

WISTA Maritime Conference

Empowering Women in the Maritime Community- Diversity/Gender Bias

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SHIPPING INDUSTRY

Nature of the Maritime Industry

Countless research has shown that there is a paucity of women in top level positions and a lack of integration of women into jobs at sea. The reason that has been advanced for this is that the industry has always been male preserved. Some concessions were eventually made allowing women to enter the sector; however, their placements were pre-determined for them. Women were never really welcomed to prominent positions in the hierarchical structure even if they were competent. Research shows that most women in the industry though qualified were often overlooked and 'rewarded' with administrative, clerical or secretarial jobs.



Gender Inequality

- The issues of gender equality and women's empowerment is at the top of agendas worldwide, as gender disparities in economic and political areas persist. According to the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), gender equality "refers to equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.



STATUS OF WOMEN

The STATUS of WOMEN in the WORLD

- Persistent and increasing burden of poverty
 - Inequality in pay
 - Bias in promotion
 - Skewed to low paying jobs
 - High incidence of female headed household :
 - (50%) compared to global 25%
- Inequality in sharing of power and decision-making
- All forms of violence
- Inequality in health and related issues

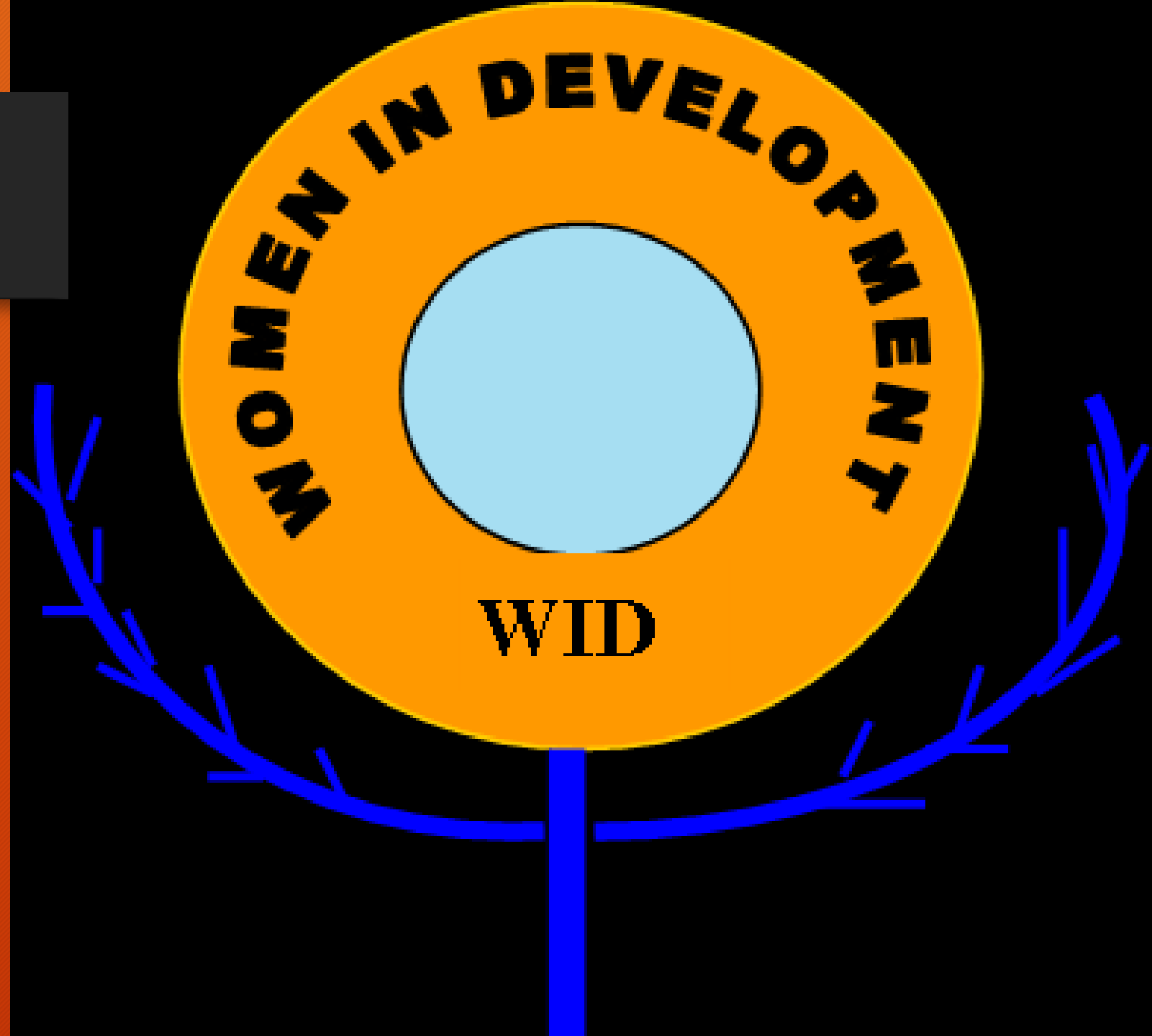


STATUS OF WOMEN (cont'd)

