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WORLD MARITIME UNIVERSITY
Malmö, Sweden

**Empowering Women in the Ghanaian
Maritime Community: the Relevance of Laws
and Policies**

By

PATRICIA ACOLATSE

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 AFFAIRS

(MARITIME LAW AND POLICY)

2022

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DECLARATION

I certify that all the materials 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.

(Signature):



(Date):

2022, September 20

Supervised by:

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Supervisor's affiliation

Head of Maritime Law and Policy

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“Trust in the Lord with all your heart and lean not on your own understanding and in all your ways submit to him and he will direct your path” Amen Proverbs 3: 5- 6.

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ABSTRACT

Title of Dissertation: **Empowering Women in the Ghanaian Maritime Community:
the Relevance of Laws and Policies**

Degree: **Master of Science**

The fundamental aim of this dissertation study is to investigate the issue of empowerment of women in the maritime community of Ghana. The study was conducted and evaluated the relevance of laws and policies in empowering women in the Ghanaian maritime community. It further looked into the difficulties faced by women in the maritime industry of Ghana and ways of addressing and minimizing the gap which has been created as a result of gender imbalance. In spite of the constant efforts of women to demonstrate their existence in the sector, some still face obstacles and glass ceiling in their career development and promotion in the shipping industry cross the world as well as Ghana.

The establishment of various laws and policies that exist notably the 1992 constitution of Ghana, the Ghana Labour Act [2003] (Act 651) and the Maritime Labour Convention (MLC) (2006) have clearly stipulated the issue against discrimination but unfortunately the laws still remain vague in its implementation. The non-existence of a clear cut policy on women empowerment in the maritime community of Ghana could be the reason for the slow pace in getting more women in the sector.

Samples drawn from the maritime community revealed that women in the maritime community of Ghana face challenges of lack of balanced life on-board the ship as well as absence of women role models in championing the affairs of the women in the sector. To address these issues, it is imperative that Ghana Maritime Authority and the Government of Ghana should enact specific laws and policies to encourage and empower women in the maritime community of Ghana as the stipulated in the constitution of Ghana of Chapter five of article 17 stating that “Nothing in this article shall prevent Parliament from enacting laws that are reasonably necessary to provide for or redressing social, economic, or educational imbalance in the Ghanaian society”. As quoted, the formation of women organizations to promote the course of women in the maritime community of Ghana is worthwhile

KEYWORDS: Policy, Maritime, Relevance, Law, Community

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LIST OF ABBREVIATIONS

BIMCO -	Baltic and International Maritime Council
GDI -	Gender Development Index
GMA -	Ghana Maritime Authority
GPHA -	Ghana Ports and Harbours Authority
ICS -	International Chamber of Shipping
ILO -	International Labour Organization
IMO -	International Maritime Organization
ITF -	International Transport Workers' Federation
MLC -	Maritime Labor Convention
NGP -	National Gender Policy
OECD -	Organization of Economic Co-operation on Development
SDG -	Sustainable Development Goal
STCW -	Standards of Training, Certification, and Watch keeping
UN -	United Nations
UNCTAD -	United Nations Conference on Trade and Development
UNDP -	United Nations Development Program
UNESCO -	United Nations Educational, Scientific and Cultural Organization
UNSDG -	United Nations Strategic Development Goal
WISTA -	Women's International Shipping and Trading Association
WMU -	World Maritime University

1 INTRODUCTION

1.1 Background to the Study

Goods frequently need to be carried from one location to another, sometimes across the sea, for both natural and commercial reasons (Rodrigue, 2017). Ports all around the world handle about 80% of the volume and 70% of the value of the world's trade that is transported by sea (UNCTAD, 2021). It is evident that those who engage in these activities are mostly men. The sector has been silent on the need for inclusivity of female counterparts. This goes to say the reality of global gender imbalance in the maritime workforce is undeniable (McNeil, A., & Ghosh, S. (2017).

Historically, maritime sector is believed to be male dominated working environment and over the years, the maritime industry has been described in a masculine language forms where professional working in the sector were called Seamen, helmsman, fishermen just to mention a few (Kitada et al.; 2019). This norm is no longer considered “natural “in today's maritime space (Kitada, et al 2019). IMO, as a governing body of maritime affairs, in 1988 launched its program called Integration of women in Maritime Sector (IWMS) (Kitada et al., 2019). This goes to illustrate that IMO is dedicated to ensuing that there is the need for gender equity in the maritime sector.

