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WORLD MARITIME UNIVERSITY

Malmö, Sweden

WOMEN IN THE MARITIME INDUSTRY:

**A review of female participation, and their role in Maritime
Education and Training (MET) in the 21st Century**

By

HANNAH ABA AGGREY

Ghana

A dissertation submitted to the World Maritime University in partial
fulfilment of the requirements for the award of the degree of

MASTER OF SCIENCE

in

**MARITIME EDUCATION AND TRAINING
(Nautical)**

2000

DECLARATION

I certify that all the material in this dissertation that is not my own work has been identified, and that no material is included for which a degree has previously been conferred on me.

The contents of this dissertation reflect my own personal views, and are not necessarily endorsed by the University.

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ABSTRACT

Title of Dissertation: **Women in the Maritime Industry:
A Review of Female Participation
and their Role in Maritime Education and
Training (MET) in the 21st Century.**

Degree: **MSc**

The maritime industry is one of the special sectors, which worldwide, humanity has accepted as being a job for men, thereby making it difficult for women to penetrate and function very easily within the industry as in the norm.

This dissertation examines the background history of the employment of women in the maritime industry and reviews some of the difficulties, problems and hindrances encountered by women in the industry. It identifies international and national initiatives to encourage the participation of women in the industry with particular focus on MET.

Selected areas and institutions of the industry are surveyed and the current and future roles of women are examined. A number of questionnaires and interviews were carried out with women role models and some general maritime workers and the results analyzed.

The concluding chapter draws conclusions and makes recommendations on how more women could be encouraged into the maritime industry.

KEYWORDS: Women, Maritime Industry, Participation, Encouragement, Role,
Education & Training,

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LIST OF ABBREVIATIONS

BSL	Black Star Line
CDG	Carl Duisberg Gesellschaft
CEDAW	Convention on the Elimination of Discrimination against Women
CEO	Chief Executive Officer
DMA	Danish Maritime Authority
DNU	Danish Navigators' Union
EEC	European Economic Committee
E/m	E-mail
GMDSS	Global Maritime Distress Safety System
ILO	International Labour Organization
IMCO	The Inter-Governmental Maritime Consultative Organization
IMLI	International Maritime Law Institute
IMO	International Maritime Organization
INSTRAW	International Research and Training Institute for the Advancement of Women
ITF	International Transport Workers Federation
KMA	Kalmar Maritime Academy
KUMM	Kobe University of Mercantile Marine
MBE	Member of the (Order of the) British Empire
MET	Maritime Education and Training
MIWB	Maritime Instituut "Willem Barentsz"
MMI	Merchant Maritime Institute
NMD	Norwegian Maritime Directorate
NTSB	National Transportation Safety Board
P/c	Personal Communication
STCW 95	Standards of Training, Certification and Watchkeeping for Seafarers 95

STME	Science, Technology and Mathematics Education
TC	Technical Co-operation
TUMM	Tokyo University of Mercantile Marine
TV	Television
UN	United Nations
UNDP	United Nations Development Program
UNIDO	Unit for the Integration of Women into Industrial Development
UNIFEM	United Nations Development Fund for Women
USMMA	United States Merchant Marine Academy
WID	Women in Development
WISTA	Women's International Shipping and Trading Association
WMU	World Maritime University
WOMEMP	International Programme for More and Better jobs for Women
WTUC	Women Trade Union Congress
WW2	Second World War

CHAPTER 1

INTRODUCTION

1.1 Background to the study

¹⁸And the Lord God said, “It is not good that the man should be alone; I will make him a helper suitable for him.” ... ²³Adam said, “This is now the bone of my bones, and flesh of my flesh; she shall be called Woman, because she was taken out of Man” (Genesis 2: 18, 23).

This is God’s foresight for man, and man’s appreciation. The Maritime Industry is used to describe things relating to the sea, ships, shore-based people, institutions, facilities that make sea transport possible and the people who sail the ships.

This industry is one of the largest international industries with a vast need for technical, legal and administrative branches. About 90% of the world’s trade is carried by sea, and the sea is the common heritage of mankind (Ma, 1999). It therefore offers many job

opportunities; one need not go to sea to be in the Maritime Industry. There are career opportunities covering the design and building of ships, maritime environment/resources management and protection, training of personnel in the maritime industry, marine insurance, maritime law, ports and harbour management and administration and managing of internal water resources.

The Maritime Industry is accepted as a male dominated environment, which is viewed with skepticism, all because it is men who started it. One should not forget, however, the fact that there is a link between man and woman from creation. Naturally, there is the tendency for men to protect women as all male species do. However, that of the human male has turned to over protectiveness over the years, which is viewed as gender imbalance/inequality.

The effort by international organizations is to achieve an effective balance, and it is nevertheless a step in the right direction for the whole world. Generations ago, traditionally, the key role for women was as mothers and teachers of primary school children, but this is history now. A woman no longer wants to be the “little homemaker” while her husband “brings home the bacon” from the sea. There is the need for education and training to encourage females into this industry and change the human perspective that the maritime industry is a job for men only. Education does not only involve the provision of knowledge but also a change in attitude.

This dissertation has been inspired by the fact that in 1999, IMO took account of its 10 years of Women in Development Programme, the integration of women into the maritime sector, the objectives and aims and its achievements over the past decade.

Equally motivating is the provision of the revised STCW 95 resolution 14, “Promotion of the participation of women in the maritime industry”, which desires governments to

secure equal access and 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.

Last but not the least the writer's professional interest with 20 years at sea motivated her to undertake this project in a way to encourage female participation in the maritime industry. It is a good job with a good salary, a means of providing foreign currency, which helps alleviate poverty among families in the developing world; where women play an important financial role in the running of the family. The side issues are that one sees different countries while being exposed to people of different cultures and backgrounds, all broadening one's knowledge. There is no reason why women should not participate in, and benefit from, employment such as the shipping industry. Participation by more women in the maritime industry (seafaring) in this decade will be beneficial to the society as a whole. It will be a form of partial solution to the problem of shortages of officers, which is anticipated to rise to 46,000 within this decade (Telegraph, May 2000).

1.2 Aims and objectives

This research aims at encouraging more women into the maritime industry, by way of letting more people get to know about those women who have made it in the maritime world. It also aims to encourage those who want to retire from sea to consider imparting their experience and knowledge to the younger generation by having a look at the maritime institutions to become lecturers.

The objectives of this dissertation are:

1. To examine the background history of employment of women, in the maritime industry including Ghana.

2. To review difficulties, problems and hindrances encountered by women in the maritime industry.
3. To identify international and national initiatives to encourage the participation of women in the industry with particular focus on maritime education and training (MET).
4. To survey selected areas of the industry in order to examine and analyze the current and future roles of women.
5. To draw conclusions and make proposals for the increased participation of women in the maritime industry.

1.3 Proposed methodology and literature review

This paper undertook an extensive literature search due to the sensitive nature of the topic; by reviewing publications, periodicals, magazines and books available in the WMU library and other institutions, which were visited during field studies. In addition to this, through Internet searches, pictures were also collected to provide further motivation. Various maritime museums were contacted for the background history of the early women in the maritime industry. Contact was established with some women role models, men and women maritime workers by way of interviews, and questionnaires through e-mail and letters. Personal contact was used as a way to enable the author to analyze the difficulties, hindrances and problems encountered by women in the industry. An intensive literature study into the documents of the United Nations (UN), International Labour Organization (ILO), International Maritime Organization Technical Co-operation reports (IMO-TC) and other organizations involve in the promotion of women in development in general and the maritime industry in particular was carried out. Selected maritime institutions gender enrollments were collected and analyzed, particular attention being paid to the number of female lecturers present. In addition to the personal experience of the author, the Regional Maritime Academy Accra and Black

Star Line were approached to know how the intake of women in Ghana began. Various divisions such as Ghana Ports and Harbours, Shipper's Council, Shipowners Association and Ministry of Transport were contacted.

1.4 Limitations

Some difficulties were encountered, resulting in a lack of response to some questionnaires, as well as the demands of the topic in viewing it in a worldwide context. This was further aggravated by the limited time made available for the research.

1.5 An overview of women in the maritime industry

Women in the maritime industry were unheard off, even though it was back in the 19th century when women started contributing towards the existence of this industry; as lighthouse keepers, stewardesses, officers and radio operators. It was not until the United Nations declared 1976-1985 as the Decade for Women, in an effort to promote and encourage Women in Development (WID) for more equitable and sustainable development. The Beijing Conference on Women in 1995 put women from all quarters of life into the limelight of the world. The majority of women then employed at sea were in the catering service department and their voices could not be heard (Tansey, 1999). IMO in its efforts to promote women in the maritime industry sought-other ways and means of encouraging women into the senior management level (see paragraph 3.1.2).

1.6 Early records

Russia took the lead by making good use of her woman at sea as far back as 1930, when Captain Anna Schetinina started her sea career, becoming the first female captain in 1935. This motivated other developed countries like the United Kingdom to follow suit

with Victoria Drummond serving as a marine engineer during the Second World War (WW2) (Drummond, 1994).



Figure 1.1: First female captain - Anna Schetinina

(Source: IMO News)

1.7 Later initiatives

During the 1960's the Dutch at the Rotterdam Nautical Academy offered their first lady the chance to go into the industry as a cadet officer (Rotterdam Europoort Delta, 1983). America followed suit, with a bill pushed through Congress by Samuel Stratton, a former Congressman from Schenectady New York, to allow women to study at the United States Merchant Marine Academy, Kings Point in 1974 (Fowler, 1989), (see appendix 1).

It was divulged that most, if not all the countries that got women involved in the industry around the 1970's was a result of an act passed by Parliament, the effect of the UN promotion (see paragraph 3.1). From the Scandinavian region are Sweden, Norway, Denmark and Finland. In 1976 Ghana and Australia followed, then came New Zealand.

Table 1.1: Distribution of women seafarers in parts of Europe

Country	Total No. of seafarers	Women Seafarers	Percent %
Belgium	1,350	60	4.4
Denmark	9,809	1,478	15.1
Finland	5,218	294	5.6
Germany	17,178	920	5.3
Italy	25,000	300	1.2
Sweden	15,117	3,518	23.3
UK	31,392	1,463	4.7
Total	105,064	8,033	7.6%

(Source: Zhao. M, June 1998)

In addition, in Latvia, Australia and New Zealand women's share of the total seafaring workforce were: 5%, 2.6 to 3%, and 0.03% respectively.

There is variation in the estimated number of women working on board ship. While IMO in its Technical Co-operation Committee (TC) 37/6 1992, TC 44/9 in 1997, and IMO News 3/1999 quotes the figure as "one to two percent of the 1.25 million of the global workforce, the International Transport Workers Federation (ITF) quoted 9% in 1996 (Zhao, 1998). In the mean time, the research shows that several female intakes in maritime institutions, even though small, have not been reduced; in some cases there has

rather been an increase. On one hand, this could be the employment situation, such as that of the Tokyo University of Mercantile Marine, (see appendix 6).

1.8 Associated sectors

These are the maritime lawyers, institutions, maritime administrations, marine pollution prevention and control sections, technical management of shipping companies, ports and harbours, ship owners, brokers, charterers, marine insurance companies, seafarers and others that make up the maritime industry. The legal profession attracts a great number of women, who need a little encouragement to specialize in maritime law. Therefore, with the establishment of the International Maritime Law Institute in Malta the path is clear, in addition to the reservation of 50% of the places for women. There is bound to be growth if only women are aware of it. World Maritime University, Kobe University of Mercantile Marine, Australian Maritime College, Kunsan National University in Korea, Dalian and Shanghai Maritime Universities all train women at the managerial level. With the trade boom, more shipping companies will spring up and there will be more demand for brokers, lawyers, charterers, administrators and more. Since women are playing a significant role by achieving high education at WMU and elsewhere, they will be seen among the men at all levels, except as marine/engineering superintendents, an area in which women have not yet made their presence felt. This technically requires sea background experience, which women from the sea could be trained to take-up. In effect “we are putting the ‘**wo**’ in **Sea..men**” (Stanley, 2000).

CHAPTER 2

DIFFICULTIES AND HINDRANCES FOR WOMEN

2.1 Gender discriminations; societal views

Women working in a non-traditional job may encounter special problems because of the fact that they are “women” in a man’s world.

For example, looking at seafaring, it could be that perhaps some men traditionally have gone to sea to get away from women, or expect women to stay at home and depend on men. Others may be of the view that women are more fragile than men may and should not do this sort of work or live in this environment. Some assume that the ship is like a floating prison. Women have a view that, for equality sake, they would like to also enjoy part of the greener ocean. The picture presented however is that women will not be welcome in shipping.

Shipping, however, is an international business and according to Sir Colin Southgate, chairman of the Royal Opera House “It’s very difficult to generalize; but I know that the mixture of male and female managers is good for a business” (York, 1999, p. 58).

Some people are also of the opinion that women cannot do jobs involving strength and heavy mechanical work. Thanks to the advancement of technology the demand for physical power has been turned into a growing demand for brainpower. The former need was one of the reasons why only a small number of women were taken onboard the training ship, of the Danish Maritime Authority (Hansen, 1998).

A recent article in TradeWinds (February 2000) is of the opinion that “shipping is still a man’s world”. It further mentions that few women choose it as a career and those who do, find themselves “ hitting glass ceilings” at the middle management level in some countries. These are countries where women’s equality is not well understood.

The author of this project wonders why, in maritime accidents it is always said that about 80% of the causes are human error (Pourzanjani, 2000). Why not ‘male’ error? For one is bound to ask how many women are the causes of such accidents. One thing, which should not be forgotten, is the fact that most women who have entered into this industry have made it to the top with excellence. It is well known for some men to be poor maritime managers.

York (1999) stated that Lesley Riddoch, in an article in the Guardian was of the view that “part of equality is the right to make mistakes and that women should be judged as people. Like people generally some would turn out not making it to the top” (The “Gender”, p. 56).

Most often than not, women are faced with reading articles even worse than what is written in the same TradeWinds article above discouraging them from going into the maritime industry.

Referring to the same TradeWinds article above, further down the writer mentions Anette Olsen of the Fred Olsen group, Anne Oian head of Den norske Bank's maritime section, Louise Rossi head of the International Underwriters Association as outstanding, Megan Tudall and Anna Polemis Alisafakis, directors well known in the maritime industry in the Baltic. He is of the view that it is because they are daughters of prominent shipping executives. He does not want to call 'a spade a spade'. Literature about these women did not say whether they are the only children of their parents. Even if they are it takes interest, knowledge and hardwork to achieve what they have. Their fathers being in the business could be an encouraging factor but not the sole reason behind their success ("Future or Fantasy", 1990).

The same article in TradeWinds, (February 2000) issue stated "women are better off in the maritime law and some shore jobs, than in shipbroking, being a ship owner and seafaring". This is not the fact, women in the maritime industry, as a whole have this problem to settle be it ashore or afloat since there are many people with the idea that the sea is for men. Ms Solveig Anderson, Attorney-at-law with Fred Olsen & Co, admitted that it is much harder to become a partner if you are a woman. "Men in power give away cases to men they know, who then get to be made partners" (Spinke-Hvas, 1998, p. 15).

There are quite a good number of women shipowners, brokers and masters in the system. This can increase greatly; it is a matter of society changing its views about which job is good for a woman and which is for men. "It is sad to note that there are still no female judges in the maritime courts" ("Women on the bench", 1999, 40). This is not something that has to do with qualification or experience, but is something associated with the case Ms Anderson was referring to as mentioned above.

"How many spouses would be sympathetic to their female partners being woken at four in the morning about a ship charter?" asked the author of TradeWinds, (February 2000).

Wives of shipbrokers have learnt to tolerate this and what stops husbands from doing the same in the advancement of their wives. This is a problem facing women wanting to share or make good use of their God given wisdom in the maritime industry. Diversity as most people are aware is the key to survival of the species 'women'.

The pool of opinion is that although there is discrimination against women everywhere in the maritime industry, much of it is afloat, a sector of the industry where some people including some women see it as a 'taboo' for a woman to venture. Surprisingly enough the ship is term 'she'. So why this cry? Is it because in magnetism it is said unlike poles attract, whilst like poles repel. This is a good analogy in looking at the relationship of women and the ship.