- Empowerment of women as the major poverty alleviation strategy.
- Revised Treaty of Chaguaramas adopted in 1990 mandate:
 - *Develop youth and women in community with a view to encouraging their participation in social, cultural, political economic activities*

IMO WOMEN IN DEVELOPMENT PROGRAMME

- Purpose of IMO WID:
 - The improvement of the access of women to all levels of training and employment in the maritime sector



IMO WOMEN IN DEVELOPMENT PROGRAMME

- MDG recognizes equality and empowerment as key to poverty alleviation and sustainable economic development
- Potential of maritime sector but women are again marginalized
 - Less than 2% of world's over 1.2 million seafarers are women
 - Impact on employment in land-based jobs in the sector

IMO WOMEN IN DEVELOPMENT PROGRAMME (Cont'd)

- Contributing factors
 - Historically male preserve
 - Conflict with traditional role of women
 - Onboard accommodation facilities
 - Physical requirements of the job
- Limits availability of training opportunities and work experience for women

IMO WOMEN IN DEVELOPMENT PROGRAMME (Cont'd)

- Objectives:
 - Improve the access of women to maritime training and technology
 - Increase the percentage of women at the senior and management level
 - Promote economic self reliance, including access to employment

IMO WOMEN IN DEVELOPMENT PROGRAMME (Cont'd)

- Fellowships to pursue short term and mainstream training
- World Maritime University & International Maritime Law Institute
 - WMU: enrolment moved from 5% to 30% of intake. As at 2012, about 421 women trained
 - IMLI: 242 and reserves 50% of places for women
 - Caribbean: 90 trained at WMU, 30 of which are women. 17 female graduates from IMLI

IMO WOMEN IN DEVELOPMENT PROGRAMME (Cont'd)

- Caribbean:
 - 90 trained at WMU, 30 of which are women.
 - 17 female graduates from IMLI
- Survey to assess their contribution as a measure of the effectiveness of the IMO WID

WMU Graduates by Gender and Region 1983-2016

Table 1. Graduates by Gender and Region (1983-2016)

Regions	Female		Males	
	Total	Total %	Total	Total %
Africa	167	16.8%	825	83.2%
Asia & Pacific	481	22.0%	1,071	78.0%
Europe	103	30.5%	235	69.5%
Latin America & Caribbean	79	18.6%	346	81.4%
Middle East & North Africa	21	5.3%	372	94.7%
North America	8	72.4%	21	72.4%
Total	859	19.7%	3,500	80.3%

(Table taken from A Case Study on Gender Equality and Women's Empowerment Policies Developed by the World Maritime University for the Maritime Transport Sector M.C. Romero Lares World Maritime University, Malmo, Sweden)

PERSONAL EXPERIENCE: SURVIVING & THRIVING IN A MAN'S WORLD

Undertook Study

8. Type of employer's organisation:

Administration

Port authority

Shipping agency

Shipping company

Terminal operator/port facility

Other _____

9. Your position in the organisation

Senior management

Middle management

Junior management

Supervisory management

Operational

Employee

10. How long have you been employed in your present position?

less than 1 year

1 - 4 years

5 - 10 years

more than 10 years

11. How long have you been employed in the maritime industry?

less than 1 year

1 - 4 years

5 - 10 years

more than 10 years

12. Please indicate your net monthly salary range

Under \$50,000

\$50,000 - \$85,000

\$86,000 - \$185,000

\$186,000 - \$200,000

over \$200,000

13. Please state other jobs held in the maritime industry, if any

14. What is your educational attainment?

Secondary

Tertiary

Other _____

15. What is your educational qualification?

Diploma

BSc

MSc

PhD

Professional

Other _____

16. Do you have any Maritime-specific training? Yes [] No []

17. If you have maritime-specific training, please indicate

Institution:- WMU [] IMLI [] Other _____
Level:- Diploma [] BSc [] MSc [] Other _____
Type:- Seafarer [] Administration [] Surveyor [] Attorney [] Other _____

18. What are the challenges you face (d) in the industry?

- Gender bias (preference to employ males)
- Career mobility/advancement
- Inequality in pay
- Sexual harassment
- Family responsibilities
- Other (specify) _____

19. What are your survival strategies employed to overcome these challenges

20. Does your organisation have policies which promote equal opportunities? Yes [] No []

21. If yes, what are some of the policies

22. How can women in the industry collaborate and encourage the growth and development of other women in the industry?

23. What is your vision for the future of women in industry?

SURVEY

- 60 women
 - WMU and IMLI graduates
 - Senior professionals
 - Other professionals
- 8 countries covered: Anguilla, Antigua & Barbuda, Barbados, Belize, Guyana, Jamaica, Suriname and Trinidad and Tobago



SURVEY (Cont'd)

- Questionnaire (24 questions) administered by email and telephone
- 4 broad categories of information:
 - Demographics (age, children, marital status)
 - Professional (type of job, position, tenure, qualification, training etc)
 - Employment experience (challenges, coping strategies)
 - Recommendation and vision