Another issue is that, the cost of discrimination against women to the global economy is estimated to be US\$28 trillion if the participation of women in the economy comes to the same level with men earning equal income in a non-discriminatory labor market (UN Women, 2018; Ferrant & Kolev, 2016). The Organization of Economic Co-operation on Development (OECD) further projects that in about 2030, global per-capital GDP will total US\$ 8,378 if there is no reduction in gender-based discrimination in social institutions, as against US\$ 9,142 (OECD, 2016).

It is very important to note that the advancement of an economy in any society depends on the full and equal enjoyment of rights, responsibilities, and opportunities by both sexes across all ages.

Attaining gender equality and empowerment of women and girls is one of the vital targets enshrined in the United Nations Development Program (UNDP) Sustainable Development Goals. According to the UNDP, the elimination of all forms of discrimination against women and girls is not only a basic human right, but also a crucial factor in accelerating development. This means that, the fight for the elimination of other indicators, such as poverty, hunger, corruption, malnutrition, poor health, and illiteracy, are all unrealistic if women and girls do not benefit from it (Tangi, 2016). To bring down this huge gender imbalance losses resulting from the global economy, there must be a complete reorientation of all efforts towards achieving gender equality and empowerment of women and girls by 2030 (Amu, 2005). Despite 45.8 per cent growth in female seafarers over the course of the previous five years, percentage of women working as seafarers in 2015 was still low at less than 2% percent (IMO, 2022; ITF, 2012). In 2018, the maritime industry professionals in the Maritime Human Resources Association conducted a study of shore-based maritime and identified that:

- Just over 10% of those on executive leadership teams are women, with female executive most often serving as chief financial officers (ICS, 2020, Gender Diversity in Maritime, 2018);
- Only 35% of the workforce is female (Gender Diversity and Maritime, 2018).
- And more than 76 percent of that female workforce are women and should be empowered in all sectors of life especially in the blue economy.

Gender is a determinant of power, if numbers were anything to go by, as revealed in most recent census results, women would be at the helm of affairs globally (UNDP, 2015; Huis et al., 2017). Men have always had power over women. In support of this claim, Pratto et al., (2011) and UN Women (2020) added that men always have control over resources, social privileges which place them well in society. Gender inequality, according to Qadir (2015) and UNDP (2020) has been a growing menace and it still shows up in different forms and in different areas such as educations, remuneration, employment opportunities and career aspirations. UN Global Compact (2011), UN Women (2021) and ILO (2012) state that women empowerment is a way of making women independent. In this fashion, they can take control over their lives, formulate their own visions, acquire skills and knowledge necessary to intensify self-confidence and find solutions to problems.

It is in this vein that reviews and advances are made by UNCTAD on the nexus between gender and trade statistics to improve the lots of women (UNSDG, 2021).

In the maritime sector, especially in developing countries, the determinant of women empowerment has been attributed to geographical locations, level of education, social status and age brackets (Barnejee et al., 2020; Doumbia-Henry, 2019; Kitada et al, 2019). Developing countries have always seen women helping to improve financial stability of their families. Empowering women in these countries generally, and in the maritime sector specifically from social, economic, educational, political and legal point of view have always been a very difficult goal to achieve for the governments, for organization and individuals themselves. Countries should make it a prime focus to empower women in maritime profession in order to produce a vibrant and robust maritime fraternity, especially for developing countries (Nasir, 2012). To do this, strategic goals should be geared toward ensuring a lifelong learning opportunity for women (Moreno-Romero & Carrasco-Gallego, 2012). Additionally, preserving opportunities for women and granting them decent work opportunity would impact economic growth in their communities, companies and countries (UN Global Compact, 2001; ILO, 2012). Undoubtedly, law making arms of governments comprising large proportions of women, pass more legislations on key issues especially, anti-discriminatory bill affecting women (UNESCO 2019: Wagner, 2011). International Maritime Organization, (IMO) has been making a concerted effort to help the industry to move forward and support women in achieving a representation that is in keeping with twenty-first expectations. The evidence is clear that equality for women means progress for all (IMO, 2014).

The demand for seafarers in 2021 surpassed supply (ICS, 2021). The International Chamber of Shipping (2021) presents a shortage of 26,249 STCW certified officers in the seafarer profession. Despite 10.8% increase in the number of officers available the ships, with an average of 14 officers needed per berth. The shortage of officers is predicted in the research for 2026. It is crucial that the sector expands maritime education and training globally, putting an emphasis on the variety of skills required for a greener and more technologically advanced industry, in order to fulfill the future demand for seafarers (Manuel & Prylipko, 2019). With these indicators, it is noted that the low participation of women in seafaring cannot be attributed to lack of space in the arena to accommodate them (STCW, 2001; ICS, 2021). In line with global standards, the government of

Ghana recognizes gender equality and women empowerment as a critical element necessary for sustainable national development. This is demonstrated in the 2015 National Gender Policy (NGP, 2015). The labour market for example, would have had more time to adapt to this level of employment if gender equality had actually begun much earlier than 1900 (Jacobsen, 2011). In Ghana, it is assumed that both sexes enjoy equal rights under the law as stated in the ILO convention (Convention No, 100 and 111) yet a critical look at the society reveals that gender imbalance impacts people in every domain of life (Dowuona-Hammond et al., 2020). It is essential to enact new legislation, change existing laws with the assistance of stakeholders to better serve the interest of the common people, to bring change to status of women at the level of the marginalized (Dowuona-Hammond et al., 2020; Amu, 2005).