Gender discrimination can be grouped under two main divisions. There is the one, which will be termed the 'hidden discrimination' and the other the 'open discrimination'.

The 'hidden' is where women are not given normal tasks as their male counterparts, with the idea to keep them from dirty or dangerous work. This is typical on board ship, when female cadets are asked to clean the navigating bridge whilst the men will be cleaning the cargo holds after discharging a dirty cargo for example coal. In the offices, when it comes to doing some heavy physical work it is the men, but come party time it is the lady manageress who has to do the work.

The side effects of this form of discrimination against women prevent the women from gaining experience on the job. The revised STCW 95 is particular about qualifications and experience; where then will women stand? Men get the experience at the expense of women thus denying them an argomeal for having the experience. It could be a way of keeping the women out of the industry.

Then comes 'open discrimination' where women are challenged to prove their capability, by having to work harder. Women are seen putting in about 50% more than men are. This could be some of the causes of the high rate of mortality in women in jobs, which are mostly men dominated. "The death rate of women in such jobs is about three times that of the general female population" according to Denmark's Institute of Maritime Medicine. Dr Hamsen of this institute reported of two cases where the dangerous work done by the women resulted in their death because they had to carry out orders (Hansen, 1998).

One common problem facing women is that of sexual harassment, which makes some women live in isolation on board and some drop out of their career. More than 80% of the questionnaires answered by women made mention of it in some form.

The Collins Cobuild English dictionary defines sexual harassment as, "repeated unwelcome sexual comments, looks, or physical contact, usually by men against women" (Sinclair, Fox & Bullon, 1999).

However, this is a problem not talked off publicly because of its after effect. Most of the women who fall victim to it never complain, unless to very close friends. All they do is keep it to themselves and solve it in their own way. Since seeking for help could worsen the case or lead to another problem.

Two female officers the author of this research talked to, at the catamaran station in Malmö said "to whom do you complain to, the male master or the managing director?" The fact is that at least some people are aware that this does happen at times. In the recent (April 2000) issue of the Telegraph the 'bomb' of sexual harassment exploded under the article "Men behaving badly is no joke". This is the time publicly a reproach

has been made about sexual harassment in the maritime sector and it is being handled by the Women Trade Union Congress (WTUC).

Hansen (1998) in the shipping professional quotes the women of the Danish Navigators' Union (DNU) at a meeting with the union officials, the first of its kind, saying that in the only instance where sexual harassment was mentioned, the response was to transfer the female navigator. This to some extent will not solve the problem, as the man stayed on the ship and could probably carry on his 'bad' behavior towards a new victim.

The union women of DNU are aware that women are not treated equally with their male counterparts. They see the need for change in several areas but they want the changes to take place quietly. The members are of the opinion that to call for attention to their problems could backfire. This may in some case lead to formation of further obstacles when applying for jobs. The women of DNU are quoted also as saying, "feminism in the name of equality does not belong in the maritime world".

To assume it is an abomination for a woman to go to sea is a form of discrimination against women and is a problem in most developing countries. Consider the case of Myrna Galang Daite, the first female officer to be admitted to the Philippines Merchant Marine Academy. The male students held a protest rally over the college's decision to accept women ("First Philippine woman", Jan/Feb 2000).

In another instance, Ms Harriet Berg, Norwegian vice-minister of Trade and Commerce, which includes shipping matters, had this to share in an article in the Shipping Professional (April 1998). At a reception organized by the ambassador of a Latin American country, where all kinds of diplomats were present, the president of the national Power Company came round and shook hands with everybody present except

Ms Berg. When the ambassador finally told him who she was, he was very embarrassed and eventually shook her hand.

This very important man, by his behavior, showed he has preconceived notions or ideas about women. He therefore was not expecting to see any woman at that level of management. Such is the level where the International Maritime Organization (IMO) dreams of seeing women in the next decade of the maritime industry.

Most maritime advertisements do not include any flavor to attract women. A critical look at table 2:1 compared with figure 3:1 goes to prove this fact. The initial advertisement, which seems encouraging, has the word ‘females may also apply’. This was published only once in the national newspapers, whilst the recent one appeared for a whole week. Perhaps it could be the reason for the unavailability of the 1976 data. It was with toil that the 1977 publication was obtained from the national archives.

A New Zealand second officer the author met on board at the Port of Tema in Ghana said “I only found out from my father. The advertisement was not well publicized at all”. Even the career advisor at my school did not even know about it. To encourage more women into the maritime industry, there is the need to solve these hindrances and difficulties.

Table 2.1: Recruiting advertisement of Regional Maritime Academy

<u>ADMISSION OF CANDIDATES FOR COURSES STARTING IN SEPTEMBER 1999.</u>		
<u>A. DIPLOMA (PRE SEA) COURSES</u>		
<u>COURSE</u>	<u>DURATION</u>	<u>ADMISSION REQUIREMENTS</u>
1. Diploma (pre sea) Marine Engineering	6 Semesters (3 years)	GCE 'A' Level/SSS Physics & Maths or OTD or MET III or equivalent.
2. Diploma (Pre Sea) Nautical Science	4 Semesters (2 years)	GCE 'A' Level/SSS Physics & Maths
3. Dip in Marine Electrical/ Electronic Engineering	6 Semesters (3 years)	GCE 'A' level/SSS or OTD or Telecoms III or EET III
<u>B. UPGRADING COURSES</u> (For Seafarers Only)		
<u>COURSE</u>	<u>DURATION</u>	
4. Class 3 Deck Officer	2 Semesters	
4. Class 3 Marine Engineer	2 Semesters	
5. Class 2/1 Deck Officer	2 Semesters	
6. Class 2/1 Marine Engineer	2 Semesters	
<u>C. HOME TRADE / FISHING COURSES</u>		
<u>COURSE</u>	<u>DURATION</u>	<u>ADMISSION REQUIREMENTS</u>
7. Tugmaster	1 Semester	Tugmate Certificate plus 12 months sea service
8. 2 nd Hand Full	2 Semester	GCE 'O' Level or equivalent plus 24 months sea service
For further information and Application Forms which cost \$50,000 please contact : THE REGISTRAR, REGIONAL MARITIME ACADEMY, P. O. BOX 1115, ACCRA, GHANA		
CLOSING DATE - 15TH MAY, 1999		
REGISTRAR		

(Source: RMA Administration records)

2.2 Family roles and traditional views

Religion, tradition and cultural, social and customary patterns influence women's status in some societies.

One of the interviewees, a senior lecturer at the Regional Maritime Academy, explains that the situation with society was created thousands of years ago, through harmful traditional and cultural practices, a combination of deep-rooted psychological, sexual and cultural beliefs in the third world. Women in some societies are regarded as inferior to men. On this basis, some parents refuse to send their female children to school, as a waste of money and time. They believe the end result for a girl is to be taken away into marriage. This has a negative effect on the development of women. Societal discrimination has a damaging effect on the mentality of women, such that some women in this 21st century, at the mention of some careers, term them to be "for men".

Therefore, one can imagine what a woman has to go through to settle with the family if they do not accept the concept, especially within families and communities where the concept of equality for women is not very much accepted. A woman, born in a farming village in Germany, remembers when her parents learnt that she wanted to go to sea, they thought she was crazy. The villagers also said that they should stop her from doing so. Another German second officer from Berlin recalls, "my parents called me insane when they found out that I wanted to become a captain" (Zhao, 1998).

Many professional women are faced with the conflict of how to deal with the problem of profession and family. Ms Lie Harg, a mother of two (ages 7 and 12) says, the weekdays are for her profession and the weekends and holidays are for her family. She confirms that she has a good social network, with great help from grandparents, and tries to keep low ambitions when it comes to housework. Ms Harg was with Norwegian Shipowners' Association but now with Vattenfall in Norway (Stein, 1998).

Ms Linda Ho, married with three children, when asked how she ties the knot between career and raising a family said “a supportive husband and able wife alleviate much of the pressure”. Ms Ho admitted she had to compromise somewhere, by cutting down on socializing (“Future or Fantasy”, 1990, 9).

For most of the women, good grandparents have helped managing between their profession and the family. Others also appreciate the fact that they are blessed with good, understanding and supportive husbands (Karikari, 1999).

Women managers in maritime offices, doing a lot of travelling, are also faced with such problems. Shipping per say is a 24-hour business, making it hard for a woman with a family. “Travelling is a major headache and I do a lot of it” says Emi Marcantonaki, a member of the Union of Greek Shipowners’ foreign affairs committee, “but I have made it up till now”. Director of the International European Economic Committee (EEC) department, Dr Bredima-Savopoulou, a mother of two, considers travelling to be the biggest headache for women in shipping (“Future or Fantasy”, 1990).

All these women, having to maintain their families and making it in their career, have proved to be good managers.

2.3 At sea - the attitude of crews and officers in the male world

At sea, the first problem is for the women to prove themselves physically and technically competent to be able to win the respect of their male colleagues. As such the women are found working harder than their male counterparts to be able to make the mark because it is the men who are at the decision making level. For this reason, almost all women working in the maritime sector at the managerial level are all professionals who are worth their salt.

Secondly, the rumour on board which is commonly known, as the “galley radio” is a problem, which can even break marriages. However, with the few women who are able to stand against this sort of attack, it makes them strong and carefree in the system.

A saying the author remembers at sea by Captain Georgina H. Nortey, one of the interviewees was:

“... most men will help you to climb the ladder when you are younger and a colleague. However, you may meet one or two, who will put impediments in your way by way of spreading bad news via the ‘galley radio’. Do not waste your sleeping time on such men. They tend to be roaring lions with no teeth, your presence only helps to prove their insecurity and they find you as a threat...”

The moment the relieving officer is a woman, the ‘galley radio’ will commence transmission. “They want to take our jobs, we will see” and somewhat more discouraging behaviors. A German third officer had this experience, before joining the ship everybody knew that the relieving officer was a woman, from the out going mate who had a telex from the office. This woman clearly felt unwanted when she got on board the ship, only to be informed about the cause later.

Just imagine how it feels like, for a female chief officer, having her master’s certificate to be told to her face by her ship’s captain, “I do not want you on board. You are here to take my job away” (Zhao, 1998).

Then comes the major but ‘secret’ problem on board, sexual harassment, of which the maritime industry is no exception. This has been drawn to the attention of the International Transport Federation (ITF), which relates it to the conditions on board ship. With a limited number of people together for a long time without contact with the outside world the more vulnerable ‘women’ are affected the most (ITF seafarers, 1997).

The exhibiting of pornographic posters, video films and computer screen displays, also contribute to the harassment that women have to endure on board ship. This is because women are 'uncomfortable', embarrassed and disgusted about such things. Therefore, women who are not used to this keep to their cabins rather than making friends. It even becomes more serious when at some stage of friendship, sex becomes the main issue (Zhao, 1998).

Another problem for men as well as women is the lack of discipline over proper dressing. The habit of tying their towels around their waist and coming out of their cabins in only underwear, is a habit difficult for some men to forgo. It is embarrassing for the women and it makes some men also feel bad afterwards.

After a long sea passage of about twenty to thirty days, boredom is mostly the initiator of all problems that sets in. Under such stressful circumstances, the true character of some men are revealed and this leads to another perceived problems that is, the so called interaction with their 'female friends' at ports of call. While the married men feel impeded by the presence of their female counterparts on board and would therefore want to be sneaky about their extra-marital activities, the younger and unmarried males care less. The presence of women on board ships has helped improve the atmosphere and the general hygiene.

2.4 Company attitudes of having women employed

Despite the progress made by the International Maritime Organization (IMO) and other international organizations over this last decade, it is still difficult for women to be accepted by some shipping companies. Most companies responded positively after the call by the United Nations at the first world conference on women in Mexico City in 1975.

To some companies, it was just to make a name for themselves, especially those of the developing world. However the Scandinavians and some of the developed countries still have their doors open to women; a small percentage of women yet are attracted into the maritime industry.

Most of the shipowners' associations do not intend to employ women. According to Zhao (1998), some companies go to the extent of telling women applicants that "so far as there are men, that is fine with them". Maritime institutions providing maritime education are ready to train women for both ashore and afloat, but are unable because the funds which came from the shipping companies initially are not forthcoming. Others are no longer helping with the training of cadets, which affects women more. All that is heard from these companies are advertisements seeking for officers, forgetting that an officer needs to go through cadetship training before becoming one.

The working conditions of some of the shipping companies do not favor women. A recent issue of ITF seafarers' bulletin 14/2000 under the article 'The dark side of the cruise ship industry' is a proof. Thanks to the safety management system (ISM Code) and the International Labour Organization (ILO), the working conditions of men and women workers have improve and made better.

In the shipping industry, women working ashore have conditions like maternity leave and childcare, which are strictly adhered to. However, to some women working on board ships, this privilege is barely known. Its inclusion in the companies' contract is sometimes the prerogative of the respective companies. Thus, the ignorance of some of these females is exploited when it comes to child bearing. In addition, childbearing constitute a decisive factor in the sustainability of women in the level as some delay having children to get ahead in their career.

Although researchers have proved that it will be good to have two women at least on board ships, this has been ignored. Hardly will the shipping companies do it, for the betterment of women on board to share company with a fellow woman. This in a way would have taken some of the loneliness away and combated prejudice and isolation. Thompson (2000), is of the view that “women need women to hang out with”, but this desire is not yet accepted by shipping companies, which is one of the reasons why some women drop out of the industry.

With some shipping companies, extra requirement is demanded from women applicants. For example, asking a Spanish woman to pass an English examination before she would be employed, later only to learn that she is the only person on board her ship who could speak English among the male counterparts (Zhao, 1998).

What others do is that, the moment a woman applies for application forms, quickly it is the catering form that is sent back to her. Although the letter will be stating the job title, just because most women are hired as waitresses or utility personnel for luxury line operators (Tansey, 1999).

Finally, the last but not the least, it has long been known that women mariners earn less than their counterparts the men. In Australia by 1973 whilst stewardesses were earning \$32/week, the stewards had \$42.35 (Payne, 1993).

However, in some countries like Ghana there is equal pay for both men and women. In a recent article of the Telegraph, April 2000, the Women Trade Union Congress (WTUC) at their 70th meeting, was questioning why women’s pay on the average was 81p for every £ earned by men? At this conference, the main agenda was on fair pay for women; other issues included trade union recruitment and sexual harassment.

Sweden is known to have the world's most equal distributions of income, but the level of women wages lags behind those for men

(http://www.global/human_rights/1997_hrp_report/sweden.html).

2.5 Promotion and job opportunities

Truly there is a large discrepancy between men and women when it comes to promotions. Most women leave or change jobs in this industry because they are kept at a level for so long, which is not the case with their male counterparts they started work with, having the same qualification and experience.

Zhao (1998) stated that, out of 1,603 German captains, only four are women. The strong BP shipping fleet has only one woman chief officer. According to Hansen (1998) in the Shipping Professional, the Danish had only one woman promoted to the rank of captain at that time, although today the total has now gone up to three from the interviews conducted. Although there are many women with their masters' certificate and have many years of experience.

The women of the Danish Navigators' Union (DNU) expressed how difficult it is for a woman navigator to get a job ashore, unlike their male counterparts. Their union office they say is no exception to this act.

With most of the companies, which responded to the cry to integrate women into the mainstream maritime activities, it was just for making the name for their own ends by having few women in the senior management level. This to some extent brought in some sort of frustration for the early few women who entered the industry and in a way discouraged others from joining. Two German chief officers, when asked about their chances of being promoted to captains, one had this to say: "There may be a chance for

me to become a captain, but it will take a longer time. If there is a man and a women, they will always give it to the man”. The second one said, “I think if you are the first female you might be more lucky to be promoted so that they can show, ‘we have got the first female captain’. So long as they have one the chances of the rest becomes very slim” (Zhao, 1998).

A typical case of frustration some women have to go through is to be kept on part-time pay for two academic years, after the initial promise that the condition will change six months later. The author went through this personal experience. Therefore, as soon as the opportunity for advanced training at the World Maritime University came, she could not miss it in order to make good use of it.

In some cases, some companies are reluctant to hire female seafarers. This comes from the vessel calling at ports in the Middle East, India and Pakistan, where there is different cultural and religious conception about women.