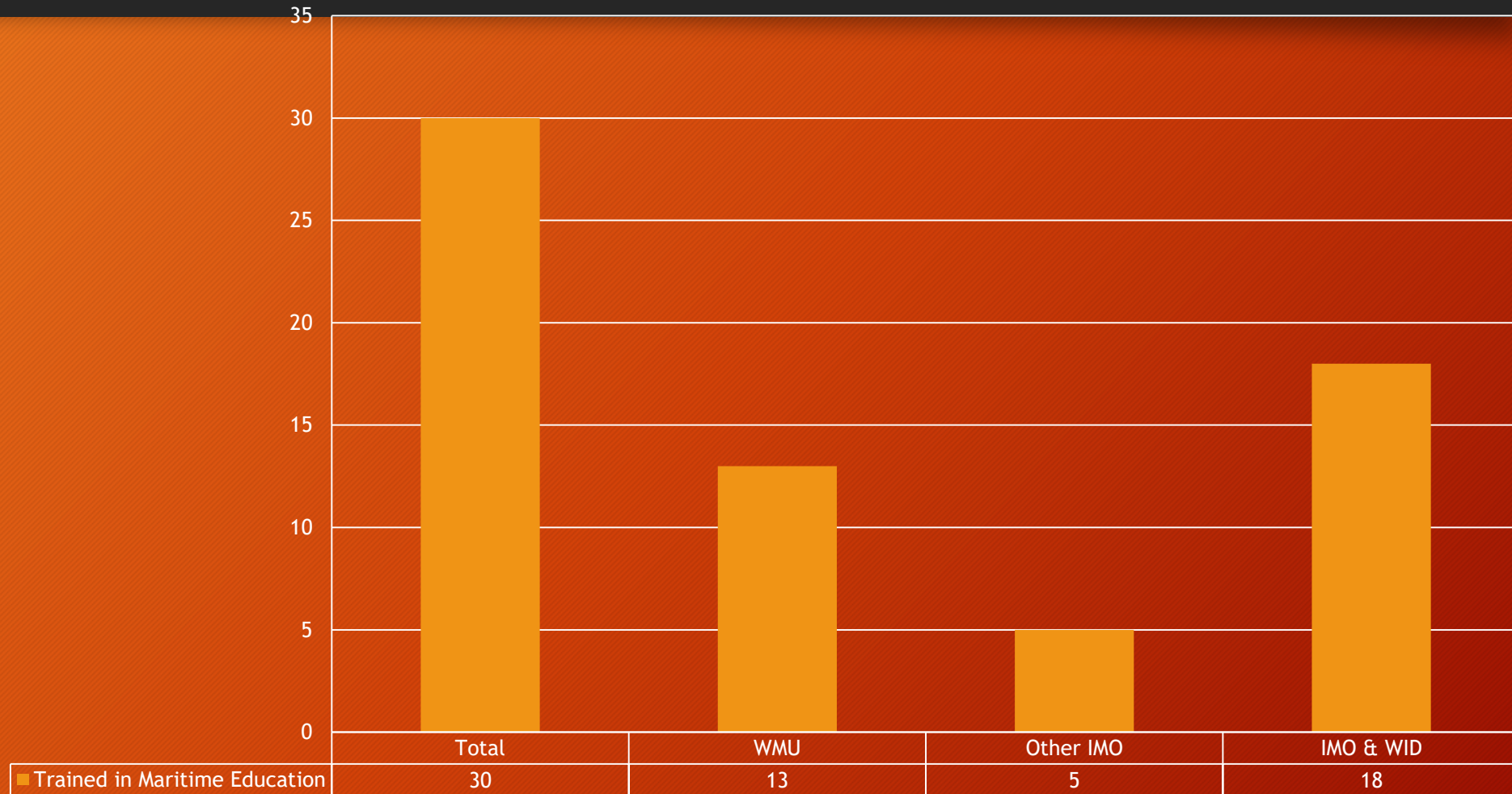
SURVEY (Cont'd)

- 40 completed questionnaires returned - 67%

FINDINGS

- Objectives (Reminder)
 - Assess the effectiveness of the IMO WID Programme in the Caribbean
 - Assessment of the contribution of women to the maritime sector of the Caribbean
 - Ascertain the extent of the issues affecting women in the maritime sector in the Caribbean
 - Identify coping strategies which can inform future interventions