Amending or removing laws that discriminate on the basis of sex either openly or covertly, is the first step in creating gender-responsive legislation (Dawuona-Hammond et al., 2020). This was observed in a study by Jacobsen (2011) that, the Equal Pay Act, which forbade paying men and women unequal wages for the same work, passed in the US in 1963, has helped some nations to achieve equal pay for equal jobs. The law made the difference.

1.2 Problem Statement

The male dominance in the maritime industry is overwhelming and has been so for generations (Ferrant, 2016). It is not out of place to place more emphasis on women's empowerment (IMO, 2020). It has been shown that when women are well educated, developed, and given power, they can improve and advance their communities, organizations and countries (UNCTAD, 2020; Mahmudi & Kargaran, 2016). For this significant sector to succeed, it needs workers of both sexes the low number of female workers, however, appears to be causing an imbalance in the engagement of women worldwide in maritime sector (ICS, 2020). The participation of women in Ghana's economic activities from the formal to the informal sectors can never be neglected. Despite the fact that the bulk of these activities take place in the informal sector, women also carry out a number of tasks that may not be categorized as economic activities. It is believed that access to education improves women's participation in formal sector; as a result, as more women receive education and develop the necessary skills, they participate in the formal sector more frequently,

with some of them holding managerial positions (Jacobson, 2011, Acheampong 2019; Amu, 2005).

But given that women make up the majority of the population in Ghana with females (50.70%) outnumbering males (49.3%), by 0.4 million according to Ghana Statistical Service (2021), it is discouraging to see how little influence they have over decisions that are made. World Bank statistics on women in wage employment in the non-agriculture sector, as seen through the lens of gender and employment in Ghana indicate that:

- In the informal sector 92% labour force are women;
- Female working in the non-agriculture sector is 31.7%;
- Employers who are female is 3.7%;
- 27% of females aged 15 and above own an account at a formal financial institution;
- Proportion of seats held by women in Ghana's National Parliament is 15%
- Women in Business and Law Index Score is 75%;
- Firms with female top manager is 15%;
- Women's chance of succeeding in life is 75%
- Female share of employment in senior and middle management is 27% (falling from 33% in 2015 to 27% in 2017);
- The gender disparity in account ownership has shrunk from 9 percentages to 6 percentages where it had been for many years, in developing economics;
- School enrollment, primary and secondary (gross), gender parity index GPI (ratio of boys to girls) is 1;
- Gender inequality Index reduced from 0.391 in 1998 to 0.374 in 2006.

It has been noted that during the past decade, advocacy groups such as UN Women, International Federation of Women Lawyers, Association for Women's Right in Development, Women for Women International, Equality Now, Women's Environment and Development Organization, Men Engage Alliance, Rise up, Global Fund for Women, Gender at Work, International Center for Research on Women, European Women's Lobby, Amnesty International, International Alliance of Women, Human Right Watch, International Women's Development Agency, Gender Equality Research Center, European Institute for Gender Equality, Women in Maritime, among others have

pushed for the goal of achieving gender parity in all areas of life and empowered women in particular to hold positions in the maritime industry(Human Right Careers, 2015;UN Women, 2021; Ofei-Aboagye, 1994).

The UN agenda for 2030 for sustainable development goals and its 17 SDGs (Goal 5) (United Nation, 2015), the choice of 2019 World Maritime Day's subject, which was decided upon at the 120th session of the councils meeting as "Empowering Women in the Maritime Community", the revised STCW 95 resolution 14, which captures "Promotion of the participation of Women in the maritime industry", entreating governments to ensure equal access, highlighted the importance of women in the maritime industry, and encourage their greater participation in maritime training at all levels, climaxes the significance of women's empowerment (IMO, 2019). This dissertation aims to assess the relevance of laws and policies in the empowerment of women in the Maritime community of Ghana. So what then is policy, it is articulation of aims and objectives which should be transformed into actions which will improve outcomes in the maritime context (Max, 2022). The result will inform maritime decisions concerning women and to strengthen and encourage the participation of more women in Ghana's maritime industry.