2.6 Education and funding difficulties

To start with in most developing countries, the ‘girl child’ is not given even the basic education. This is one major shortcoming with the female educated population. As such, only a small number of women qualify to enter the secondary and technical colleges to make it to the higher levels such as the maritime universities. In the more advanced countries, the avenues are there, but only few women try it, mostly in the legal, administration and agency sectors.

Some administrations also find it difficult to select women in their intake due to women’s biological nature. Others, since it is accepted that it is man’s world, allocate only a small percentage of positions to women. Exceptions are the World Maritime

University (WMU), where special funds are reserved for women, and the IMO International Maritime Law Institute (IMLI) which allocates 50% of the vacancies to women with funding from IMO. Most maritime institutes lack such facilities, which encourage women.

In interviews with Captain D. Ferguson, commandant and dean of foreign affairs of the United States Merchant Marine Academy with 25 years experience and Ms Kuijper Heeres of Maritime Institute Willem Barentsz-Terschelling Holland, lecturer with 30 years experience, both share the view that: “Very often, the classes with girls tend to do better, because the girls work harder and the boys do not want to lag behind”. Therefore the chances are ready and ripe for women to be admitted but just few show interest in the maritime industry.

2.7 Summary

The special constraints facing women in the maritime industry are the main reasons why only a smaller percentage of the work force is made up of women. The way some writers insinuate against women with their articles and comments is one form.

The traditional, religious, social and customary way of viewing the maritime industry (sea) as a place where females cannot be, has a particularly strong influence on women's status and participation in the development of the world as a whole.

Discrimination against women has been highly publicized so much that the term ‘ladies first’ became the norm of the day. Yet, discrimination is seriously practised in the maritime sector against women; in recruitment into maritime institutions, advance training, funding, job offers, promotion and salaries. Then the ‘killer’ sexual harassment is now coming out into the limelight from its secret hideout, and being made known to

the employers. This 'killer' most women seafarers had to tolerate just for the sake of staying in the maritime system. There is need for society to change its way of thinking about women, and help with their advancement by way of offering equal opportunities for all since it is believed that without women men cannot exist since the creation. However some men are readily accepting the new situation today.

CHAPTER 3

INTERNATIONAL AND NATIONAL INITIATIVES

3.1 The United Nations

According to the Basic facts about United Nations (1998), it is an international organization, which came into existence on the 24 October 1945. It had an initial membership of 50 countries, with one of its objectives being to solve economic, social and cultural problems and to promote human rights.

Research work revealed the social and economic role played by women in development and established evidence of the discrimination against women. Equality for women became a target for the United Nations (UN) work. This led to the establishment of the Commission on the Status of Women in 1946, barely a year after its formation, to deal with women's issues.

This commission had a membership of 45 states, working towards promoting women's rights in the economic, political, social and educational fields. Treaties and other instruments were drafted, all for uplifting the status of women. The United Nations moved a step further by declaring 1976 to 1985 International Women's

Decade at a conference held in Mexico City in 1975. In 1979, the Convention on the Elimination of Discrimination against Women (CEDAW) was enforced, with the introduction of guidelines and laws for the advancement of women.

The United Nations continued with a series of conferences: Copenhagen in 1980, Nairobi 1985 and in 1995 the most popular conference, the Fourth World Conference on Women in Beijing. It was indeed a conference with a difference; during which the commission attached a form of warning to all concerned. It stated

“...failure of societies to achieve true gender equality would result in slow economic and diminished social and political development, misuse of human resources and reduced progress for society...” (Basic Facts about UN, 1998, p. 237).

The result of which has become the turning point for women and the world as a whole, a breakthrough campaign that has made people aware that “women’s rights are human rights”.

To some extent the Beijing conference came to eradicate certain traditional or customary practices, cultural and religious activities which deprived the rights of women, which was a common practice in most of the developing countries, but yet they claimed to be members of the United Nations enjoying its food and other aids.

The following are the action plan adapted at Beijing, by the Fourth World Conference on Women:

1. The persistent and increasing burden of poverty on women;
2. Unequal access to and inadequate educational opportunities;

3. Inequalities in health status, and unequal access to and inadequate health-care services;
4. Violence against women;
5. Effects of armed or other kinds of conflict on women;
6. Inequality between men and women in the sharing of power and decision-making at all levels;
7. Inequality in women's access to and participation in the definition of economic structures and policies and the production process itself;
8. Insufficient mechanisms at all levels to promote the advancement of women;
9. Lack of awareness of, and commitment to, internationally and nationally recognized women's human rights;
10. Insufficient mobilization of mass media to promote women's positive contribution to society;
11. Lack of adequate recognition and support for women's contribution to managing natural resources and safeguarding the environment;
12. The girl child

(UN Basic Facts, p. 236).

Actually, some of the points highlighted above need serious consideration, for example the girl child. If she is not well educated, women cannot make up a better percentage of the managerial level of decision making in the development of a nation.

Analyzing the above action plan, one would ask are women quite normal living creatures? Are they of a different species from men? Definitely No! Except that man's helpmate woman, as God created in the beginning, is discriminated against.

The bible in Genesis tells us that, during creation after Adam God created Eva, man therefore is to be paired with woman to balance the equation of creation.

To improve the quality of life for women the United Nations set up a development fund known as the United Nations Development Fund for Women (UNIFEM) and an International Research and Training Institute for the Advancement of Women (INSTRAW).

These women organizations have helped to improve the quality of life for many thousands of women and their families. By gaining access to well-paid jobs and receiving the respect due to women, it has also contributed to the advancement of women, enhanced their active and equal participation in development, and has raised the awareness to attain gender equality (UN, 1998).

The United Nations (UN) organization employed a special adviser on gender issues and advancement of women. Poverty boils out on women in most developing world, as women are the main pillars behind the economic and social development of their families. Therefore drawing on this analogy there is bound to be a poverty problem, if the pillar is being discriminated against or deprived of her human rights.

It was therefore a form of women's empowerment by the UN in fighting hard to eradicate poverty worldwide, with its assistance programs. All the members of the United Nations family of organizations were to address women and gender issues in their policies and all of their programs. Finally, the UN crowned it all by declaring 8 March the UN's Day for Women's Rights and International Peace.

3.1.1 International Labour Organization (ILO)

The International Labour Organization (ILO) is one of United Nations (UN) specialized agencies. Aware of the conditions of women in society, the ILO decided to tackle the issue by promoting justice and improving the working conditions of men and women. A reflection of this is found in its 1919 Constitution the Declaration of Philadelphia which states that:

“...all human beings, irrespective of race, creed or sex, have the right to pursue their material well-being and their spiritual development in conditions of freedom and dignity, of economic, economic security and equal opportunity...”

Clearly this declaration explicitly confirms and elaborates the idea of the principle of the ILO. According to the ILO's mandate in 1999, the organization ironically viewed this principle in three main ways.

- Firstly as a matter of human rights: thus, the fight against discrimination based on sex.
- Secondly as social justice and poverty alleviation: by improving women's access to employment, training, and their conditions of work and social protection.
- Thirdly from the side of social and economic development: by way of promoting the participation of women in decision-making.

Assuming since the Philadelphia Declaration up to this 21st century that states parties to ILO's conventions had abided by the organization principles, there would have been no sector of jobs where half of the population would not have been

women. Yet, ILO has its representatives in sectors like the maritime industry, where a sea going division of it is believed to be for men.

Before the UN's declarations of the Decade for Women (1976-1985), ILO took bold steps to strengthen its concept of equality by some declarations and resolutions, which affected not only the labour field but also the whole status of women. These are as follows:

1. The declaration on equality of opportunity and treatment for women workers.
2. The plan of action on the equality of opportunity and treatment.
3. The resolution concerning ILO action for women workers.

The aim of these declarations and resolutions is to bridge-up the gap of equality between men and women.

As its contribution, during the Mexico World Conference on Women, ILO presented its declaration number one and resolution three above, which the organization adopted in 1975. The International Labour Organization made it known during the deliberation at the conference that discrimination was still going on against women workers. This it noted does not encourage economic development, social uplifting, and the rights of humanity, in the society as a whole. The ILO further noted that the transitional period for effective action of equality “should not be regarded as discrimination”

<http://www.ilo.org/public/english/140femme/mandat/ind-mand.htm>).

According to its policies and instruments document 1999, ILO called to an end all forms of discrimination against women from all sectors of the social and economic

levels of the working force. It expressed the need for governments to establish national legislation to protect women, in the light of the conditions that persisted in their various countries, and consider offering equal opportunities in the areas of education and training, employment, treatment and job promotion. Under employment and training, the International Programme for More and Better jobs for Women (WOMEMP) was formed. This became ILO's platform on which to act upon the Beijing Plan of Action.

“Under more jobs”

- There was the creation of employment.
- Development of human resource.
- Equality of opportunity.
- Different methods of poverty alleviation applied.

“Better jobs”

- Equal pay for women as for men.
- Protection for the vulnerable workers.

“On the National level”

- Promotion of representation by women at all levels of decision-making.
- Social supports to enable women to harmonize work and family responsibilities.

“International level”

- Preparing and disseminating information, guidelines and best practices.
- Promoting an integrated and comprehensive approach for more and better jobs (ILO employment and training, 1999).

In 1985, the International Labour Organization made another resolution on equal opportunities and equal treatment for men and women in employment. This was to improve especially the conditions of employment, work and life of women in the developing countries, to the extent of outlining a set of measures for national as well as the ILO to abide by.

The organization started by advocating for equal access to employment and training for women, making sure the principle of equal remuneration for equal value of work is implemented. It touched on improving the working conditions of women in particular and sought for adequate maternity protection and benefits. Equal treatment in social security coverage, and its extension to all categories of workers.

The International Labour Organization as much as it could, tried to harmonize the family and job responsibilities, ensuring the full participation of women in decision-making processes at all levels and improve the database to reflect more fully the contribution of women.

During the research, it was revealed through personal interviews conducted, that there are even still some organizations and countries whereby as soon as a woman proceeds on maternity leave that is the end of her employment. Is child bearing not a human right? If so, then why should the woman suffer for this? If there is equality, which some people claim to be in existence, then the husband or the man responsible for the pregnancy should also lose his job. Maybe there is the need for a change of mind for humanity.

In 1987, in its gender equality document to the member states, ILO made it clear that the fight to improve the status of women would depend on all states, governments, employers and union initiatives and participation.

The resolution, concerning ILO action for women workers (1991), is an affirmation of its principles. It requested governments to include more women in delegations sent to ILO conferences and meetings. They should also ensure that the legislative instrument made on equality of opportunity is effective, including rectification of relevant conventions connected with women and the policy of free choice of employment.

Employers' and workers' organizations and representatives were asked to remove discrimination in recruitment, promotion and training. Job evaluation and standards should be free from sex prejudice. Also all must abide by the principle of equal remuneration for work of equal value, and all other payments, such as overtime and bonus should be on an equal basis.

In its Revised Version on the Maternity Protection Convention (1952), the International Labour Organization recommended maternity leave, on production of a medical certificate, with a minimum duration of twelve weeks.

The woman should be entitled to medical benefits, which should include pre-natal and post-natal as a right to all women whether married or unmarried.

In its Article 5, ILO entitles a nursing mother to interrupt her work at times laid down by the national regulations. For example, in Ghana a nursing mother starts work at 10 a.m. and finishes at 3 p.m. It further states under no circumstance, should a woman on maternity leave be given a dismissal note.

With the passing of the years, these resolutions and declarations are modified to suit technological growth. Yet, most women remain disadvantaged, relative to men in terms of equal opportunities, treatment and job satisfaction. This is because even with all the effort by the international bodies, the human mind is still inclining to the

“old system” that the best place for women is the kitchen, typical of the developing world. However, there is the hope of some that, in the decade to come the ‘technological wind blowing’ will help change the minds of most people.

3.1.2 International Maritime Organization (IMO)

The International Maritime Organization (IMO) is said to be “mother and father” of the maritime industry. IMO is the United Nations specialized agency responsible for maritime affairs, with a mission statement of capacity building for safer shipping and cleaner oceans (Edwards, 1999).

Formerly known as The Inter-Governmental Maritime Consultative Organization (IMCO), it was “adopted” by the United Nations at its conference held on 6 March 1948 and entered into force on the 7 March 1958. The actual work began on 6 March 1959 and the name (IMCO) was changed to International Maritime Organization (IMO) in 1982 (Bosquez, 1999).

The objective of the integration of women, into all levels of political, economic and social development, has been a matter of concern within the family of the United Nations. Therefore, when 1976 to 1985 was declared United Nations Decade for Women, IMO implemented programs to achieve the advancement of women and promote gender equality in the maritime industry. The whole International Maritime Organization’s (IMO) program on women is under the Technical Co-operation Projects (T C).

In 1988, IMO launched its strategy for the integration of women into the maritime sector. The implementation of IMO Women in Development Program (WID) began in 1989, increasing the access for women to the maritime world (Tansey, 1999).

According to the technical committee (TC 36/10), the Unit for the Integration of Women into Industrial Development, (UNIDO) assisted WID with the drafting of a consolidated medium-term plan of action.

The main objectives of Women in Development Program (WID) are as follows:

1. To integrate women into mainstream maritime activities.
2. To improve women's access to maritime training and technology.
3. To increase the percentage of women at the senior management level within the maritime sector.
4. To promote women's economic self-reliance, including access to employment.

The Technical Committee agreed at its thirty-fourth session that a report on the implementation strategy of WID should be presented at each committee session. WID in its report, addresses the needs of women not only on equity but also on gender; how to enroll women in professional maritime courses; why most women are unable to complete their studies and how to support those women students/cadets coming from areas where traditionally education is male orientated.

The Government of Norway helped by providing funds for women students to undertake a two-year induction course at the Cape Verde Maritime Training Institute. Again, the Norwegian Government through IMO provided funds for the employment of a shipping analyst and a specialist in gender development to study the potential for women in the maritime industry. Another move was the establishment of the World Maritime University (WMU) in Malmö, Sweden and the IMO International Maritime Law Institute in Malta (IMLI) as a means of providing women with managerial level maritime training. The increase in the number of women at WMU and IMLI is a good achievement. Currently IMLI reserves 50% of

the vacancies for women. IMO encourages member states to nominate females for recruiting on special missions (Tansey, 1999).

Women in Development (WID) organized workshop/seminars for the advancement of women at the Alexandria Maritime Training Academy and the Cape Verde Maritime Training Institute, under the organization of the Association of African Maritime Training Institutes.

Information from IMO resolution 46/100 states that, the General Assembly revised its target to increase the number of women in the senior level to 35%, a way of promoting equal treatment for men and women in the IMO secretariat. This is showing leadership by example.

Currently the International Maritime Organization (IMO) has a professional women staff level of 30.6%, making it a leader among the family of the United Nations (Tansey, 1999).

In 1988, 1990 and 1993 the Norwegian Government hosted in Oslo a series of meetings for the IMO committee on Women in Development (WID), to prepare “Strategies for WID”, a medium term plan of action with the help of UNIDO.

Under this plan of action, several activities were undertaken including the conduct of a short-term consultancy survey and investigations, opportunities for women in the maritime industry. Regional seminars for women maritime graduates from the World Maritime University (WMU) and the International Maritime Law Institute (IMLI) were organized. Organizations connected with the industry were provided with audio-visual packages on training and recruitment for women in the maritime sector. To overcome gaps in posts within the ministries and the shipping industry gender-specific fellowships were introduced, in situations, where male candidates would traditionally be preferred. This is with a view to encouraging equity in

appointment and promotion. Another application was the establishment of an information network with women's associations in member states, and the contact with the Women's International Shipping and Trading Association (WISTA), WMU/IMLI women graduates.

During the 23rd session of the Sub-Committee on Standards of Training and Watchkeeping, WID presented its training policy for women. It was at this time that they suggested amendments to the STCW Convention on the role of women in the seafaring profession. Wherever it was written "he and she" it should read "he/she" and following on "his/her". The definition of seafarers should include both men and women mariners (TC Article II Regulation 1/1).

Article XI under the Technical Co-operation promotion included this quote "special consideration should be given to promote the training and participation of women as seafarers".