Maritime-Specific Training/Education



FINDINGS

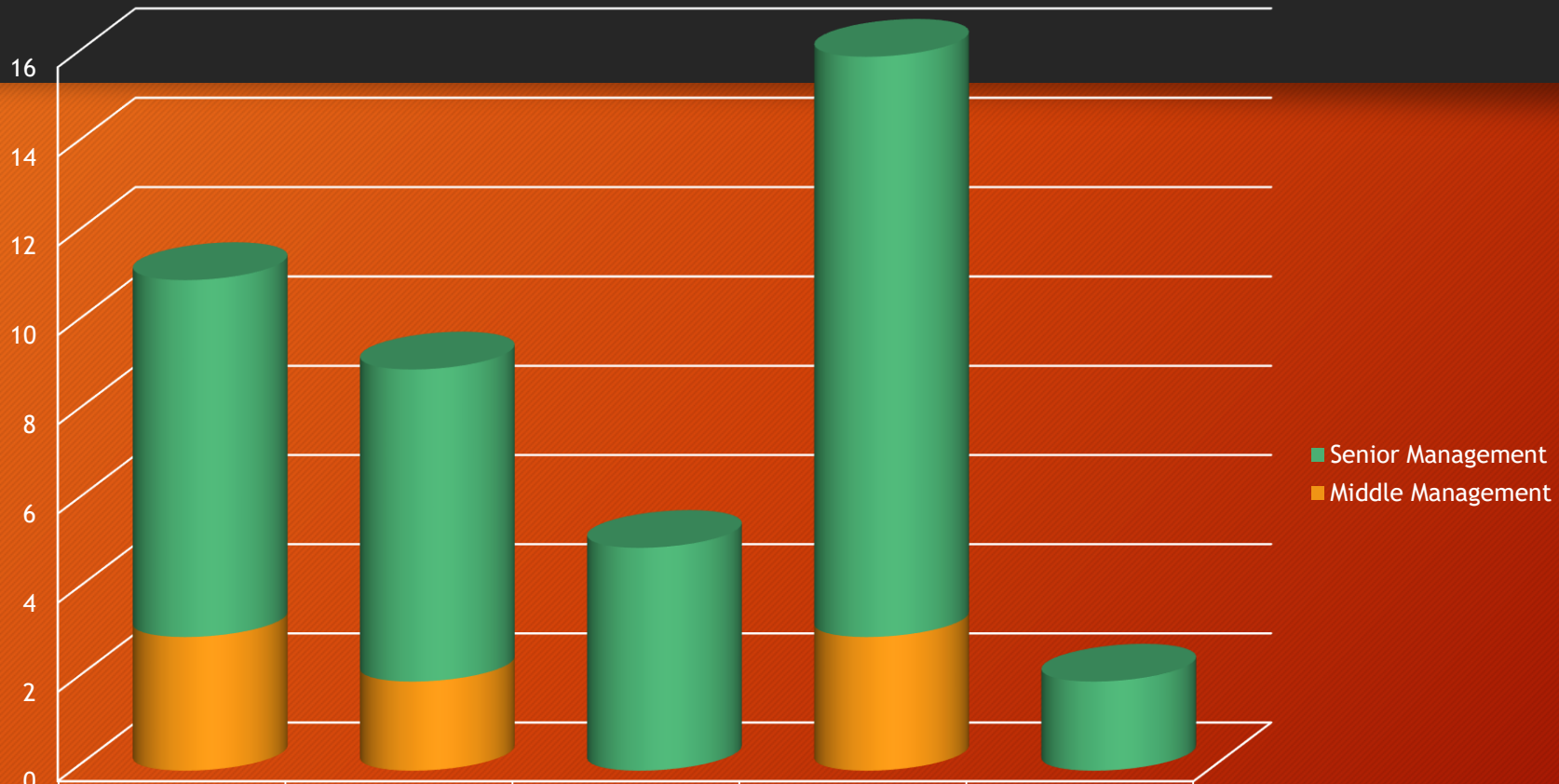
- Effectiveness of IMO WID
 - 95% of the participants had attained tertiary level education
 - 85% of those with tertiary level education were in senior management positions
 - 30 (75%) of the participants have maritime specific training and accounted for 90% of persons in senior and middle management positions

FINDINGS

- Effectiveness of IMO WID (cont'd)
 - Validates a major premise of IMO WID:

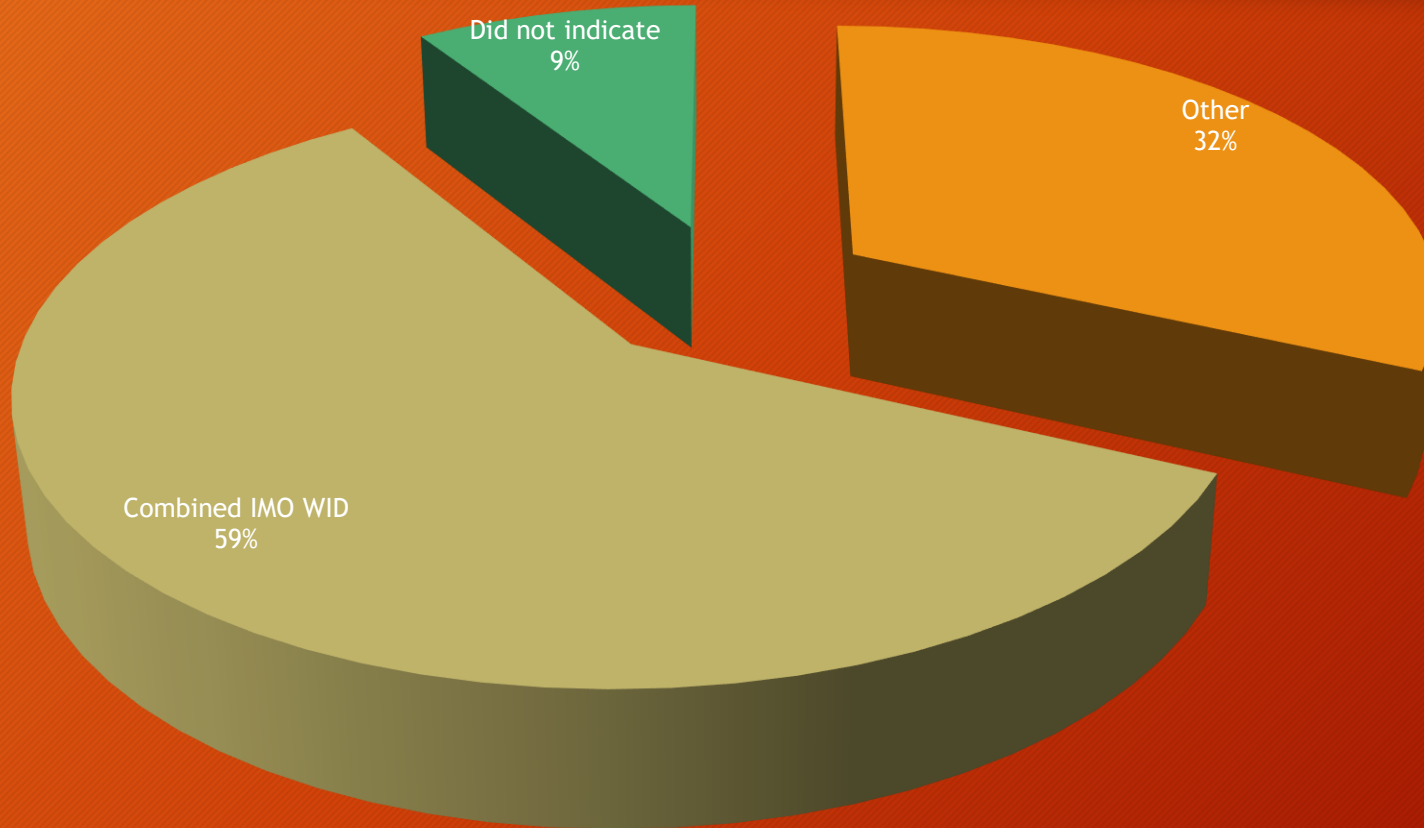
education and training plays a major role in empowerment of women in the sector.

Senior & Middle Management with Maritime Training



Senior Management	8	7	5	13	2
Middle Management	3	2	0	3	0

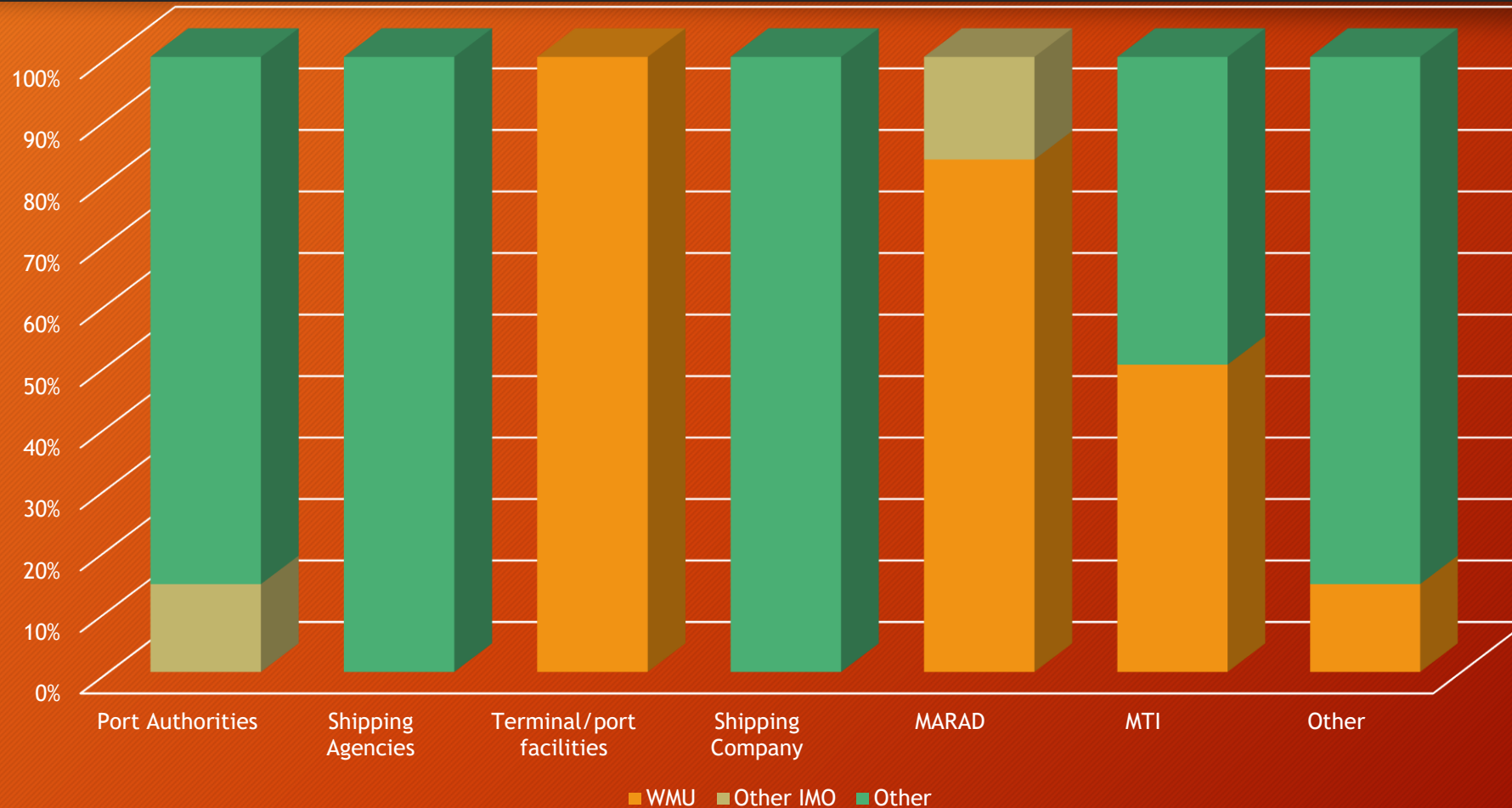
Senior Management with Maritime- Specific Training