1.3 The Aims of the Study

This research aims to contribute to efforts at encouraging and empowering more women into the Ghanaian maritime community, with the help of relevant laws and policies.

1.4 Objectives

The specific objectives are as follows:

1. Analyze the difficulties, problem and hindrances encountered by women in the maritime industry.
2. Analyze the laws, policies and regulations that have been established to encourage women in Ghana.
3. Identify international and national legislation initiatives to encourage the participation of women in Ghana
4. Assess the behaviours that hinder women's engagement and empowerment in the maritime industry.

5. Examine the level of awareness or publicity of maritime activities in Ghana and globally.
6. Investigate the issue of integration of women in maritime industry.

1.5 Research Questions

The research seeks to answer the following questions in order to adequately achieve the objectives.

1. what are the difficulties faced by women in the maritime industry?
2. What laws, policies and regulations have been established to encourage women in the maritime sector of Ghana?
3. Which international and national initiatives encourage the participation of women in the maritime industry in Ghana.
4. What behaviours prevent women engagement and empowerment in the Ghanaian maritime community?

1.6 Scope of the study

The study is about the relevance of laws and policies in empowering women in the maritime sector of Ghana. It covers employees in the maritime field of Ghana. Respondents are drawn from the various sections of the maritime field. The finding of the study, in the opinion of the researcher, will help all Ghanaian maritime enterprises make wise or meaningful decision about women. It will serve as the foundation for further research on women's issues in maritime affairs. The study covers a wider area of activities in the sector rather than being restricted to just women seafarers. Included in this study are maritime attorneys, organizations, administrations, divisions in charge of preventing and controlling marine pollution, technical management of shipping firms, ports and harbours, ship owners, brokers marine insurance firms, seafarers and others who work in the maritime industry.

1.7 Potential Limitations

Some difficulties may be encountered as in all research works. The demands of the topic when viewing it in the global scope may lead to several challenges, including a lack of responses to the survey. Additionally, Covid 19 will prevent face- to- face interviews from taking place, which could be useful in creating a firm platform of acts from the respondent's facial expression from

which conclusions can be drawn, interpretations can be made, and future courses of action can be determined.

1.8 Justification of the study

Enactment of laws and policies have been and continue to be a challenging task for governments. It is possible that the primary organization in charge of starting legal reforms do not always actually start the change (Dowouna-Hammond et al, 2020). Civil Societies, Non-Governmental Organizations (NGOs) and other concerned organization have however, tried to advance gender equality and have chalked some successes. The study will aid in determining the institutional and legal framework that can be used to address the issues women in Ghana's maritime industry. The role or task performed by government organizations, interested parties, and NGOs in addressing the inadequate representations for women in marine affairs Ghana is another justification for the study. Further, this study aims to add and extend the empirical literature on the need to empower and encourage more women to join Ghana's maritime sector and make suggestions for various plans, techniques and method to support the industry. It will further serve as a resource for scholars in academia, industry and establish the foundation for progression of similar studies in this field.

1.9 Organization of the study

The study is organized in five chapters. The background to the study, objectives of the study, research questions, statement of the problem, significance of the study, scope, potential limitation, justification of the study and organization of the study are contained in Chapter One. Chapter Two captures the review of literature and the theoretical framework for the study. Various theories and scholarly materials are reviewed. Chapter Three explores the methodology which includes determination of the population and sample size, the research design, method of data collection and analysis of the study. The chapter Four presents the survey results followed by a comprehensive analysis of results. Finally, chapter Five covers the summary, discussions, conclusions and recommendations based on the results obtained

2 LITERATURE REVIEW

2.1 Introduction

This chapter captures the review of existing scholarly works and discusses relevant literature on women's empowerment in the maritime sector of Ghana. The fundamental points of the chapter include the challenges facing the empowerment of women in Ghana; the struggles of women in the marine economy of Ghana; and ways to improve female participation in maritime affairs. It further examines the existing laws in the sector and their relevance to the promotion of women in the maritime field in Ghana.

2.2 Empowerment of Women in Ghana

The world of work offers an equal opportunity for each worker to be qualified for and to use their skills and endowments in a job for which they are well suited, irrespective of sex, religion, nationality, race, color, political opinion, or color (ILO, 2020; Gender Equality and Decent Jobs, 2012). In support of this, in 2001, through an Executive Instrument, the government of Ghana established a fully-fledged sector ministry, the Ministry of Women and Children's Affairs (MOWAC), headed by a Minister of State with Cabinet status to look into the affairs of women (National Gender Policy, 2004). Thereafter, in 2004, the Ministry developed and launched the National Gender and Children Policy, in line with its policy making, planning, and coordination role. The 2004 policy had a purpose: it was to mainstream gender concerns in the national development process in order to improve the social, legal, civic, economic, and cultural conditions of the people of Ghana, particularly women and children (National Gender Policy, 2004). Data on justice for women, participation in governance and economic wellbeing increased, but the scourge still rages (Ghana Statistical Service, 2021).