The Women in Development Program (WID) succeeded in securing funds for its gender-specific fellowships in November 1992, followed by the endorsement of the committee's medium-term plan of action for 1992-1995. Eleven women from different parts of the world had scholarships for advance training in different maritime fields (TC, 41/9, Annex, 1995).

Table 3.1 shows the medium term plan for 1996 to 2001, being a plan for the advancement of women in the maritime industry.

Table 3.1: Special fellowship program for women

REGION	JOB TITLE/SPECIALIZATION	FIELD OF TRAINING
AFRICA (7)	Registrar of Ships	Maritime Law and Shipping Management
	Director of Legal and Financial Services	General Maritime Administration (with legal bias)
	Traffic Officer	Port Terminal Operations
	Chief Planning and Development Officer	
	Planning and Development Officer	
	Head of Division Computerized Statistics	Application of Computerized Port Statistics
	Snr. Consultant (Management)	Conference on Safety in the Port Environment
ASIA & PACIFIC (9)	Engineer/System Programme Officer	Computerization in Oil Spill Control
	Statistician (Port Authority)	Conference on Safety in the Port Environment
	Terminal Operations Officer	
	Ministry of Transport and Communications	General Maritime Administration and Environment Protection
	Lecturer, Vietnam Maritime University	Shipping management
	Section Officer (Shipping)	Maritime English
	Chief, Chemical Goods Section	Conference on Safety in the Port Environment
	Scientist, Dangerous Goods	
	Snr. Environmental Mgt. Specialist	
CARIBBEAN & LATIN AMERICA (1)	Lawyer	Post Graduate Training in Maritime Legislation
MEDITERRANEAN (2)	Associate Professor	Hydrodynamics of Offshore Platforms in Maritime Engineering
	Asst. Professor in Maritime Management	Maritime Management and attendance at IMAM Congress, Bulgaria

(Source: IMO TC 44/9 Annex)

The year 1996 saw the establishment of the Inter-Agency Committee on Women and Gender Equality. A committee, of which IMO is an active participant, it

addresses the system-wide implementation of gender-related recommendations emanating from global conferences (TC, 48/8, 2000).

3.2 A National view - Ghana

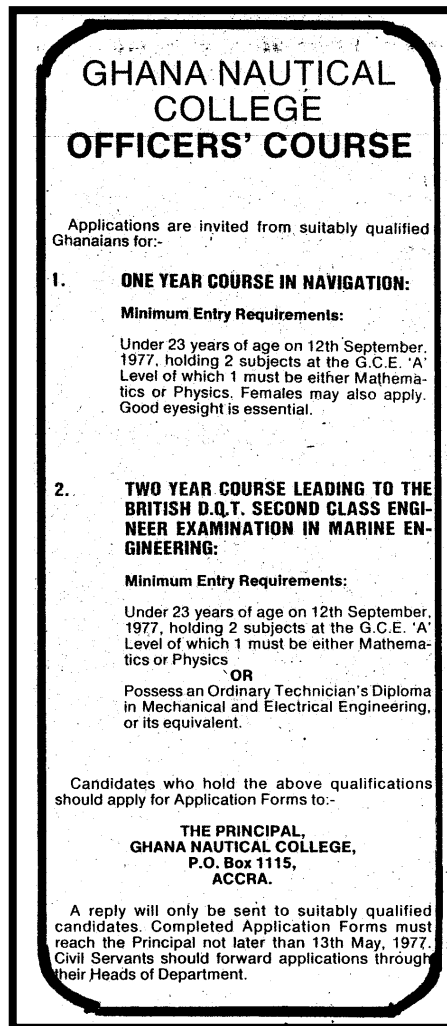
There were no laws discriminating against women in Ghana because of the democratic government ruling, so women were found in most sectors of the economy, but with a low profile until the Beijing conference on women in 1995.

The government of Ghana, soon after the declaration of the International Women's Decade (1976-1985), gave an open directive that everybody whether man or woman had the right to choose any type of job or profession. With all the democratic air blowing around us from our colonial masters the British, it was not known that the Ghana Air Force had women pilots until after the United Nations Beijing women's conference.

The National Shipping Line (Black Star Line) in conjunction with the Regional Maritime Academy (then Ghana Nautical College) advertised for recruitment of women cadets into the Merchant Navy. This was in 1976, the first time the application invited women to apply, as can be seen from the original advert in figure 3.1. In fact, this is the advert for 1977 since the 1976 advert was not available at the Ghana national archives.

Three (3) ladies had the chance, after the entrance examination and interview. They were sponsored by Black Star Line. The following year the number increased to four, two nautical and two radio officers, with sponsorship from Black Star Line and Post and Telecommunication Cooperation. This was because of the government's appeal for funds for cadets in the merchant navy. The preceding years saw more

private shipping companies responding to the call, but the majority of vacancies went to men.



**GHANA NAUTICAL
COLLEGE
OFFICERS' COURSE**

Applications are invited from suitably qualified
Ghanaians for:-

- 1. ONE YEAR COURSE IN NAVIGATION:**
Minimum Entry Requirements:
Under 23 years of age on 12th September,
1977, holding 2 subjects at the G.C.E. 'A'
Level of which 1 must be either Mathema-
tics or Physics. Females may also apply.
Good eyesight is essential.
- 2. TWO YEAR COURSE LEADING TO THE
BRITISH D.Q.T. SECOND CLASS ENGI-
NEER EXAMINATION IN MARINE EN-
GINEERING:**
Minimum Entry Requirements:
Under 23 years of age on 12th September,
1977, holding 2 subjects at the G.C.E. 'A'
Level of which 1 must be either Mathema-
tics or Physics
OR
Possess an Ordinary Technician's Diploma
in Mechanical and Electrical Engineering,
or its equivalent.

Candidates who hold the above qualifications
should apply for Application Forms to:-

**THE PRINCIPAL,
GHANA NAUTICAL COLLEGE,
P.O. Box 1115,
ACCRA.**

A reply will only be sent to suitably qualified
candidates. Completed Application Forms must
reach the Principal not later than 13th May, 1977.
Civil Servants should forward applications through
their Heads of Department.

Figure 3.1: Recruiting advertisement of Ghana Nautical College

(Source: Daily Graphic, 1977)

Since women going into the maritime industry, particularly seafarers, was a new idea, the government's plan was to encourage as large a number of women as possible into this profession, by providing good facilities at the academy. In jobs

where the female population was already encouraging, they were asked to form associations like the nurses' and teachers' associations. Since the number of ladies in the merchant navy was small, they joined the Ghana Merchant Navy Officers' Association. April 21st 1975 saw the formation of National Council on Women and Development in Ghana. This became the main umbrella for women's advancement, until the formation of the 31st December Women's Movement 10 years ago.

Female journalists like Schandorf A. E and Akoto K. K. started publishing books like "Women in Ghana" stressing the need for privileged women to go out and educate their unfortunate counterparts. Kate Abbam's monthly journal *Obaa Sima* (Ideal Woman) with articles like "Where are our women leaders"? "The old order must change" were motivating. In those articles every sector of the economy, including the little known maritime industry was touched. Sayings like "...the time has come when the concept that every woman is inferior must change..." (Abbam, 1987/88, II).

After the fourth United Nations conference on women held in Beijing in 1995, the 31st December Women's Movement took the mantle of the 'Girl Child', the last point on the list of the Beijing action plan. This is the women's wing of the ruling party in Ghana, it therefore has much influence and support from women. Through local outlets, parents were encouraged to "Send their girl child to school". This was all over the radio, television studios and in the national newspapers in Ghana.

The organization of workshops and seminars on the 'girl child' started throughout the country. The Government of Ghana instituted the Professional Women's Week, on the second week of March coinciding with the UN's Day for Women's Rights.

As a result of a directive from the Ghana Army Forces Headquarters, the Ghana Navy, which did not have ladies, started its intake of lady officers into the service in 1996.

Then came the formation of Science, Technology and Mathematics Education (STME) empowering the girl child for the next millenium in 1997. Right from the primary to senior secondary schools, the ‘girl child’, is made aware that science and mathematics are the bases for all professions’, this was achieved through the effort of the 31st December Women’s Movement. Individual organizations started awarding scholarships to girls offering science and mathematics in the secondary schools.

Arrangements are made for women role models from the various professions, to give talks/lectures to the students (women) to take up jobs which originally were associated with men. A lady singer came out with a song and a video clip “Send your girl child to school”. On the clip, it shows some women role models, such as the first female marine Captain of Ghana at her office on the ship. The national television (TV) studio featured this just before news time. This clip actually threw light into the minds of a great number of Ghanaians, who by then had no idea that there were women, seafarers in Ghana. In addition, the role models share they ideas through a TV program known as “Women’s Digest”. The third to appear on this program was the female marine captain, followed by her pictures in the national papers after returning from the United Kingdom (UK) on her first command in 1995.



Figure 3.2: First female ship's captain in Ghana

A week is set aside in March, as Professional Women's week in Ghana and all the radio stations help celebrate it as such. The author of this project had the chance in 1999 to encourage girls into taking up the opportunity of equality. As a seafarer, the target was to get the young ladies into the merchant navy. Many calls came to the Regional Maritime Academy, where the author was lecturing. However, there was a hitch, since Black Star Line (BSL) the national shipping line, which offered training for cadets, was on the government's divestiture list. Most of the ladies were ready to join the maritime academy on condition that their training would be guaranteed.

3.2.1 Sweden

The World Maritime University is situated in this Scandinavian country. The constitution of Sweden provides for equal rights for all its citizens. This is a country with nine years basic compulsory schooling for all at the expense of the state. As such in 1996/97, the women enrolled in the undergraduate studies were (57%) about 300,400 and about 17,000 (37%) for post-graduate studies (<http://www.si.se/eng/esverige/higher.html>).

A study conducted by the United Nations Development Program (UNDP) ranked Sweden the highest on equality for women, with salaries averaging only 70 percent of men's. In addition, the law prohibits sexual harassment. There is a government recommendation that any employer who does not take action to prevent harassment at its work place, will be obliged to pay damages to the victim (<http://www.state.gov/www/global/human.html>).

Throughout the 1990s, employment among women went down lower than men, especially in male-dominated occupations. The reason was that a greater number of women left the labour market to pursue studies. (<http://www.si.se/eng/esverige/laborma.html>).

Childcare in Sweden has two objectives. "One is to make it possible for parents to combine parenthood with employment or studies. The other is to support and encourage children's development and learning and help them grow up under conditions that are conducive to their well-being" (<http://www.si.se/eng/esverige/childear.html>).

A woman expecting her child in Sweden can start her maternity leave 60 days before birth. In all there is 450 days spread over both parents. The father must take 30 days to help care for the child or lose this entitlement. During the initial 360 days 80% of the women's salary is paid by the government to her and the remaining 90 days she receives 60 Kronor (\$US 7) per day. The employer on the other hand is obliged to keep her position of employment for at least one year after her leave. If the family is able to plan such that their second child comes at the interval of two and half years, the whole process of right is enjoyed again (Swedish social handbook, 2000). Most of these conditions apply to the other Scandinavian countries; this is why the majority of women in the maritime industry of the management level are from this region. "It is not surprising to find the Scandinavians taking the honors".

<http://www.tradewinds.no/news/art.cgi?a=11683>.

3.3 Organizational views

The International Transport Workers' Federation (ITF) since 1981 established a trust fund for men and women at sea, known as the ITF Seafarers' Trust. This is for the spiritual, moral and physical welfare of seafarers. In its pipeline, ITF is coming out soon in 2000 with a journal known as ITF Women. This is to enhance the imagination of its women; including sea ladies as well as its new structures for women (ITF News, 6/1999).

According to ITF News (1/2000) at its congress in 1998, it was noted that seafarers were under-represented in terms of women. ITF has made funding available to its Women's Committee to launch a campaign on International Women's Day 8 March 2000. This is to help strengthen regional organization, at the same time promoting women's rights.

The Women's International Shipping and Trading Association (WISTA), is an umbrella organization for women involved in shipping and trade related business throughout the world. One of its aims is for its members to develop professionally, providing information, exchanging knowledge and experiences and making new contacts. In September 1999, WISTA members at a meeting with Mr. Mark Brownrigg, Director of Shipping Policy, at the United Kingdom's (UK) Chamber of Shipping, posed this question. "What special incentive will there be (as part of UK's tonnage tax policy), for female seafarers"? His reply was "we welcome anyone with the right qualification" ("Gathering of women", 1999, p. 46).

The writer is of the strong view that statements such as above require those women in the maritime industry to talk with the men they are working with, to know their intentions and plans for women, so that the women can talk to the young ones to come into the maritime industry based on the promises and future plans awaiting women.

The Mission to Seamen on April 4, 2000 will modernize its flying angel logo and change its name to The Mission to Seafarers. This has come about because they have realized that the mission is serving both men and women seafarers (Flying Angel News, 12/1999-2/2000).

At the beginning of 2000, "the Sea" in its first issue published an article about Ms Myrna Galang Daite, the first Philippine woman to become a ship's officer. This is a form of encouragement, since when it comes to the maritime workforce it is the Philippine men and not women officers who are mentioned. The few women non-officers they have are employed in the catering and utility services on the luxury line operators (Tansey, 1999).

According to Fairplay, January 2000; California's Mercy High School says, "A women's place is at sea". Therefore, they organized two full months at sea on their topsail schooner Californian, owned by the Nautical Heritage Society of Californian for twelve girls at a time. Before that, the girls have a month of training and orientation, then a month of skill implementation on their return.

Wavelength journal is always trying to encourage women that they may meet their partners at sea, by publishing weddings between seafarers on board their Princess fleets.

The United Kingdom National Union of Marine Aviation and Shipping Transport Officers (NUMAST), has adopted an award scheme in honor of Victoria Drummond of blessed memory, the first woman to become an engineer officer in the United Kingdom merchant navy. After her death in 1978, NUMAST decided to make an award every four years to "the woman" who achieves distinction in seafaring. Figure 3.3 shows Captain Margaret Pidgeon of New Zealand, the award winner for 1999, flanked by from the left IMO Secretary-General Mr. W. A. O'Neil, NUMAST General - Secretary Mr. Brian Orrell and John Epton, NUMAST Council Chairman.



Figure 3.3: Victoria Drummond award to Captain Margaret Pidgeon

(Source: IMO News, 1999)

The Shipping Professional magazine devoted nineteen pages of its 4/1998 issue to women in shipping with encouraging pictures of some women role models in the maritime industry. Its first assuring words are “Shipping is a unique industry, and those who choose careers in shipping tend to reflect its special international nature”.

According to Women and the Sea Network summer 1999 edition, the few women who got themselves attached to the maritime industry were devoted and determined. Examples were principal lighthouse keeper Peggy Braithwaite of Walney Island, near Barrow-in-Furness and Ida Lewis of Lime Rock at Rhode Island. Ida is credited for saving eighteen (18) lives and had the lighthouse renamed after her. Peggy after serving over forty (40) years, in 1989 was the only female lighthouse keeper in Britain. Peg says: “I have never known any other life and this is all I have ever wanted. I’m a lighthouse keeper’s daughter and my middle name is Grace”.

Harriet Colfax, keeper of Michigan city light had to walk up an elevated walkway over 500 meters even at the age of eighty and escape being blown over side in bad weather.

3.4 An educational view

There can be no discussion about institutional initiatives on women in the maritime industry without the mentioning of World Maritime University (WMU). It will look like a ship without a captain floating all by herself. For the whole maritime community worldwide is benefiting from the work WMU is doing, serving the international maritime community.

The World Maritime University was established in 1983 by IMO in Malmö, Sweden, as an international maritime training institution for the training of senior specialist maritime personnel. The University offers MSc and Postgraduate Diploma courses in:

- Maritime Safety and Environmental Protection
- Maritime Administration
- Maritime Education and Training
- Port Management
- Shipping Management

By 2000, almost 140 countries, (from Albania – Zambia), with 1600 students will have enrolled at WMU. Following the principle of IMO as a baby, WMU since its establishment has the number of female students on the increase as shown in table 3.2.