FINDINGS

- Effectiveness of IMO WID (cont'd)
 - IMO WID graduates account for:
 - nearly 60% of senior managers generally
 - 100% of senior managers in maritime administrations

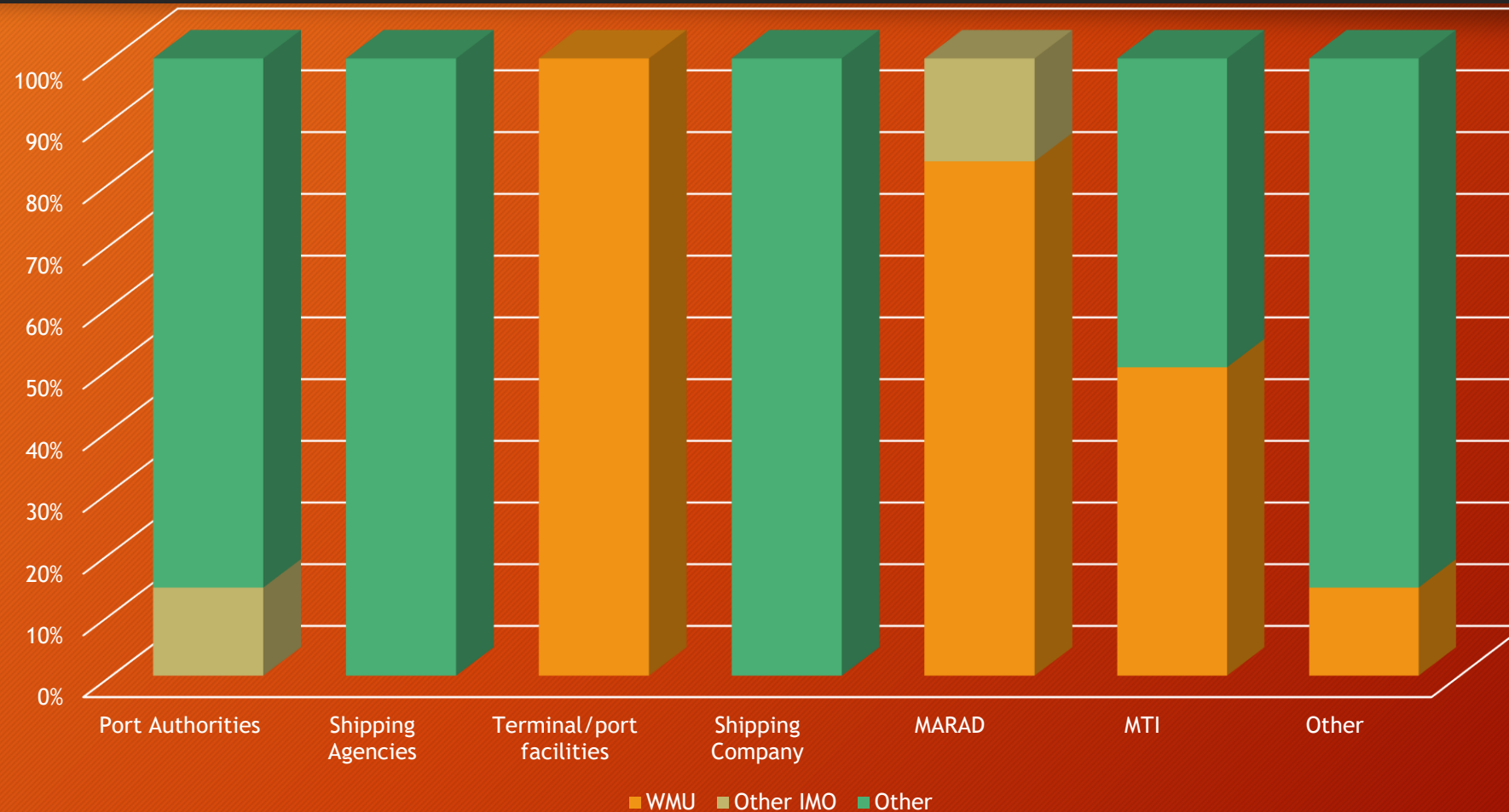
Breakdown of Senior Management by Organization Type



