



BRINGING GENDER BALANCE TO AN EVEN KEEL

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Research Structure

- 01 | Barriers and Needs
- 02 | Research Findings
- 03 | Feasibility
- 04 | Recommendations

The Barriers

- Structural
- Cultural
- Physical Ability
- Financial

The Surveys

- 27 Male Participants
- 8 Female Participants
- 20 Shipping Companies
- 3 Unions

- 17 Cargo Ship Companies
 - 41,351 seafarers
 - 235 women = 0.57%

Rank	No. of Women
Senior Deck	21
Junior Deck	65
Deck Cadet	55
Senior Engine	0
Junior Engine	12
Engine Cadet	8
Deck Ratings	22
Engine Ratings	0
Galley	52

Change the Paradigm

- Goal = No discrimination against women at sea
 - Equal opportunities
 - Safety
- Can an all-female crew help achieve this?
- This cannot work alone
 - Training (Leadership and Diversity)
 - HELM

Potential Benefits of and All-Female Crew

- Better Mentoring
- Identify Requirements
- Safe working environment
- Identity Management
- Unconscious Bias Industry Promoters
- Equal Opportunities
- Critical Mass
- Talent Pipeline
- Disprove stereotypes

Industry Recommendations

- Awareness of Shipping
- Terminology
- Identify shore side jobs for ratings
- Career Development
 - On-board education programs
 - Workshops during leave
- Be prepared for what a balanced industry will entail

Recommendations for All-Female crew

- Try it
- Use the media
- Identify recruitment areas
 - Schools – All girl schools for STEM
- Cultural Awareness and Understanding
- Watch how the Svitzer Monte Cristi tug does
- It will be a lighthouse to the industry



*Women who stepped up
were measured as citizens
of the nation, not as women...*

Colonel Oveta Culp Hobby