Table 3.2: WMU enrollment by gender

	Female	Male	Total	%
1983	2	70	72	2.9
1984	2	63	65	3.2
1985	4	77	81	5.2
1986	6	79	85	7.6
1987	6	96	102	6.3
1988	4	98	102	4.1
1989	6	98	104	6.1
1990	9	83	92	10.8
1991	9	87	96	10.3
1992	9	88	97	10.2
1993	6	79	85	7.6
1994	7	76	83	9.2
1995	7	81	88	8.6
1996	5	77	82	6.5
1997	13	96	109	13.5
1998	16	98	114	16.3
1999	21	82	103	25.6
2000	28	80	108	35.0
Total	160	1508	1668	10.6

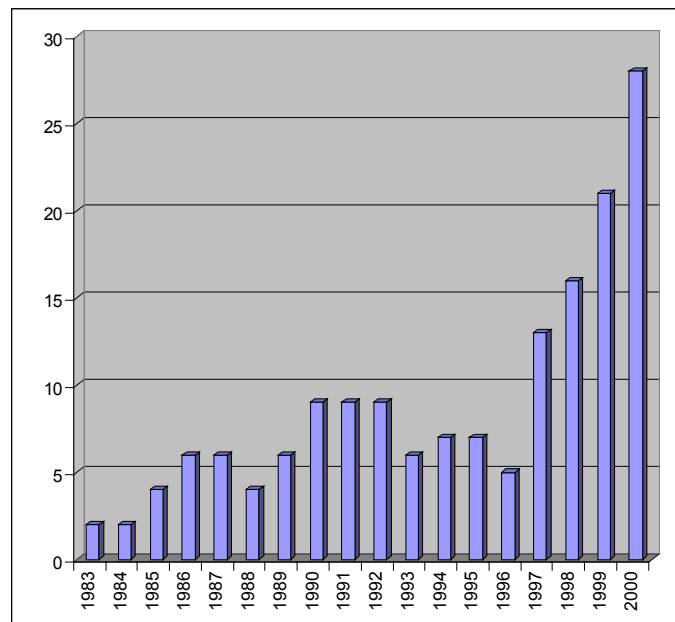


Figure 3.4: Female enrollment growth at WMU

(Source: WMU Academic Registrar 2000)

Practicing equal opportunities is WMU policy. In its Academic Handbook on page five (5) it is stated, “...has adopted an equal opportunities policy and positively welcomes applications from women, who are currently under-represented in the field of...” This is really an encouraging piece of advertisement with these pictures as shown below and figure 3.6.



Figure 3.5: World Maritime University students on field studies

(Source: WMU 2000 Handbook)

Any woman seeing these pictures and re-assuring words will definitely apply if she qualifies. World Maritime University has donors sponsoring the students, but has special funds for its female students.



Figure 3.6: Students of WMU at lectures

(Source: WMU 2000 Academic Handbook)

Is pregnancy or child bearing something that should keep women from advancing professionally? No is the answer, and WMU has proved this from this case study. In 1999 a brilliant and qualified lady marketing officer, from one of the developing countries had to come to the university although she was expecting. The authorities in her country did not have any idea about it, since it was in the early stages. They would have stopped her from coming she says. Determined as she was, she started the academic work normally until the natural time of weakness. She then informed the authorities of WMU, who informed her donors Carl Duisberg Gesellschaft (CDG). An agreement was reached that, on condition that she performed very well by the end of the first semester, she would come to continue her studies the following year. She had an excellent grade at the end of the semester. This lady now has her baby boy and is back doing her Port Management Course.

Every man came from a woman into this world; it is natural. So, why let it prevent women from advancing. The author hopes that whoever is in authority and dislikes

women going on maternity leave will have a change of mind after reading the method adopted by WMU. It is one of the ideas from the International Labour Organization principles put into action by the World Maritime University.

3.5 Summary

There is clear evidence from the research work that, international organizations like the UN, ILO, and IMO have used the most machinery available to solve economic, social and cultural problems and promote human rights through the means of treaties, signed instruments and formation of policies, declaration, resolutions and conventions. These are all attempts to:

1. Fight discrimination against women.
2. Improve women's access to employment, training, social protection and conditions of work
3. Promote the participation of women at decision-making level.

The United Nation's declaration of 1976 to 1985 as International Women's Decade and 8 March as UN's Day for Women's Rights and International Peace are two of the proofs.

The International Labour Organization (ILO) on its part, called on governments to establish national legislation to protect women and consider offering equal opportunities in the areas of education and training, employment, treatment and job promotion, firstly as a way of fighting against discrimination based on sex. Secondly, by advocating for equal pay for women and socially supporting women to harmonize profession and family responsibilities. Thirdly by providing for maternity leave and benefits with social security coverage. Fourthly, by ILO

requesting governments to include more women in delegations sent to ILO conferences, meetings, and rectification of conventions connected with women and the policy of free choice of employment. Together this reflects an indication of the serious attention being paid by the UN and its associated bodies to the matter.

The IMO aims specifically at:

1. Integrating women into mainstream maritime activities.
2. Improving women's access to maritime training and technology.
3. Increasing the percentage of women at the senior management level within the maritime sector, through its Technical Co-operation Women in Development programme.

This is supported by the decision to provide special funds for the training of women in the maritime sector and the employment of a shipping analyst and a specialist in gender development to study the potential for women in the maritime industry. The establishment of WMU and IMLI in Malmö-Sweden and Malta respectively, and having 30.6% of professional women as members of the staff are important steps in this process.

Looking at it from the national level, countries like Ghana, Sweden, Australia, United States of America and Norway just to mention a few have taken bold steps to help integrate women into the managerial level of the maritime industry. This is being achieved by way of promoting legislation which empowers women to choose any job of interest and the governments abiding strictly by ILO resolutions, (refer to paragraph 3.1.1).

Organizationally, ITF, WISTA, Mission to Seafarers, NUMAST, WMU, IMLI and journals like Fairplay, Wavelength and Women and the Sea Network through

various means are helping promote the advancement of women into the decision making level of the maritime industry.

All these efforts aim to help create equality between men and women by promoting women's economic self-reliance, including access to employment and by increasing the percentage of women at the senior management level within the maritime sector.

CHAPTER 4

WOMEN IN THE MARITIME INDUSTRY – A SURVEY

4.1 Background to the survey

The writer has chosen to undertake a survey of women in the maritime industry in order to understand the reasons behind the successes or failure of women who have been more involved in this industry. The methods chosen as previously stated in chapter 1.3, include a literature search of related sources, interviews with individual women in the industry and the development and circulation of questionnaire to targeted groups. This has led to the founding of the research thereby creating an avenue for the author to encourage more women into the maritime industry. The following questions provided examples of the kinds of response the writer was seeking:

- Who are they (identification)?
- What made them go into the maritime industry?
- Where did/do they work?
- What position is held (rank)?
- How have they achieved this?
- What are their experiences?
- What are their views about being a woman in a male dominated job?

- How can more women be encouraged into the maritime industry?

4.2 Who, where, what, why and how?

The literature search, based on the Internet and contact with some museums in the UK, has revealed the history and backgrounds of the early women who were pioneers in the maritime industry. This has provided information on who they are and what they do/did, examples such as lighthouse keepers, stewardesses, or navigating and engineering officers. Personal and e-mail contact with some role models has given the information of where they are and the various managerial positions held by them. This has resulted in individuals sharing their experiences, problems and hindrances with the author. Other individuals have provided responses on the manner in which they have been able to motivate other women into the industry.

The United Nations (UN) over the past 25 years has been using all its machinery to integrate women into all levels of society, political, economical and social. The International Maritime Organization (IMO) has ever since 1976 been fighting a mighty ‘battle’ to have women integrated into the managerial/decision-making levels of its industry, which is known to be male-dominated.

Shipping is almost exclusively a male preserve, such that by 1999 after a decade of ‘war’ to break the bonds of ‘preservation’ IMO had estimated that only 2% of the workforce of 1.25 million to be women. It is this figure that spurs all those interested in the advancement of women in the maritime industry to join hands with the IMO in the fight to increase it to 30% by the end of the next decade. The key is to strive for a balance.

Who are some of the women who started pioneering in this male world?

- The Russian Captain Anna Schetinina the first female captain in the world (Tansey, 1999).
- Victoria Drummond of blessed memory, the first female engineer of the Merchant Navy in the United Kingdom (UK).
- Captain Elizabeth Datson Australian's first female master mariner now a marine pilot in Queensland (Personal interview, April 2000).
- Captain Beatrice Vormawah, the first female captain in Ghana, currently a Technical Officer at the Cargoes and Facilitation Section of the IMO (Personal contact, June 2000).
- Wang Yafu from the People's Republic of China graduated from Dalian Maritime University in 1957 and became chief engineer in 1976.
- Zhou Tingfang is the first chief engineer in inland water transport. She graduated from Wuhan Engineering Institute in 1965 and become chief engineer in 1980.
- Liu Xiuqi in 1980 became China's first female captain after graduating from Heilongjiang Communication College in 1960. These women were working in the office until after the Beijing conference when they were promoted (Ministry of Transport & Communication, 2000).
- Mary Frances Culname first female chief engineer in America, now technology manager for Chevron Corporation (Traffic World, December 1997).
- Andrea Castro Rosales, first Chilean female deck officer.
- Myrna Galang Daite is the first Philippines navigating officer.

Information available from the Swedish Maritime Administration confirms that there are 5 female masters, 50 deck officers and 9 engineering officers.

Between 1986 and 1993, Denmark had 6,788 female seafarers employed on Danish ships of which 100 were officers (Hansen, 1998).

Role models such as these and others mentioned elsewhere battled in this male dominated job; Captain Anna Schetinina became a master in 1935, sailing between Russia, the United States of America and Canada. Serving during the Second World War (WW2), her performance was credited with distinction. She became a senior lecturer after retiring from sea and later Dean of Maritime Academies in Saint Petersburg and Vladivostok. She crowns her effort in the industry by writing navigation theory books to share her knowledge. Anna Schetinina was a master for more than fifty years (Tansey, 1999).

According to “Women and the Sea Network” summer edition of 1999, “women today struggle to get the chance to become ship’s engineers, and they have had very few precedents: the first was Victoria Drummond (1884 – 1978)”. Scottish, Victoria Drummond showed a remarkable gift for mechanical engineering. She became a third engineer with Australian Blue Funnel Line after apprenticeship in Dundee. During WW2, Victoria remained at her post. As a second engineer, she helped save the lives of her crew. Four hundred miles from land a German bomber attacked her ship, Victoria ordered the crew out to save their lives whilst she stayed with the engines. Victoria managed to keep the engines running and the ship on a zig - zag course to safety in Norfolk, Virginia. In 1941, she was awarded the Lloyd’s War medal for brave action with a written citation of “her devotion to duty in saving the ship from greater danger and her total disregard of personal danger”. She received the Member of the (Order of the) British Empire (MBE) from the King (Drummond, 1994).



Figure 4.1 The Remarkable Victoria Drummond

(Source: Courtesy of IMarE)

The author is of the view that readers will share the same idea that this remarkable woman deserved the honour that the UK National Union of Marine Aviation and Shipping Transport Officers' Association (NUMAST) have accorded her (refer to figure 3.3). Women are doing great things at sea.

Karen Thorndike is the first woman from the States, to have circumnavigated five great capes: Cape Horn, Cape of Good Hope, Cape Leeuwin, Southeast Cape (Tasmania) and

Southwest Cape off New Zealand, solo in two years and two weeks. She arrived in Hawaii from where she started on the 25 June 1998 (Stein, 1998).

4.3 Pilot

In the International Marine Pilots' Association, there are quite a handful of women such as Ms Margriet J Torpstra, first female pilot in the Netherlands in the Rotterdam – Rijnmond region. Ms C. Veerbeek pilot in the Ymond region and Paula Dekker, pilot in the Flushing – Terneuzen region The Netherlands has 5 female marine pilots (Hofstee, 2000).

From the United States of America is Nancy Wagner, first master mariner female pilot among the nation's 1,100 male harbour pilots in San Francisco (Newsday, January 18 1994). Captain Wagner in 1999 won the award "Woman of the Year" for the 3rd Senate District San Francisco (Kings Pointer, fall 1999).

Anna Laurell is Sweden's first female pilot in the South of Bothnia region. It is divulged through the research that most of the females with their master's certificate of competency branch off into the field of piloting and working on the ferries, mostly when they are in their forties. This gives them the feeling of being at home and still in touch with the sea. This is another form of proof that women who go to sea love the sea (Sjörapporten, Nr 2 2000).



Figure 4.2 First Swedish Female Pilot (Source: Sjörapporten)

4.4 Shipping Industry

Norway

When one considers the Norwegian Maritime Directorate (NMD) out of a total number of 320 employees there are approximately 87 female employees (about 30%) occupying positions like Senior Executive Officers/Executive Officers, Administrators, Legal and Information Technology Managers, Principal Surveyors and Assistant Director of Vessel Department (Norheim, 1999).

Ms Harriet Berg is Norway's Vice-Minister for Trade including shipping; Ms Susann Kolbjørnsen shipowner of Tordenskjold ASA in Norway; Brit Rugland is the president, whilst Jane Hinkley is the director of Navion, the shipping arm of Norwegian state oil company Statoil in Stavanger (Varcoe, 1998).

Sweden

Anna-Lisa Engstrom, is the owner of Dag Engstrom shipping in Sweden; Captain Ylva Bexell a ship surveyor in Stockholm and Mona Alden a naval architect now with the Swedish Defense Forces (Jönsson, 2000).

America (USA)

According to 'Traffic World' (December 1997), Captain Lynn Korwatch is a shipowner. Dr. Martha R. Grabowski is a female mariner, who won the USA government contract to design a software system to help helmsmen of tankers to avoid oil spillage such as that caused by the Exxon Valdez. She is a Professor of Information Systems at Rensselaer Polytechnic Institute (Fowler, 1989).

Mrs. Marjorie Murtagh is the Director of the National Transportation Safety Board (NTSB) in Washington D.C, also a visiting professor of WMU. With the Ocean Affairs and the Law of the Sea Division of United Nations, is Ms Stella Maris Vallejo, Ocean Affairs/Law of the Sea Officer and a visiting Professor at WMU (Brown, 2000).

Canada

From Canada comes Professor Dr. Elizabeth Mann Borgese, Chairman (Chairwoman) of the Planning Council of the International Ocean Institute, Dalhousie University Halifax. Mention the Law of the Sea and one thinks of Professor Borgese, for she has written 16 of the Ocean Yearbooks and another book entitled "The future of the Oceans". Ms Antonella G. Jimenez is Manager of the Vessel Administration Chartering Department in North Vancouver.

Portugal

Ms Calderon Palacios is a naval engineer with the R & D Project in Portugal (Directory of Graduates, 1999).

United Kingdom (UK)

Ms Gwyneth Dunwoody is the chairwoman for UK's transport committee (Telegraph, March 2000). Between 1998-1999, the minister for shipping was Ms Glenda Jackson (Telegraph, August 1998). A research into the offices of Lloyd's List revealed that 40% of the staff are women, among whom are senior managers like Ms Janet Porter and Sandra Speares (M Grey, November 1999). From the office of IMO, Dr. Rosalie Balkin, from Australia, is the Director of the Legal Affairs and External Relations Division. Ms Olga Bosquez Poveda of Panama is the Senior Deputy Director/ Head External Relations Office Legal Affairs Division, whilst Pamela Tansey is the head of Program Management and Institutional Development Sector. The latter is the woman in charge of IMO's Women in Development (WID) for Equal Opportunities and Advancement of women in the maritime sector (E-mail contact, 2000). To complete the shipping overview, in the New Millennium issue of 'Wavelength', the Princess Cruises had for the first time a female, Gail Marritt, as the head of the security department.

Switzerland

From the office of ILO at Geneva, is Cleopatra Doumbia-Henry, Deputy Director Sectoral Activities Department.

4.5 Ports

Administering a progressive port to attract trade is a heavy task and in that, women have not been left out. From Malaysia Klang Port Authority, is Datin Phang Oi Choo, who is the General Manager of this major port. She is making it by "casting aside any presumptions about bureaucracy" (Portlink, 1997).