2.2.1 Women

Furthermore, maritime laws make provision for recruitment of employees for both sexes. The Discrimination (Employment and Occupation Convention, 1958 (C111) makes room for equality and disagrees with all forms of discrimination against women. The Ghana Labour Act [2003] (Act 651), provides for women's recruitment, their safety and security and training programs. With these structures, therefore, the female role models in the maritime and shipping industry can take advantage of the provisions made in the laws to project women in maritime.

Women can overcome the fears and societal norms that hold them back from pursuing careers in maritime if they boldly venture into the field and reject all negative norms limiting their progress. Now, there are those who assert that the maritime industry is just for male but this claim has been rendered obsolete by technological advancement. In this case, it becomes apparent that the more women push harder in the sector to make themselves relevant in this field, the greater their success will be realized (Raunek, 2019; Senbursa & Ozdemir, 2020).

2.2.2 Male Support

The male colleagues can ensure that women are granted the opportunity to explore the maritime economy (Senbursa & Ozdemir, 2020). Their dominance, Raunek (2019) discusses, should not be used as an advantage for themselves but a means to empower women.

2.2.3 Families

Family encouragement and support plays a key role in pushing women to the highest echelon of life (Senbursa & Ozdemir, 2020). Families continue to be the fundamental unit where change may be effected, protecting and empowering women and girls. The family unit protects girls and women from the prejudice, abuse, and persecution they might experience in the greater society (Trask, 2010; Kabeer, 2005). If the family throws its weight behind women, and encourage them, they will find the maritime sector a friendly field to pursue.

2.2.4 Employers in the Sector

Sector employers play a significant role in the employment of women in maritime (Senbursa & Ozdemir, 2020). Ship-owners and all employers in the maritime economy must play a role in

giving women an equitable and favourable opportunity to work on board the ship or ashore, notably during the essential training phase. A good employment relationship is a necessary tool for ensuring that low trends in women's participation in the maritime sectors are reversed (Doumbia-Henry, 2019; Senbursa & Ozdemir, 2020).

2.2.5 Educational Institutions

It is obvious to note that when institutions of learning promote the intake and training of more women, the maritime economy will boast of more women in the field (Senbursa & Ozdemir, 2020). In WMU for example, there has been a significant growth in the number of female students gaining admission to and graduating from the WMU since 1985 (IMO Report, 2022). Even though World Maritime University is a higher learning institution which is educating maritime personnel the promotion of gender equality or the participation of women has been one of the key issues being pushed by the school. When all maritime training institutions take the initiative to admit more female, more women will be prepared to fill the gaps in the sector.

2.2.6 Governments

Governments enact laws and policies to regulate nations (Senbursa & Ozdemir, 2020). It also provides funds to support the education of its citizens. Globally, government expenditure on education currently runs at about 5.1 percent of GDP (Central Intelligence Agency, 2013). It is important to note that the impact of governments in any economy is paramount. In Ghana, the appointment of the sector minister is done by the government. This means that the influence of government cannot be ignored in the enactment of laws and policy to change the low participation of women in the sector.

2.3 The Roles of Stakeholders in Eliminating Negative Attitudes towards Women

Senbursa & Ozdemir (2020); Tansey (2015) identified two ways of encouraging and sustaining women's participation in the maritime industry: first, by enabling them to attain the essential education needed to participate in the labour force, and second, by supporting them both at entry-level positions and any stage of their career progression.

To eliminate the negative outlook of women in maritime, ensuring a reasonable number are recruited across the law- making, law-enforcing and law-interpreting bodies in government will be a giant step.

2.4 Women Empowerment in Ghana and the Maritime Industry - The Challenges

The factors militating against the achievement of gender equality, social protection, and women's empowerment are enormous (National Gender Policy, 2015). In the 1992 Constitution of Ghana, provisions of international and national instruments, as well as the policies and actions listed, are successfully implemented to the benefit of Ghanaians, yet, there still remains systemic obstacles and implementation gaps that have prevented the achievement of the desired results. It is important that, these obstacles have a sector-wide influence. The maritime sector is not spared either.

