but have hard to work to gain employment and advancement. The author reflects on the role of women in a retrospective maritime, as well as the students' opinion Latvian Maritime Academy.

KEY WORDS

Gender - maritime - higher education
About the Maritime Women: Global Leadership Conference (MWGL):

Policies to develop female human resources and to strengthen the role of women are not new in the United Nations (UN) agenda. However, in the past few years the UN has taken meaningful steps towards the acceleration of the achievement of its organizational goals on gender equality and the empowerment of women. An example of that is the creation of UN WOMEN.

The “Strategy on the Integration of Women in the Maritime Sector”, created in 1988 by the International Maritime Organization (IMO), is a comprehensive policy to broaden women’s capabilities in the maritime sector. It was designed to foster the presence of women in the developing countries’ workforce through education, training and knowledge transfer. Today, the Strengthening Maritime Resource Development Programme represents IMO’s primary vehicle connecting to the UN’s commitment to gender equality in support of Millennium Development Goal (MDG) 3 to “Promote gender equality and empower women”. In 2015, the UN will celebrate the 20th Anniversary of the Fourth Global Conference on Women that took place in Beijing in 1995. This Anniversary is a key milestone in the UN agenda, and preparations to promote new actions and initiatives on the advancement of women are underway.

Traditionally, the maritime world has been male-dominated. The proportion of female maritime professionals is still low in many sectors of the industry. The last twenty years have seen the creation of several Women’s Associations within the shipping industry, as well as maritime and port sectors, aimed at promoting the empowerment of women. However, there is much more work to be done within these groups to achieve their goals, and efforts toward the advancement of women need to be extended throughout the maritime community.

Objectives:

This Conference addresses the challenges and opportunities for maritime women given the current political, social, and economic state. The Conference aims at strengthening the leadership of women in the maritime industry while concurrently helping them realize opportunities to succeed and network throughout the maritime sector. These goals will be considered from both national and international levels, and from various perspectives, such as governments, private companies, universities, and individuals.
MWGL calls for:

- Strong leadership and mentoring, including the sharing of ‘best practices.’ A goal is to develop new initiatives not only to promote employment opportunities, but also to strengthen women’s roles once they are recruited.
- Showcasing the achievements of professional maritime women around the globe and across the entire spectrum of maritime activity.
- Connecting several associations for professional women in the maritime sector to form a close knit resource pool promoting the formation of stronger alliances and support networks for women.
- Promoting discussions regarding the value of sustained investment in education, training, and mentoring. These goals, coupled with management practices that are deeply committed to ethics and fairness in the workplace and in the world, lead to a global economic return.

Based on discussions throughout the span of the Conference, a Declaration will be developed with the intent of identifying concrete goals and actions to:

- Promote gender equality policies, and ethics management within the professional maritime community.
- Encourage maritime stakeholders to recruit and retain women in order to secure sustainable development and global industrial growth.
- Strengthen the network and cross-sector partnerships among maritime women.
- Advance education goals to support career building for maritime women, and develop a mentoring system that supports women to become leaders at work.
- Develop proposals from the world maritime sector on gender equality and empowerment of women for the IMO and the UN.

A special book edition of the Conference will be published by the University.

Chair of the Organizing Committee
Maria Carolina Romero Lares, PhD
Founded in 1983 by the International Maritime Organization (IMO), a specialized agency of the United Nations, WMU is a center of excellence for maritime post-graduate education and research. WMU offers M.Sc. and Ph.D. programs as well as Professional Development Courses with the highest standards in maritime affairs. Headquartered in Malmö, Sweden with additional M.Sc. programs in Shanghai and Dalian, China, WMU promotes the international exchange and transfer of maritime ideas and knowledge.