Ms Rose Karikari Anang steers the helm of affairs at the Ghana Ports and Harbours Authority (GPHA) as Chief of Personnel & Administration. Ms Alice Enyonam Torkornoo

is the manager for the training department of GPHA, with Esther Gyebi-Dorkor as the Senior Marketing Officer. Freda Ussher-Dennis is the Executive Secretary of the Shipowners' and Agents Association of Ghana, with Patience Amoabeng-Prah as the Shipping Superintendent (Shipping master) of the port of Tema (Personal Interviews, December 1999). Encouraging enough, all these Ghanaian women are products of the World Maritime University, Malmö, Sweden.

The Director General, Port of Cotonou is Ms Ginette Goudjo.



Figure 4.3 Ms Rose Karikari

From Haiti, Ms Ginelle Lambert Noel is the Technical Director of Autorite Portuaire Nationale. Ms. Ivette Jean Tejada is the Chairwoman & Chief Executive Officer (CEO) of Sea-Human Group & Arka-Transtel Ltd. in Panama. In Manila Teresita Oblepias is the port

operations chief, whilst Josephine Ilagan is Supervising Shipbuilding Specialist (WMU directory, 1999).

4.6 Maritime Lawyers

With smiles on their faces, the ladies of the Maritime Lawyers' Association said, "It can't be all that bad to be a woman and a shipping lawyer". To mention just a few are Evanthia Coffee of Wiersholm Mellbye & Bech, Inga M. Frøysa of Torvald Klaveness Group, Sara Gilling of Skuld. There are over 250 women marine lawyers in Norway (Spinks-Hvas, 1998, p. 13).

Upon investigation, it was revealed that Ghana had two female maritime lawyers, in addition one is currently at the International Maritime Law Institute (IMLI) in Malta. The writer as such made a poster refer to appendix 5 and pasted it at the law department of the University of Ghana Legon, for not much is known or heard about the industry to the majority of the students in the university. This is also another form of setback. Therefore, the poster was a way to draw the awareness of those who do not know it and at the same time encourage some of the females offering law for their first degree to go into maritime law.

4.7 Fisheries

With the fisheries industry in Alaska is Jane Maria Eisemann, High School Teacher in Fisheries Science and Technology. Ms Eisemann has been involved in the commercial fishing industry for 22 years. Ms Eisemann noted with a smile that she was working as a waitress at a local pizza parlor where the men off the local fishing boats would come in when they were in port. There was one woman among all the men and it was obvious that she was making good money. Ms Eisemann decided then that "if she could do it so could I";

this she has proved it, currently she is studying for her Masters degree at WMU. Ms Mary Jacobs, owner of fishing seines in Alaska, has been her mentor into the industry.

4.8 Maritime Education and Training

Looking at the membership list of the International Maritime Lecturers' Association (IMLA), the percentage of women is less than 0.5%, of which is mostly made up of English Language lecturers and a few associated subjects. This should not come as a surprise because, since the establishment of the World Maritime University in 1983, it was not until May 1999 that the first female 'master mariner' enrolled in the Maritime Education and Training (MET) course, in the person of the author. By the turn of January 2000, the number of female educators has gone up to three.



Figure 4.4: First female in Maritime Education & Training

- WMU has one permanent female lecturer in the English Department. One further female professor from Dalhousie University joined the staff in June and WMU has 6 visiting female professors from around the globe.

The following table indicates the different areas of discipline that women have enrolled in at WMU since its inception in 1983. This represents about 10% of total graduates. The reader can also refer to trends in female enrollments from figure 3.4.

Table 4.1: Enrollment of women by discipline at WMU

Courses:	Numbers:
General Maritime Administration (GMA)	47
General Maritime Administration & Environment Protection (GMEP)	10
Maritime Education & Training (MET)	3
Maritime Safety & Environmental Protection (MSEP)	13
Port Management (PM)	44
Shipping Management (SM)	41
Technical Management of Shipping Companies (TMS)	2
Total: 160	

(Source: WMU registry 2000)

From the table, it is evident that women are lacking in the fields of education & training, and the technical aspects. These areas of course would be appropriate for women with a seafaring background, one reason why more emphasis is laid on the fact that more women are needed at sea. For the experience at sea plays an important role, as far as the technical management and the teaching of the technical subjects are concerned, with special reference to the revised STCW 95 convention, which stresses on qualification and experience.

This adds further reason to the good effort of WMU to promote women to the decision making level in the maritime industry. So far, the number of women going through WMU adds up to 160, coming from 49 countries. Referencing to Figure 3.4, a reflection of the growth rate of women in the maritime industry. Among the class of 2001, 28 of the 108 students are women. At the helm of affairs of the student Council for 1999-2000, all the four executive positions went to women, with Judith Enaw from Cameroon as the first female President, Neelima Vyas of India as Vice-President, Evelyn Mwamure of Kenya as Secretary and Justine Heien of Cote d'Ivoire as Treasurer. "It really shows the impact that women are making in the maritime world" said the outgoing 1999 President (Piel, 1999). This calls for the question/remark posed by Sue Jackson, WMU's assistant registrar, " Why WMU can stand for the Women's Maritime University (Lloyd's List, May 4 2000).



Figure 4.5: "Corporate power"

(Source: SeaTrade 1990)

Could this, 'reference figure 4.5' be the World Maritime University in the future?

- The Regional Maritime Academy (RMA) in Accra started its female intake in 1976 with three, then it went to four. Since 1978 it has been up and down with some years seeing no females. However now there are 10 females: 5 in radio and electronics, 4 in port and shipping diploma and 1 nautical student. The institution has five female lecturers, three master mariners and two with MSc in Port and Shipping Management.
- At Kalmar Maritime Academy (KMA) in Sweden, there are two female lecturers. One is a master mariner, lecturing in nautical subjects and the other a former radio operator lecturing in radio communication under the Global Maritime Distress Safety System (GMDSS). On the average the in-take of female students between 1989-1999 has been around 10%, about five yearly with a little bit fewer in the beginning and now a little more in the last years (KMA registry, December 1999).
- The Merchant Maritime Institute (MMI) in Constanta, started accepting females from 1995, between 20 to 30 per year. Their first female graduates will pass out this year 2000, and will be serving at their shipping offices ashore since the commercial fleet has not yet started hiring women deck officers (MMI administration, November 1999).
- From India, the Chanakya and the Engineering Institute for a start between 1991-2002 would have trained a total of three nautical officers and three engineering officers. Currently two navigators and one engineer are at sea (Chanakya Administration records, 2000).
- Maritiem Instituut “Willem Barentsz” at Terschelling in Amsterdam has one female English lecturer, and admitted its first female cadet in 1973. The percentage of female students is 10% of the total population (Heeres, 2000).

Table: 4.2 Number of female enrollments at MIWB (Terschelling)

Year	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	Total
Female	6	5	5	4	10	3	9	7	5	11	13	78

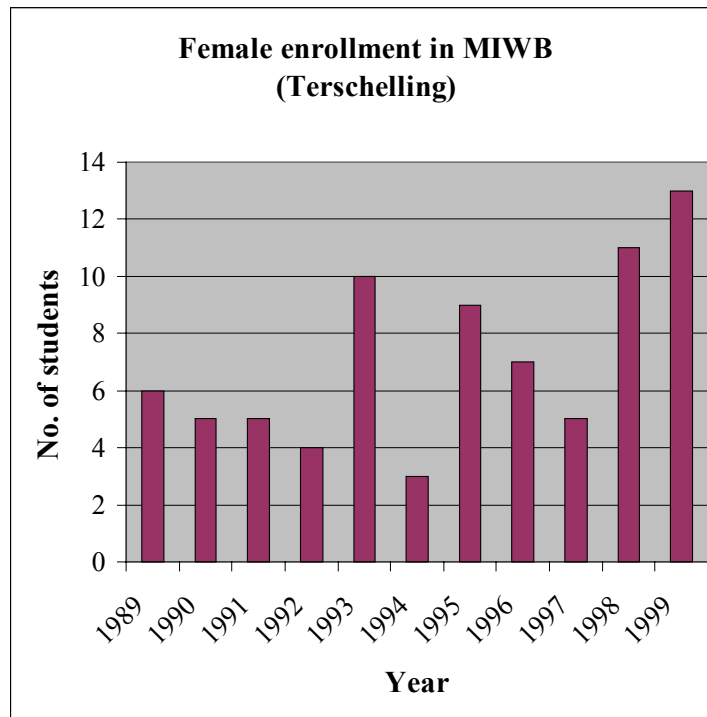


Figure 4.6: Female enrollment in Maritiem Instituut Willem Barentsz (Terschelling)

(Source: MIWB registry)

- The 'Rotterdam Europoort Delta' (issue 5 of 1983), reported that the Rotterdam Nautical Academy had the first girl breaking through the 'barrier' in the 1960's and ever since there has been a female population of 2% compared to that of the men's population.
- From UK, at the Warsash Maritime Centre in Southampton, the average female enrollment in the college is between 4 and 5% for the past ten years (Angas, 2000).

- Information available from the Polish Maritime Administration indicates that between 1983 and 1999 it has had eight females with master mariner's certificate of competency, with 3 promoted to captain. There are 14 chief officers and 9 class 1 pursers.
- The U.S. Merchant Marine Academy (USMMA) started with 15 young women in 1974 out of which 8 graduated with a Bachelor of Science in 1978; 25 years later refer to appendix 1. Ever since the number of female intake has been 30 every year; on Monday, June 21, 1999, when the class of 1999 (180) took their license, degree and commission, it included 22 women. There are three female lecturers in the faculty lecturing in various subjects (Kings Pointer, fall 1999).

Studying the average figures of the 4 Japanese maritime institutions it was clear that the minimum percentage of female candidates was 2.5% in 1997. The drop could be due to the Japanese economical influence in the late 1990's when all shipping companies stopped recruiting. However for 2000 to have 33 female 3rd class and 4th class navigators is a big encouragement. An increase of 23 navigators to 66 in 2000, and of 18 engineers to 20 in 2000 is really encouraging. Kobe University alone, for the year 1999-2000 had a remarkable percentage of 26.7% women on the master's degree course, making up also 16.7% of the doctoral course. The tables 4.3 to 4.6 illustrate the above points.

Table 4.3: Total number of successful candidates in Japan

	3rd class (Nav)		3rd class (Eng)		4th class (Nav)		4th class (Eng)		%
	Success	Female	Success	Female	Success	Female	Success	Female	
1995	123	16	76	3	171	12	167	13	8.2
1996	104	3	70	0	177	16	159	12	6.1
1997	107	11	63	2	180	0	172	0	2.5
1998	81	10	65	3	187	17	170	16	9.1
1999	108	7	73	3	188	16	175	15	7.5

(Source: Japan Ministry of Transport and Education (MOT&E))

Table 4.4: Total number of female License holders in Japan

Year	2000
1st(Nav)	2
2nd(Nav)	7
3rd(Nav)	33
4th(Nav)	33
1st (Eng)	0
2nd(Eng)	2
3rd(Eng)	7
4th(Eng)	13

(Source: Japan MOT&E)

Table 4.5: Total number of students in Master Course
at Kobe University of Mercantile Marine (1999-2000)

Divisions		1st Year	October	2nd Year	October	Total	%
Maritime science	Female	1	2	1	0	4	26.7
	Male	4	5	4	2	15	
Transport & Information	Female	4	0	3	0	7	20.0
	Male	13	0	22	0	35	
Ocean Electro-Mechanical Engineering	Female	0	0	1	0	1	2.7
	Male	19	1	16	1	37	
Power Systems Engineering	Female	1	0	0		1	4.2
	Male	9	0	15		24	
Total	Female	6	2	5	0	13	11.7
	Male	45	6	57	3	111	

(Source: Kobe University of Mercantile Marine academic handbook)

The Kobe University of Mercantile Marine has 4 females in the maritime faculty. An associate professor lecturing in maritime law, Japanese language lecture and two assistant lecturers for navigation and information technology.

Table 4.6: Total number of students in Doctoral Course
at Kobe University of Mercantile Marine (1999-2000)

		1 st Year	Oct	2 nd Year	Oct	3 rd Year	Oct	Total	%
Maritime & Transportation Systems Science	Female	2	0	1	0	0	0	3	16.7
	Male	7	4	3	0	4	0	18	

(Source: Kobe University of Mercantile Marine Academic Handbook)

4.9 Summary

The author is of the view that at this point in the research work, readers can appreciate the extent to which women have acted as pioneers and role models in the maritime industry, through knowing who they are, what they did, how they made it, where they are and the level of their achievements.

Readers will also appreciate the fact that even though women are in minority representation at the managerial level in the maritime industry, their presence is felt almost at all levels. Looking around the world (see figure 4.7), from almost every continent there are outstanding women in the maritime world, even going back as far as the 1930s when women started laying down their lives for this industry. However where there are no indication this does not mean the absence of maritime women, it is just that information was not available from the correspondents.

History is said to repeat itself, but with MET and women this is not the situation. One important weakness, which is apparent from the investigations under this chapter, is the distinct lack of women in technical/superintendence management positions. The reasons for this are not clear but a failure of women to penetrate the marine engineering field may contribute to a perception of women not being so interested or capable in technical matters.

However it is clear that women have excellent opportunities today to pursue careers in maritime law, shipping business and administrations than was the case 30 years ago. The same progress in the seagoing role should be a desirable outcome for this decade.

Considering all the maritime institutions including the universities studied, there is a range of female intakes between 4% to 25%. With such growth rate, the industry is bound to have an increase in the percentage of women in the management level. As the number of female seafarers increases so will the number in related shore-side jobs.



Figure 4.7: Maritime Women (A-Z)

CHAPTER 5

ANALYSIS OF THE QUESTIONNAIRES

5.1 Respondents

The research was conducted to include students, educators, educational institutions, prospective employers and professional organizations to offer valuable insights from various constituents of the maritime industry. Included in these groups were female members of staff and students of WMU and some members of WISTA Goteburg in Sweden.

There were 2 questionnaires:

1. The Opinion Survey - It was targeted at women in the maritime industry. 46 women responded.
2. Gender Management Issues - was targeted at men and women in the industry. 84 people responded.

From the analysis, the author intended to use the results to complement the documented research, with the experiences from the interviewees and the questionnaires.

5.2 The Instrument (Questionnaire/Interviews)

The Opinion Survey questionnaire for women (see appendix 3) consists of 9-items intended to provide personal information about the respondents. These include relevant issues about their experiences, problems encountered, their views about women being in the maritime industry and how women could be encouraged more into the industry. With the interview process, some of the questions had to be asked in several different ways often in order to get the fullest benefit. Refer to appendix 2 for sample.

The respondents for the second questionnaire are men and women, they were asked to evaluate four-gender management issues see appendix 4 using a five-point likert scale: Strongly agree, Agree, Neutral, Disagree and Strongly disagree. This was collapsed into three categories: agreement (A), neutral (N) and disagreement (D).

5.3 Results

Of the 46 women respondents for the Opinion Survey form, 30% got into the maritime industry through advertisement, the rest of the 70% through relatives and friends. Their major experience for most of them, was being the only woman at a meeting or on a job, in the midst of all men.

Talking about problems encountered, there were various views of which 80% mentioned sexual harassment at the work place and discrimination.

Concerning their views about women in the maritime industry, 75% of the women accepted that a seagoing career is for men, noting however that the management post ashore is best handled by women; whilst 25% of the women were of the opinion that “what a man can do a woman can” and that “the sky is the limit”. Here the technical

issue, that certain managerial positions require sea-going experience, has been forgotten, and it is because of this that more women should go to sea.

Concerning how to encourage more women into the industry, over 95% mentioned the need for educational opportunities, good remuneration, and suitable service conditions.

With the second questionnaire under the gender management issues, the divergence of opinion is interesting to note. The respondent's perceptions on gender management issues differed according to their gender and also were influenced by their experience in the maritime industry. This was deduced from the comments attached to the questionnaire.

Table 5.1: Summary analysis of gender management issues

Percentage (%) of respondents indicating

Issue	A	N	D
Employment opportunities greater for men	64	12	24
Job responsibilities – women offered lesser	52	13	35
Starting salary lower than men	22	26	52
Comparative advantage	39	30	31

As shown in Table 5.1, 64% of the respondents, mostly women agree that men majoring in maritime studies have greater employment opportunities than women. On job responsibilities, 52% mostly men were of the view, through additional comments, that women majoring in the maritime profession are offered jobs with fewer responsibilities. Some women commented that this is due to the lack of trust in women, whilst 13% were on neutral grounds.