2.4.1 Publicity of Gender and Maritime Issues

The media has such a large impact on society, so it should exercise greater caution while reporting and disseminating any news. Media portrayals of women that are damaging to their image worsen gender awareness (Narayana & Ahamad, 2016). The portrayal of women has always been negative (Ghana web, 2020). Instead of the media to address issues that concern women such as employment, democracy, poverty and education, it rather projects a bad image about them (National Gender Policy, 2015). In the maritime economy of Ghana, information about promotion of women are hardly discussed in the media. Owing to lack of publicity for the sector, the Ghana Journalist Association (GJ) and Maritime journalist of the year 2020, Josephine Antwi Adjei, urged media organizations to devote more time to marine issues because they have an impact on all aspects of life. The president of Women in Maritime of West and Central Africa (WIMOWCA), Sylvia Owusu, added that greater publicity and understanding of the numerous benefits of investing in Ghana's marine areas can help the industry to be fully exploited (Ghana web, 2020).

2.4.2 Introduction of Sophisticated Technology in the Sector

There is gender disparity in digital knowledge and skills, as well as access to science and technology. The issue of narrowing the technological gap and involving women's needs and strategic interests is key in this age of technology. (National Gender Policy, 2015). The maritime industry is one unique field that needs orientation in technology to be able to fit into the working

environment (Senbursa & Ozdemir, 2020). Women's limited access to these tools affects their opportunities in the maritime economy. The lack of exposure to sophisticated machines employed in the sector constitute a hindrance. Some of the equipment and other operational elements make it nearly impossible for women to work in certain fields (Modernghana, 2020; GPHA, 2020). Women who do not possess the requisite skills associate danger to the operation of the technical machinery used in the sector where lots of risks are involved (Magramo, 2012)

2.4.3 Mental Preparedness

In the maritime sector, a good salary is the claim made by seafarers as a key factor in joining the merchant navy as well as seafaring in the maritime industry of developing nations like Ghana, Cape Verde, India, Russia, and Ukraine (Sampson & Schroeder, 2006). Because of the high wages in the Shipping industry which means that jobs on land could not compete in terms of pay, some women take up employment as seafarers (Dearsley, 2013). Ankomah-Sey (2014) discusses that, it is the love to travel that makes women choose the profession. Unfortunately, this indicates that the majority of women are not psychologically prepared or aware of the challenges and hazards in the marine business but are drawn to the industry only by remuneration and the love to travel. It is apparent that the main motivation for choosing jobs in shipping or maritime field is income and travelling adventures but not mental preparedness for the job (Dragomir, 2013; Magramo, 2012).

One would think that since multitasking and analytical skills are a preserve of women which are needed by shipping companies (Stevenson, 2015), and that the selection of women for employment in the maritime sector has yielded positive results (Senbursa & Ozdemir, 2020), more women will prepare themselves to work in the field. The contrast is rather observed.

2.4.4 Politics and Industry

The fact that there is still lack of the requisite 40% female representation in politics in Ghana, weakens the voice of women both in politics and industry. In all of the major economic sectors, the representation of women is low (Ghana Statistical Service, 2021; UN Women, 2021). This has silenced women and made them unable to speak up for their issues even in the face of democracy (National Gender Policy, 2004, 2015; UNDP, 2017).

Despite recent government appointments of women to senior posts in the maritime space, Graphic online (2019) states that there is still lack of female representation. Only three women hold corporate leadership positions among the 22 corporate officers of the Ghana Ports and Harbors Authority (GPHA). However, out of the 13 people who make up the management team at the Ghana Maritime Authority (GMA), four are female. Even though Ghana Shippers Authority is headed by a woman, the management structure is identical to that of other authorities. According to the paper's unsettling statistics, only four women are represented on its 12-member management team (GMA, GSA, 2019, GPHA, 2019). Ankomah-Sey (2019) discovered that student enrollment statistics are low for women at the Maritime Training School, a center that only introduces women to maritime adventures. Only 16% of the GPHA's entire staff is female (Modernghana 2021; GPHA, 2021). They again noted that their Transit Area is also led by a woman, and some women work in the Management Departments. According to data, there are only two women employed in the field of machine operation, only five in the field of engineering facilities, only three in the field of technical engineering, and only 35 in the field of departmental head. (Modernghana 2021; GPHA, 2021).

2.4.5 Financial Limitations

Due to financial limitations, Ghana's Ministry of Gender, which is the highest authority in the country's gender machinery, is unable to play the necessary effective and inclusive national coordination role for gender mainstreaming and women empowerment (National Gender Policy, 2004, 2015). According to OECD (2002), most governments lack budget lines and donor support which are aimed at allocating resources for activities to improve women's economic security especially in the maritime industry of Ghana. Like the gender ministry, lack of funds has been one of the challenges to women who wants to build careers in the maritime sector (Kachchaf et. al., 2015).

