BRINGING GENDER BALANCE TO AN EVEN KEEL

TOM STOREY
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%

<table>
<thead>
<tr>
<th>Rank</th>
<th>No. of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Deck</td>
<td>21</td>
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<tr>
<td>Junior Deck</td>
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<td>Deck Cadet</td>
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<td>Galley</td>
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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 an 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