FINDINGS

- Contribution of women to the maritime sector of the Caribbean
 - Involved in wide ranging maritime professions:
 - *Marine pilots, harbour master, maritime administrators, port authority and terminal managers, shipping agencies and shipping companies, maritime education, pollution prevention and enforcement.*

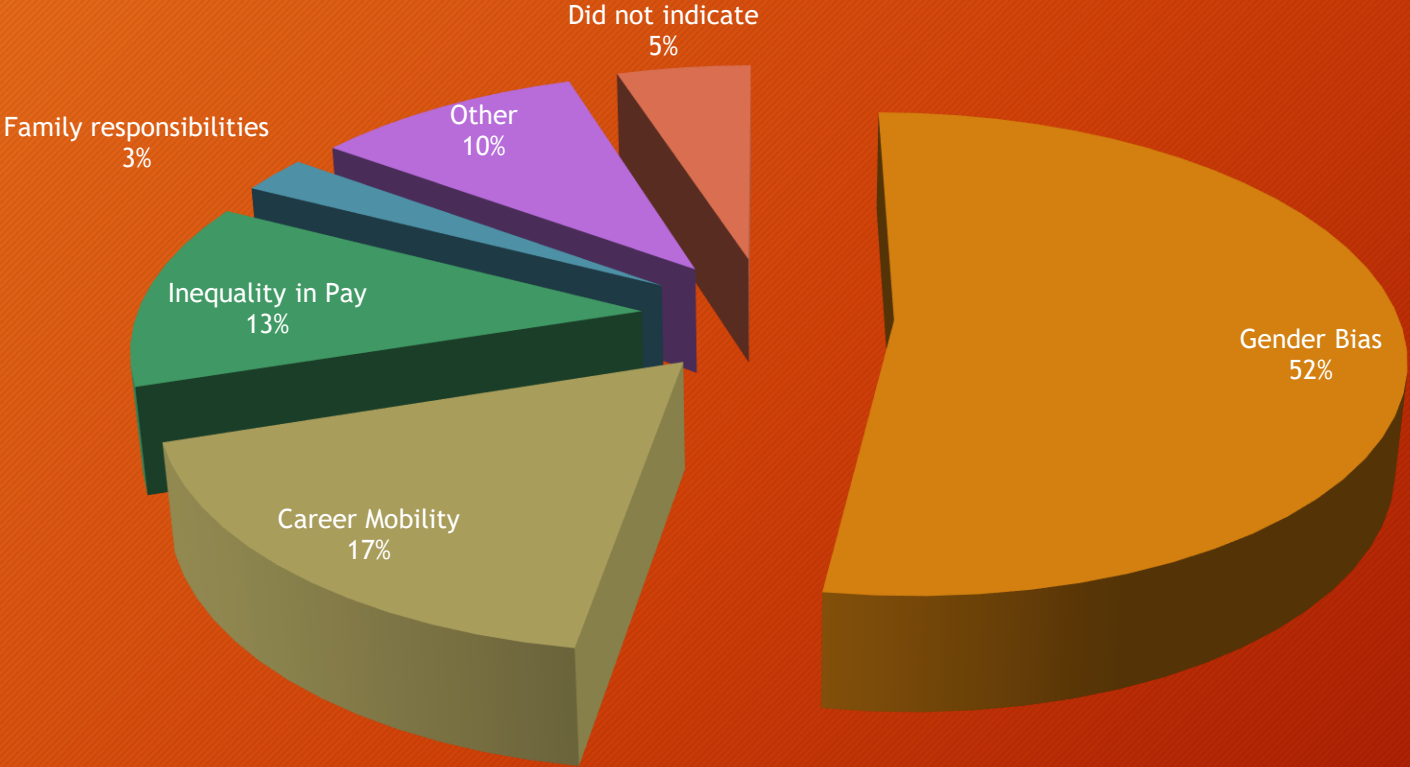
Women at the Helm: Organization Type



FINDINGS

- Contribution of women to the maritime sector of the Caribbean:
 - 61% of Senior Management were in industry for more than 10 years. Some 20 and 30 years
 - Conclusion: women, once entering the industry, often make a career of it

Distribution of Challenges Faced by Participants



FINDINGS

- Issues/Challenges affecting women in the maritime sector in the Caribbean
 - *Gender discrimination featured prominently among the challenges*
 - Employment (52%)
 - Mobility (17%)
 - Inequality in pay (13%)