For women in Ghana, especially rural women, low financial capacity is predominant where poverty is feminized. It is a tag worn by women. In comparison to men, women are far more likely than men to live in abject poverty (Ghana Statistical Service, 2021). This rating discourages women and has a negative effect on the ability of women to see themselves as having the

wherewithal to pursue maritime education and training to live comfortable lives (National Gender Policy, 2004, 2015).

2.4.6 Professional Women Empowerment Knowledge in the Public Sector

The lack of grasp of women empowerment and gender mainstreaming concepts are characteristic of most developing countries like Ghana (National Gender Policy, 2015). These complexities in the public domain about women empowerment are caused by a lack of professional gender knowledge. OECD (2002) adds that most economies, especially developing economies usually lack training programs for gender and sector specialists, lack of sector specialist who understand gender issues is seen in the maritime sector.

2.4.7 Prioritization of Government Policies

The priority value chain of government is a hindrance to women empowerment in Ghana. The Gender Ministry is seen as a Ministry that consumes and not a ministry that produces tangibles. This slows down Gender-Responsive Budgeting initiative's implementation through the Ministry of Finance, the Ministry of Gender, Children and Social Protection (MoGCSP) (National Gender Policy, 2004, 2015).

2.4.8 Maltreatment of Women On-Board

The problems associated with a woman's career as a seafarer include sexual harassment, feeling of isolation, accident risks, fatigue and increased workload (Dragomir, 2013). In Ghana, violence against women is a common phenomenon. It is disconcerting to see how frequently rape, maiming, assaults, verbal abuse and other sexual offenses are reported and their repeated occurrences (National Gender Policy, 2004, 2015). In fact, the life of a woman in maritime is characterized by over exposure to maltreatment including sexual and physical violence (Magramo, 2012).

2.4.9 Industry and Gender Partnership Gap

Inadequate collaboration between women empowerment advocates, the public sector, private sector, development partners and industry challenges women. Networking of all the strategies mentioned to address rising concerns requires strategic alliances, constituency building, and networking. The highest levels of government, including the Executive, Legislature, and Judiciary,

must provide facilitative support for this endeavor (National Gender Policy, 2004, 2015). Women in industry, specifically maritime, lacks the ability to partner with government for the advancement of their concerns.

2.4.10 Public Perception and Societal Norms

Cultural slavery and systemic gender and social biases in our societies hinders the participation of women in the industrial sectors (National Gender Policy, 2004, 2015). In certainty, the belief that one of the few things women are naturally good at is becoming baby makers, which gives them the greatest joy and sense of fulfillment, is a notion that limits women's progress (Katz-Wise, 2010). It is becoming widely acceptable that, compared to other workers, seafarers face greater risks to their physical and mental health, high rates of occupational illness and work-related fatalities. (Lefkowitz & Slade, 2019). It is even estimated that the mortality rate for British seafarers over the period 2003–2012 was 21 times greater than that which is found in the general UK working population (Roberts et al., 2014). This is a bit scary discovery. The perception has been that seafaring is relatively dangerous occupation, with high physical demands on the job, it demands long absence from home, lack of time to go through pregnancy and baby-making, and workplace safety and health are not assured. These results in most cultures are frowned upon seeing a woman becoming a seafarer and to accept roles in the shipping industry (Dolumbia-Henry, 2019; Ankomah-Sey, 2014). According to Condignly (2001), there are always women willing to defy this prejudice and move on in their pursuits of trade in the field.

2.4.11 Ineffective Law Implementation

Evidence suggests that law enforcement is ineffectively sluggish, harming the weak and marginalized women. Enforcement of legislation through women empowerment machinery has been notably problematic, although there is a gender ministry responsible for speeding up concerns of women in Ghana (National Gender Policy, 2004, 2015). In the maritime field in Ghana, there are somehow provision for equality, yet women are few in the industry. This could be attributed to slow implementation gap.

2.5 International Efforts to Lift Women in Maritime

Annually, the IMO funds four women on average to undertake a two-week workshop on women in port management at the Galilee International Management Institute (GIMI), Nahalal, Israel. During the program, participants have access to crucial information and the latest updates on developments in the port industry. Financial aid was increased in 2018, and 10 fellowships enabled women from ten different countries to enroll in the programme. Tuition, round-trip transportation, and a stipend are all covered by IMO (IMO Report, 2022).

The IMO once again funds 40 trainees for the English-speaking course. This covers both the tuition and the stipend. In 2018, IMO co-sponsored the participation of four trainees from four different countries and stipend and round-trip airfare were provided by IMO (IMO Report, 2022).

In order to increase the gender balance in the maritime industry, IMO has made it easier to establish professional networks. Eight Women in Maritime Associations (WIMAs), spanning over 152 nations and dependent territories and 490 people, have been founded under the IMO's auspices in Africa, Arab States, Asia, the Caribbean, Latin America, and the Pacific (IMO Report, 2022).