Question 3 was a gender management issue on low starting salary for women and 52% of the respondents disagree with the statement, whilst 22% from countries where it is practiced agreed with supporting comments.

Referred to as comparative advantage, with question 4, 39% of the respondents agree with the statement that women majoring in maritime subjects are at advantage as against those majoring in business subjects. 31% of the respondents disagreed, whilst 30% were of neutral view.

5.4 Summary of findings

The findings from this study have a number of implications, which could create opportunities as well as challenges for others. Prospective candidates would be able to make a decision about pursuing a maritime career by examining these views. The result is proof that advertisements from maritime institutions and companies are not known/popular, as they ought to be, to attract women.

A lesson learnt through the study of this research is “affirmative action” in the engineering profession, which could be applied, in the maritime industry. Dr. Eleanor Baum, electrical engineer, dean of engineering at Cooper Union in New York and the first woman to head an engineering college anywhere, is running a one-woman affirmative action campaign that is transforming engineering. Since coming to Cooper Union 12 years ago, Dr. Baum, has deliberately moved the female engineering enrollment to 38%, from 5% a very positive way of encouraging women into the profession. Education is a tool and this is what maritime women educators should practice in their institutions.

In almost all men dominated spheres a strange atmosphere is felt by women when they explore, which could be due to the way of acceptance by the male counterparts.

The major problems encountered by women in the maritime industry are sexual harassment at the work place, discrimination and employment opportunities, which are not made available to women.

The majority of women themselves have not yet changed their 'old' thinking/ideas about seafaring being a job for men. On one hand, this is a job 'provider' of foreign currency for those in the developing world, which helps alleviate poverty in society. On the other hand it helps broadens one's knowledge by the travelling. Now with the technological advancement physical strength is not a requirement.

To really increase the percentage of women at the managerial level of the maritime industry, the international organizations should enforce their efforts on the educational opportunities, good remuneration, and suitable conditions of service for women.

Gender management issues are really influenced by the fact that those involved are either men or women and their practical experience on the job. Refer to the summary analysis percentages of table 5.1.

Most men who started with the maritime industry and as such occupy most of the high managerial positions lack the trust/confidence in women to promote them.

With the confirmation from the request of the Women Trade Union Congress members (WTUC) in the Telegraph issue of April 2000, there are countries/companies where women are still receiving lower salary than their male counterparts.

Also there are no guarantees that, even though the maritime world is mostly male dominated, if a woman majors in maritime subjects her chances are better than majoring in business subjects, due to the rate of employment opportunities available to women in the maritime industry.

From the results of the study it is clear that there is the need for more education on gender issues for the society as a whole, if women's advancement in development ranks among the first priority of the international bodies.

CHAPTER 6

CONCLUSIONS AND RECOMMENDATIONS

6.1 Conclusions

By following a systematic procedure on the study of women in the maritime industry, the author believes that the whole spectrum of the subject, from its introduction to the point of completion, has been reached through the five previous chapters.

This dissertation:

1. Examines the background history of the employment of women in the maritime industry.
2. Reviews the difficulties, problems and hindrances encountered by women in the industry.
3. Identifies international and national initiatives to encourage the participation of women in the industry with particular focus on Maritime Education and Training.
4. Surveys selected areas and institutions of the industry and came out with methods to encourage more women into the maritime industry.

Equality and advancement of women has been a major concern of international bodies since at the 1919 Philadelphia Declaration, see paragraph 3.1.1. Actions taken by the

UN, ILO, IMO and other governmental organizations and nations all aim at achieving effective equality and elimination of discrimination on the grounds of gender. In particular, the following is noted:

- An offshoot of the above-mentioned actions led to the declaration of the International Women's Decade 1976 to 1985 and UN's day for Women's Rights and International Peace.
- The formation of treaties, instruments, policies, declarations, resolutions, conventions and conferences like the Beijing conference in 1995, and the current women's conference Beijing + 5 in New York 2000.
- Advocating for equal pay for women and the policy of free choice of employment by ILO.
- IMO's provision of special funds for the training of women in the maritime industry and the establishment of WMU and IMLI in Malmö and Malta respectively, with the aim to integrate women into mainstream maritime activities, improving women's access to maritime training and technology and increasing the percentage of women at the senior management level within the maritime sector.

However, in view of these efforts, the research also indicates potential obstacles faced by women in the maritime industry in their participation to help build the industry including, but not limited to, perceived gender discrimination, sexual harassment, fewer opportunities for advancement, inequalities in career progress and societal views about seafaring, a sector of the industry meant for men only. The effect/influence of religion, traditional, cultural, and customary beliefs against women going to sea, attitudes from male counterparts at work places and companies' perceptions about women, their employment and promotions as compared to their male counterparts are also obstacles to progress. Lack of educational funding and difficulties for women to be enrolled into maritime institutions are a consequence.

Conversely, a majority of the women in the industry occupying senior management positions are satisfied with their jobs. As such they are performing well all over the globe, even though the percentage is small compared to the total population of women in the world, as indicated in chapter 4. This is one of the reasons why this study aims at encouraging more women into the industry, by letting people know and see pictures of women who have made it to the top in the maritime world since pictures attract the eye and mind.

The fact that women are lacking in some fields, as revealed by the study in Maritime Education and Training and Technical Management of Shipping Companies, is a point to be considered. One reason could be due to the poor representation of women in the maritime sector and secondly the fact that teaching and research work in the industry requires professional qualifications and experience. The number of women with this relevant experience are in the minority, whilst some women experts within this group are not interested in the teaching profession and others may not know about the opportunities.

However, as more female students are trained at WMU and other universities and the graduates' advance in the maritime fields, more women will be found in most managerial positions of the industry in the decade to come.

The author developed the two figures, 6.1 and 6.2, based on the growth rate of female students at WMU, using two kinds of estimation methods. Figure 6.1 shows the linear growth, with correlation coefficient factor of 0.795 and figure 6.2 shows the exponential growth with a correlation coefficient factor of 0.861. It is estimated that, the exponential is more accurate because its correlation coefficient is bigger than that of the linear, and closer to 1 which is perfect spreading.

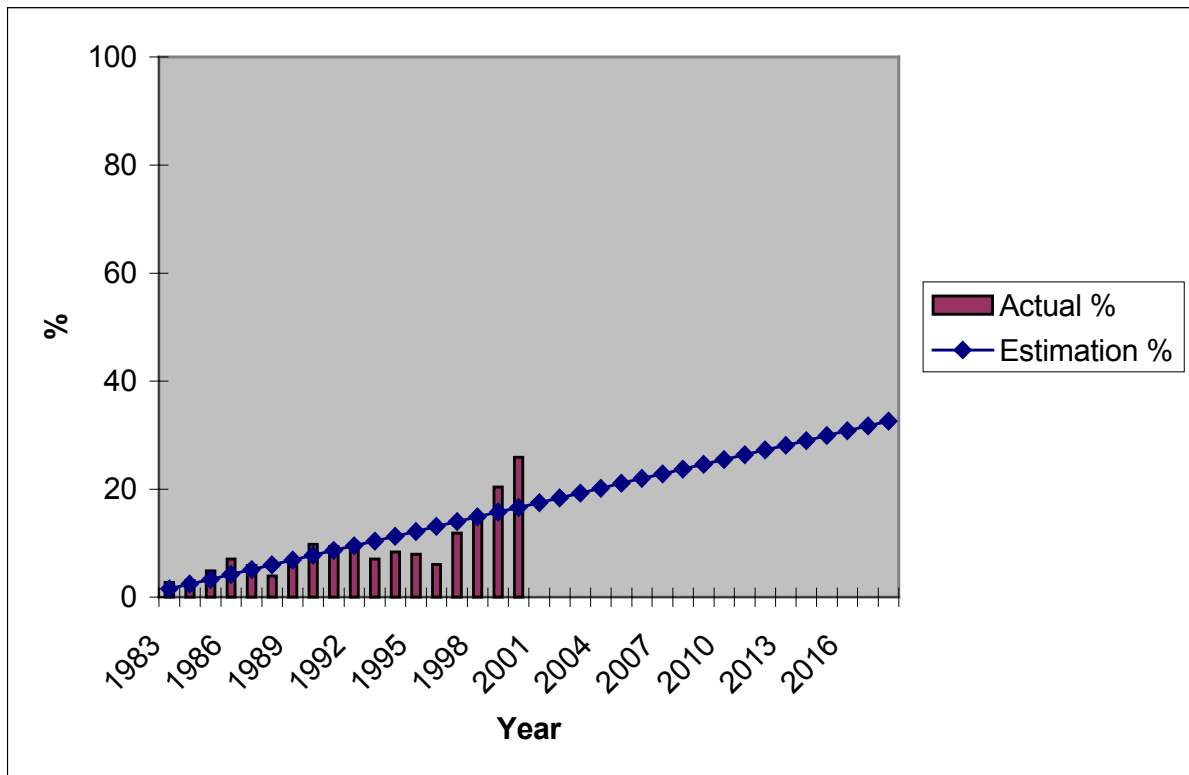


Figure 6.1: Estimated female student rate of growth at WMU (Linear)

The author believes that if this trend is maintained as shown by the curve of figure 6.2, by estimation the growth rate of female students at WMU will be about 50% by the year 2013. However, due to economical conditions and other reasons world-wide, it may be earlier if the trend follows the rate as seen between 1999 and 2000, or later than 2013 if the rate drops below the exponential curve. The women from South East Asia, the worlds leading producer of seafarers, make up 27% of the female students at WMU.

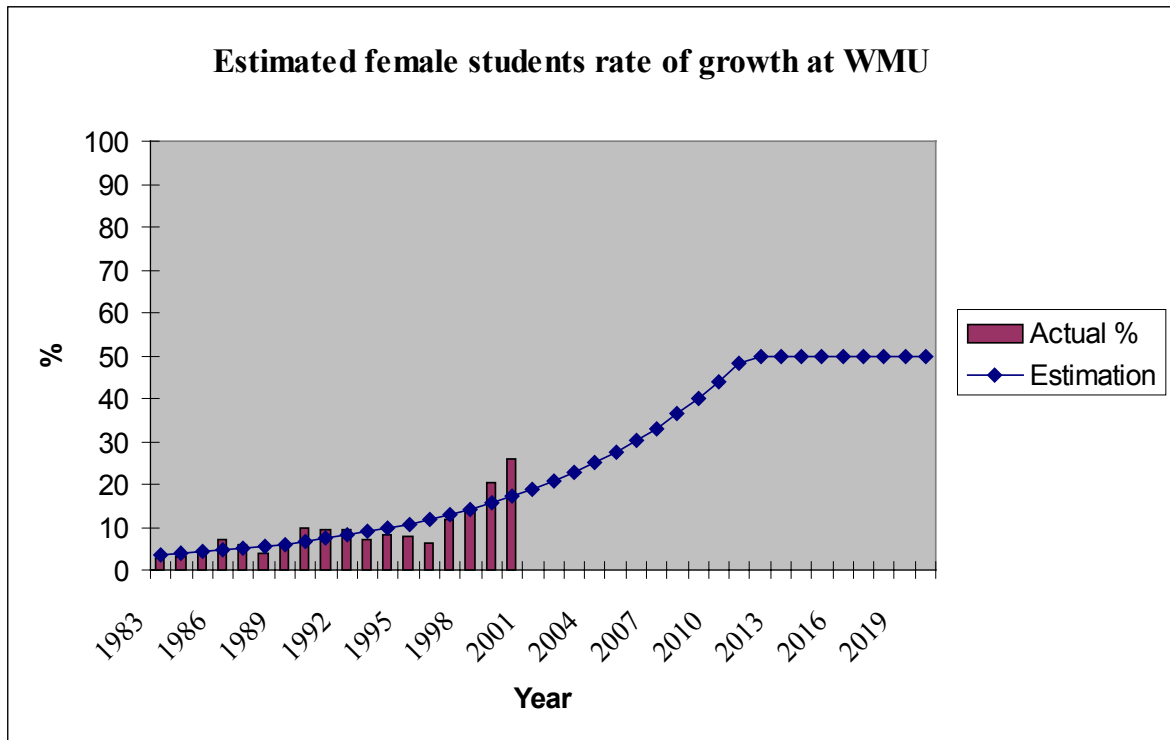


Figure 6.2: Estimated female student rate of growth at WMU (Exponential)

Finally, therefore if IMO stands by its aim to increase the percentage of women at the senior management level within the maritime sector, then by estimation this is what will be achieved at the World Maritime University about 2013.

Shipping, generally, has a very low profile compared to rail and aviation. When sometimes it becomes the focus of public attention, it is the negative image; as commented on in one of the questionnaires “you only hear about the maritime industry when there is a disaster”.

One noticeable aspect is the dominance of male names for points on charts. Just a few, such as 'Lime Rock' have been renamed as 'Ida Lewis Rock' after the keeper Ms Ida Lewis from 1879 – 1903 after her death. Another example is the Russian Pacific port of Vladivostok which is preparing a permanent memorial in honour of the 1st female captain Anna Schatinina, who died earlier this year at the age of 91('A woman driver', 2000).

Education is the key for women who are seeking to join the maritime industry.

6.2 Recommendations

From the results of the study, it is strongly recommended that the following actions be undertaken to encourage more women into the maritime industry.

1. The United Nations should help ensure free compulsory basic schooling in developing countries to break cultural and traditional barriers for women in some countries.
2. The positive image of the maritime industry should be publicized through newspapers and television.
3. IMO should make available a scholarship in the developing world every year for one female in each of the 12 institutions it has adopted.
4. IMO should encourage its member states to include maritime careers at whatever level of education careers are introduced in their various countries.

5. IMO in collaboration with individual governments and other maritime bodies should name some position fixing points after some women who have excelled in the maritime industry.
6. UN, ILO, and IMO should ensure governments have laws, which prohibit sexual harassment and enforce them, as the Swedish Government has done. “Any employer who does not take action to prevent sexual harassment at its work place, should be obliged to pay damages to the victim” (see paragraph 3.2.1).
7. A brochure of career paths within the maritime industry should be made available by IMO to all United Nation Development Programme (UNDP) regional offices, for schools and universities, government ministries in their region. It should also be made available on the IMO web page.
8. ILO’s childcare and equal pay policy should be strengthened to enable maritime women (seafarers) to have children and at the same time be able to advance within their profession.
9. The ITF should conduct an international survey on women in the industry both afloat and ashore by the year 2005 for IMO and future research work.
10. ITF should establish an international network for women in the industry as started in the UK on a local basis by the Women and the Sea Network.
11. NUMAST should publicize “the Victoria Drummond award” more for people in the developing world to know about this remarkable woman.

12. The Women's International Shipping and Trading Association WISTA should start sponsoring female cadets in maritime academies.
13. Policy makers should make affirmative decisions in favour of women and break gender barriers, which have been created over the years due to the zeal to protect women.
14. Women in politics; Shipping Ministers should make more efforts to attract more women into the private sector of the shipping industry.
15. Existing shipping companies should be encouraged to recruit/hire women officers.
16. In the light of the estimated shortfall by ISF recent research of 90,000 officers by 2010 (NUMAST Telegraph, May 2000) in terms of purely economic considerations, the participation of women should be viewed as a core element in the future development of the maritime industry and in the fulfillment of IMO's aims of "Safer Shipping and Cleaner Oceans".
17. **Educational issues:**
 - The maritime industry and other related institutions should promote positive and gender-sensitive information to potential applicants, as the example set by WMU in its academic handbook, (see page 53 of this dissertation).
 - Maritime institutions should admit women students with the requisite educational background and stop sticking to their normal small percentage allocated to women.

- Career tutors in educational institutions should be well informed about the employment opportunities available in the maritime industry for students, male and female, to help attract more applicants, especially among women.
- Advertisements for enrollment into maritime institutions, job vacancies and others should invite women specifically.
- Anti-discrimination and harassment materials in the form of leaflets, booklets and posters should be distributed on board ships.