FINDINGS

- Issues/Challenges affecting women in the maritime sector in the Caribbean
 - *Gender Equity Policies*
 - 45% with policies
 - 35% no policies
 - 20% don't know
 - Policies do not expressly support gender discrimination

FINDINGS

- Issues/Challenges affecting women in the maritime sector in the Caribbean (cont'd)
 - *Balancing family and work*

FINDINGS

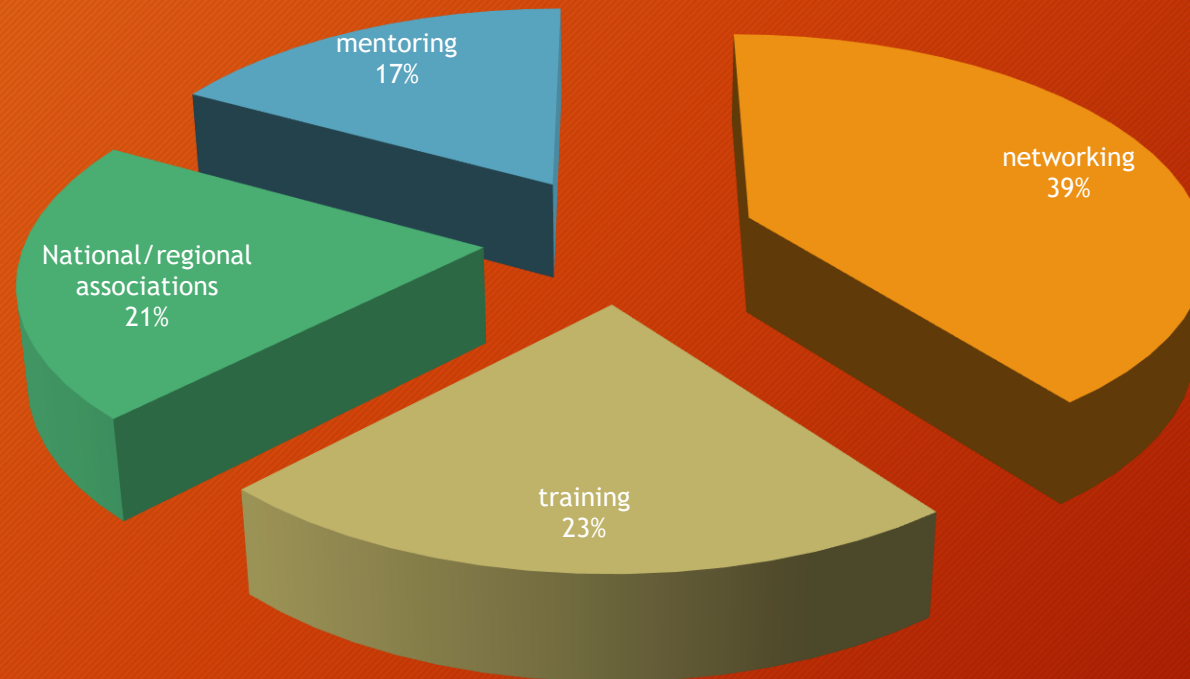
- Coping Strategies
 - acquisition of training and qualifications as the primary survival strategy (46%)
 - Proving oneself; gaining respect through quality performance; hard work and persistence and generally over achieving (43.7%)
 -

FINDINGS

- Coping Strategies (cont'd)
 - Others include:
 - Family planning
 - Downplay physical attractiveness in order to be taken seriously

FINDINGS

- Recommended Future Strategies



RECOMMENDATIONS

- National/regional associations as networking vehicle (80%)
 - Caribbean WiMA?
 - Conferences, seminars etc where gender specific issues can also be discussed
- Promote the achievements of women in the sector at national/regional level

RECOMMENDATIONS

- National/regional associations as networking vehicle
 - Unite women as a cohesive force for change and development
 - Monitor standards & initiatives to encourage gender equity
 - Promote maritime sector as viable career for women
 - Identify and promote job opportunities

RECOMMENDATIONS

- Education and training : continued role of the IMO WID
 - Mainstream and updating
 - 30 females trained at WMU; 17 at IMLI from Region
- Conduct skills gap analysis
 - Future demand for mainstream and short courses

RECOMMENDATIONS

- Best practices:
 - Orientation of recruits to gender-specific issues and strategies
 - ‘Women in Port’

RECOMMENDATIONS

- IMO WID Programmes should seek to incorporate gender sensitization module in syllabus
 - Identify issues/challenges
 - Best practices in social/interpersonal strategies to enhance survival
 - Work of IMO WID

RECOMMENDATIONS

- Nationally/regionally: regulations and organizational policies to articulate and provide for gender equity
- Internationally: need for code establishing minimum standards for employment and or empowerment of women in the maritime sector

WAY FORWARD

- Mentoring coupled with coaching
- Regional Strategies e.g. The Pacific Asia 2020-2024
- Networking
- Gender Sensitization Module
- Establishment of a Code of Conduct for Gender Mainstreaming