6.3 Recommendations for potential maritime women.

As a result of the study, the author offers the following general recommendations to women already in the industry and those who wish to become seafarers.

- Learn how to live with men and their idiosyncrasies.
- Since communication is an important element of education, please tell the girl child, the daughter of a friend and the lady asking questions about the profession. Tell them about how lucrative the job is. Never turn down an invitation for a seminar when given an opportunity to brief the people about the maritime industry. Be a role model/mentor to others by sharing experiences and achievements.
- Women should not take into heart discouraging articles written about some women in the maritime industry by some journalists, “to air is human” but rather capitalize on the labour shortages now and apply.

- Propagate the aims of the IMO effectively through women's organizations to enhance the unity of purpose by women.
- Maritime women, let us copy Dr. Eleanor Baum's "Affirmative action" (see page 81).

The author has the confidence that if most of these recommendations are taken care of by the appropriate concerns, it will help encourage more women into the maritime industry; the basic aim of this research work.

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APPENDIX 1

First female mariners from USMMA

ROLL CALL

The women graduates of the U.S. Merchant Marine Academy at Kings Point, class of 1978:

on women in the military. Returning to the shipping field in the 1980s with Sea-Land Services, the largest U.S. fleet operator, she is currently the firm's operations manager for the Philippines.



Della Anholt
Amos began her career at sea with El Paso Marine as a navigation officer on natural gas tankers, but is best known as the first woman to captain a tug boat in Portland's harbor and on the Columbia River, both in Oregon.



Teresa Olsen Preston, a chief mate at the end of 11 years at sea on Exxon tankers, is now director of environmental safety at Alabama Shipyard Inc., builder of tankers, tug barges and other ships in Mobile. As a schoolgirl, she wanted to become "the next Jacques Costeau" as an oceanographer.

Rochon Greene, a Dallas native, is the only one of the eight graduates whose whereabouts is unknown. She served on Gulf Oil tankers as a third mate after graduation, but her recent activities are not known, an academy spokesman said.



Ivy Barton Suter is now a top executive with Navistar International in Chicago, a Fortune 500 company with annual revenues of more than \$9 billion.



Nancy Wagner, who once had a childhood dream of dancing with the Rockettes, vowed to make the sea her career in 1978—and she has: A deck officer on tankers for a decade, she became the nation's first female harbor pilot in 1990, guiding supertankers and giant container ships in and out of the Port of San Francisco and Oakland.



Frances Yates left her second mate's job on a Texaco tanker in 1980 to become a trader in oil futures and market analyst. A resident of Huntington, she now works in Hess Oil's commodity trading department in Manhattan. While working on-shore, she is the only one of the first eight female graduates to remain in the Naval Reserve, rising this year to the rank of captain, a notch below admiral.



Kathy Metcalf is a director with the Chamber of Shipping of America, a nonprofit advocacy group based in Washington, representing U.S.-based maritime interests.



Meredith Neizer began her career as a third mate on oil tankers. But six years after graduation, she was selected to work for the Secretary of Defense as a White House Fellow. She later chaired an advisory committee



—Behrens

(Source: Newsday, July 1999)

APPENDIX 2

Sample of interview conducted:

Date sent: Monday, 08 May 2000 11:28:57+1000

From: Another

To: *Hannah Aggrey<S00050@wmu.se*

Subject: Women in the maritime industry

Dear Hannah,

Firstly, an apology for not acknowledging your email sooner, work is the only excuse. I am more than happy to expand on any of these answers if the need be. Below are the answers to the interview you gave me on the E-mail.

1. How difficult was it for you to get into the maritime industry?

Not personally difficult for me at all. I first applied to the National Line (the govt. shipping company) in 1976 when for the first time they advertised for young people interested in a seagoing career. Up until then, it had always been “young men”. This came about because of the change via parliamentary act, of sex discrimination rules. So I applied and was surprisingly interviewed. I say surprisingly as I had not actually done the pre requisite subjects of mathematics physics and chemistry for my leaving years of high school. The interview finished with my being told that they could not possibly employ me, as I did not have physics etc...but perhaps if I was to get them and reapply... no guarantees etc. Therefore, that is what I did. Left school, then spent the next year doing the last two years of high school combined into one year of the required subjects, and then reapplied the following year. This began my life at sea. Personally, with a tad more maturity, I can now see that eventually they felt they were going to be forced to take a woman and I must have seemed like a good bet. On what basis I do not know. My dad had been a deck officer with M Line, but that was in the 50's and the

industry changes had been dramatic in the intervening years. However, maybe they thought I would have a clear idea of what I was letting myself in for. That was actually far from the mark in reality I had no more idea than the next person. I do recall that the company flew both my father and myself down for “a chat”, I think it was to put my parents at ease more than me. Oh the bliss of ignorance! Therefore, for me I was the right person, in the right place, at the right time. I still believe that I was an experiment and that probably many people would have been a lot happier, if I had failed or chucked it in. As then they would be able to sit back in the boardrooms and breath, a sigh of sanctimonious relief that they had tried and it had failed. One of my reasons for this belief is that no other woman was employed for the next 5 years, until I had finished my cadetship and was sailing as fourth mate.

2. Have there been any pitfalls because you are a woman?

None that I noticed, but then I have a personality a bit like a bulldozer. Just slide on through life with the theory that it is more a problem for some one who does not think I should be there, than it is for me, and that eventually they will get used to the idea. I put it down to professional insecurity and their own upbringing. Where as I was brought up to believe I can do whatever I want and I am my only limiting factor. As the first woman at sea in the country, I encountered no overt sexual discrimination, but then I think to a large degree that it is a very personally qualitative area. What I do not see as sexual discrimination or sexually offensive etc, perhaps another does. I was always acutely aware that me being on board was a whole new experience for the guys, who had been at sea for decades without me. Than it was for me and that it would take a little while for them to get used to the “invasion”. Of course many of them had daughters my age anyway, and some had sailed with wives on board on British and Australian ships. In fact as I went from ship to ship during my cadetship there was usually, initially one officer who made it clear that I was taking some poor wee chaps job and that I should not be there invading this male bastion and that I should be home. Inevitably, this

individual would become the most supportive as time progressed. The real ‘die hard’ who had major problems with women at work were the ones who had wives at home who did not work, so perhaps it was jealousy!

3. Alternatively, were doors open to you for the same reason?

This is possible as I was promoted to master at 30 years old, which in my country is outrageous but then again, I may have been in the right place at the right time. I was working for a company, which had one ship only and I was Chief Officer. They bought another ship and I was promoted to master on that ship. I do know that it was a deliberate move on the behalf of the company, as it was at a time of huge industrial change in the world and the manning on ships was being halved in some cases so they felt that the best thing was a newish, innovative thought process and that I was the right person for the job.

4. How has it been joining in the rank of a master or pilot?

Honestly scary! At thirty, as master and with \$20 million of ‘boat’ to play with, plus being responsible for everyone and everything, what a learning curve! Nevertheless, satisfying when you achieve the desired outcome, whatever it is. I had a fantastic crew from top to bottom and tremendous loyalty from them. As to the jump from sea to pilotage, that was a bit different as I had been piloting my own ship for 4 years anyway, so I knew technically I would find it no different. What was going to be different was dealing with other nationalities, especially Asians and some of the strict Muslim nationalities. One day I am going to write a book, because I certainly have enough material. Overall, I have never had a problem, I’ve had a lot of puzzled looks and personal questions about marriage, children etc but professionally I’m also pretty sure I’ve got about 1200 satisfied masters! In fact, I get 99% more invitations to come aboard for a meal or to go ashore for a meal with master/chief officers than any of my colleagues. I cannot really understand why myself!

5. As a woman pilot, is it difficult giving orders?

Not at all, since I started I have always worked on the basis that if a master genuinely has a problem with my presence, I will leave the vessel. He may not get another pilot... but I am not going to argue the point with him, it is absolutely his prerogative. It has not happened yet in 6 years.

6. Is there any difference in salaries because of gender?

No I have always been paid the same as my male counterparts.

7. Have you been able to motivate any ladies into the industry? If yes how did you do it?

Maybe the daughter of an electrician on my ship, and that was just because she realized that it was an available option. It is not a job that many women even knows about. Unless there is a waterfront strike or deserter, we do not exist. I think that 98% of the population thinks that everything comes/leaves the country by jumbo jet!

Hope that helps, any more just blast them through, my regards.

APPENDIX 3

OPINION SURVEY

QUESTIONNAIRE FOR WOMEN IN THE MARITIME INDUSTRY

1. Name (Optional)
.....
2. Company
3. Position held in company
4. Reasons for opting to be in the maritime industry
.....
5. How did you get into the maritime industry: (underline where applicable)
Introduced through/by a **relative/friend/advertisement**
Any other
6. Can you write some major experiences as a woman in the industry :.....
.....
.....
.....
.....
7. Write about the major problems encountered as a woman in the industry
.....
.....
.....
.....
8. What is your view, about women in the maritime industry
.....
.....
.....
.....
9. How can women be encouraged to take up jobs in the maritime industry ;
.....
.....
.....
.....

APPENDIX 4

GENDER MANAGEMENT ISSUES

QUESTIONNAIRE FOR MEN/WOMEN IN THE MARITIME INDUSTRY

Please **circle** the appropriate character that reflects your views and indicate by **M** for male & **F** for female.

Key to the characters:

SA – Strongly agree

A – Agree

N – Neutral

D – Disagree

SD – Strongly disagree

1. Men majoring in maritime studies have greater employment opportunities than women majoring. [Referred to as employment opportunities]

SA A N D SD

2. Women majoring in the maritime profession are offered jobs with fewer responsibilities than those offered to men with the same background. [Referred to as job responsibilities]

SA A N D SD

3. Women majoring in maritime studies receive starting salary offers lower than men majoring in the same fields. [Referred to as starting salary]

SA A N D SD

4. The opportunities for women majoring in maritime subjects are enhanced as against women majoring in other business subjects. [Referred to as comparative advantage]

SA A N D SD

- * Please give your general comments concerning any positive or negative features.

Ladies! ! !

Maritime opportunity

Ladies, IMO's International Maritime Law Institute (IMLI) in Malta offers a one-year MSc degree course in Maritime Law. Half of the vacancies are reserved for women. With a first degree in law you have the advantage. Why not try it! ! !

For further information contact:

IMLI e-mail: info@imli.org

URL address: <http://www.imli.org/index.html>.

By: Hannah Aggrey:

E-mail: s00050@wmu.se

4/1/00

APPENDIX 6

就職・進学状況(平成10年度) EMPLOYMENT SITUATION OF GRADUATES

Academic year 1998

商船学部 Undergraduate Courses

区 分 Classification		商船システム学課程 Department of Maritime Science		輸送情報システム 工学課程 Department of Transportation & Information systems Engineering	海洋電子機械 工学課程 Department of Ocean Electro-Mechanical Engineering	動力システム 工学課程 Department of Power Systems Engineering	計 Total
		航海学コース Nautical Science Course	機関学コース Marine Engineering Course				
卒業 者 数 Number of Graduates		(1) 54	45	(5) 41	(1) 30	26	(7) 196
進 学 Education	大 学 院 等 Graduate Course	2	5	7	13	7	34
	乗 船 実 習 科 Sea Training Course	(1) 45	14				(1) 59
	そ の 他 Miscellany	2	2	(1) 5	1	0	(1) 10
就 職 Employment	運 輸 ・ 倉 庫 Transportation and Warehousing	5	3	(1) 14	2	3	(1) 27
	航 空 Air Service	0	0	0	0	0	0
	海 上 保 険 Marine Insurance	0	0	0	0	0	0
	造 船 Shipbuilding	0	3	0	0	0	3
	機 械 製 造 Manufacturing	0	11	1	4	7	23
	建 設 Construction Industry	0	2	0	0	0	2
	電 力 ・ 原 子 力 Electricity and Atomic Power Generation	0	0	0	0	1	1
	商 事 貿 易 Trade-Commerce	0	0	3	0	0	3
	情 報 処 理 Data Processing	0	1	(2) 8	3	2	(2) 14
	そ の 他 Miscellany	0	4	(1) 3	(1) 7	6	(2) 20
	計 Total	5	24	(4) 29	(1) 16	19	(5) 93

大学院商船学研究科(博士前期課程) Graduate School of Maritime Science and Technology, Master Course

区 分 Classification		商船システム学 専攻 Division of Maritime Science	輸送情報システム 工学専攻 Division of Transportation & Information Systems Engineering	海洋電子機械 工学専攻 Division of Ocean Electro-Mechanical Engineering	動力システム 工学専攻 Division of Power Systems Engineering	計 Total
修了者数 Number of Trainees		(1) 15	(2) 11	(2) 18	9	(5) 53
大学院進学等 Higher Education		(1) 2	1	3	0	(1) 7
そ の 他 Miscellany		3	0	1	1	5
就 職 Employment	海 上 Jobs at Sea	5	0	0	1	6
	運 輸 ・ 倉 庫 Transportation and Warehousing	1	0	0	0	1
	海 上 保 険 Marine Insurance	0	0	0	0	0
	造 船 Shipbuilding	0	1	1	1	3
	機 械 製 造 Manufacturing	1	2	4	4	11
	電 力 ・ 原 子 力 Electricity and Atomic Power Generation	0	0	0	0	0
	公 務 員 Civil Service	1	1	0	0	2
	そ の 他 Miscellany	2	(2) 6	(2) 9	2	(4) 19
	計 Total	10	(2) 10	(2) 14	8	(4) 42

乗船実習科 Sea Training Course

区 分		航海課程	機関課程	計
Classification		Nautical Science	Marine Engineering	Total
修了者数		(5)	(2)	(7)
Number of Trainees		39	14	53
大学院進学		(2)		(2)
Higher Education		5	0	5
その他		(1)	(2)	(3)
Miscellany		1	2	3
就職 Employment	海上	(2)		(2)
	Jobs at Sea	28	12	40
	運輸・倉庫	4	0	4
	Transportation and Warehousing			
	海上保険	0	0	0
	Marine Insurance			
	造船	0	0	0
	Shipbuilding			
	機械製造	0	0	0
Manufacturing				
電力・原子力	0	0	0	
Electricity and Atomic Power Generation				
公務員	0	0	0	
Civil Service				
その他	0	0	0	
Miscellany				
計	1	0	1	
Total				
	5	0	5	

() 書き女子学生で内数 () shows the number of the girl students within

(Source: Tokyo University handbook 1999)

APPENDIX 7

LIST OF PERSONS INTERVIEWED

Personal Communication (P/c) or E-mail Communication (E/m)

- A. Jönsson. (P/c). World Maritime University. April 20, 2000.
- A. Percaru. (E/c). Merchant Maritime Institute Constanta. November 25, 1999.
- B. Brown. (P/c). World Maritime University. May 5, 2000.
- B. Vormawah. (P/c). IMO Maritime Safety Division. June 26, 2000.
- D. Ferguson. (P/c). US Merchant Marine Academy Kings Point. October 29, 1999.
- E. Datson. (E/m). Pilot Australia. April 15, 2000.
- G. Angas. (P/c). Visiting Professor (WMU) Warsash Maritime Institute. 25 March 25, 2000.
- H. Nortey. (P/c). Regional Maritime Academy Accra. December 10, 1999.
- H. Rosengren, (E/m). Kalmar Maritime Academy. December 2, 1999.
- J. Eisemann, (P/c). World Maritime University. May 24, 2000.
- J. Minoykowski. (E/m). Polish Maritime Administration. October 29, 1999.

K. Heeres. (P/c). Maritime Instituut “Willem Barentsz” Terschelling. March 13, 2000.

L. Lundahl. (P/c). World Maritime University Sweden. April 4, 2000.

M. Grey. (E/m). Lloyds List. November 17, 1999.

N. Reidar. (E/m). Norwegian Maritime Directorate. November 25, 1999.

R. Hofstee. (E/m). European Maritime Pilots Association. November 24, 1999.

R. Karikari. (P/c). Ghana Ports & Harbours. December 20, 1999.

R. Prasad. (P/c). Chanakya Administration India. February 15, 2000.

X. Gong. (E/m). Ministry of Communications China. May 8, 2000.