Members who have access to these regional maritime organizations for women have a forum to talk about array of concerns, including both gender-related and technical issues. These associations might help close some of the gaps between women entering the marine profession and the institutional and societal stigma that surround them (IMO Report, 2022). The International Maritime Organization (IMO) launched the program in 1988, marking the process's inception. The idea, which was eventually evolved into the integration of women in the maritime sector, was in line with the UN's general strategy of Women in Development (WID) (Kitada & Tansey, 2018).

In the 32nd meeting of states parties to the United Nation Convention on the Law of the Sea (UNCLOS) (2022), Ghana's Deputy Minister of Gender, Children and Social Protection, Lariba Zweira Abudu, participated. This could be described as an example of how women are desirous to promote maritime issues (MOCGSP, 2022). Additionally, the formation of Women's International Shipping and Trading Association (WISTA) in Ghana is another success in promoting the effort of women in maritime. The group is composed of accomplished women working in the maritime sector. It was founded in June 2009 with the specific purpose of fostering the advancement of

women in the maritime sector. Following Nigeria, South Africa, and more recently, Egypt, Ghana being the third country in Africa to form WISTA. Their aim is to advocate for women's employment in the marine sector, track female participation in the sector and provide reports and bulletins on it, publish books, magazines, newspapers, booklets about the maritime business, organized workshops, seminars, symposia, open forums, and lectures to increase public understanding of Ghana's maritime industry. Another issue is to raise funds to support initiatives and programs that advance the involvement of women in the maritime sector and collaborate with other associations that are similar in nature, both inside and outside Ghana. In order to promote marine operations globally (WISTA International, 2009).

Seven regional maritime groups for women who wish to increase job prospects in the shipping sector have been founded under the aegis of the IMO (IMO Report, 2022) The formation of women associations to empower women in maritime is a step in the right direction. Some of the associations are Pacific Women in Maritime Association (PacWIMA), Women in Maritime Association, Caribbean(WIMAC), Network of Professional Women in the Maritime and Ports Sector for West and Central Africa (NPWMP-WCA), Women in Maritime Association, Asia (WiMA Asia), Arab Women in Maritime Association (AWIMA), Association for Women in Maritime Sector in Eastern and Southern Africa (WOMESA), women in Maritime of West and Central Africa (WIMOWCA), (IMO Report, 2022).

2.6 Laws, Regulations and Policies in Maritime

In the labour convention of the ILO, reference is made of fairness in the recruitment of Employees-Equality and non-discrimination are encouraged. No evidence of the law limiting the access of women employees to employment. In regulation (C111), it is found that:

“an employer shall not in respect of any person seeking employment, or of persons already in his employment: discriminate against the person on the grounds of gender or sex, race, colour, ethnic origin, religion, creed, social or economic status, disability or politics.” (Gender Equality and Decent Jobs, 2012).

This convention touches on gender parity in the employment of people. It reveals that any discrimination in employment on the basis of sex is against the law. Although the law paved way for both sexes, its implementation is a concern.

Ghana Shipping Act (Maritime Labour) Regulations, 2015 (L.I. 2226), which spells out laws on working conditions and safety of women seafarers (Regulation 24 and 25) enjoins a ship-owner to ensure that:

“a seafarer has convenient access, on the ship, to sanitary facilities meeting minimum standards of health and hygiene and reasonable standards of comfort, with separate sanitary facilities for men and women” Maritime Labour Regulations 2015 (L.I. 2226).

In Regulation 12 which talks about seafarer recruitment and placement services, it is noted that:

“a person shall not operate a seafarer recruitment and placement service in this country unless that service is: registered under the Companies Act, 1963 (Act 179) or the Incorporated Private Partnerships Act, 1962 (Act 152)”.

In this Act, there were no specific references with regards to a male or a female. "The person" may refer to both sexes. Examining the law, it is evident that the law considers gender parity in consideration of sanitary facilities and accommodation, vessel ownership, and seafarer recruitment and placement services. No gender bias is noted. According to Doumbia-Henry (2019), the addition of the articles on fundamental principles and rights of work in the Maritime Labour Convention, 2006, it is noted that the eradication of discrimination in regards to job and occupation is a fundamental right, as captured conspicuously in Article III (d) of the MLC, 2006. It should be noted that the MLC, 2006, in particular Regulation 4.5 and Standard A4.5, places an emphasis not only on employing women but also maintaining women seafarers employed.

The work in Fishing Convention, 2007 (C.188), the MLC, 2006, and the removal of the titles "seamen" and "fishermen" from legal nomenclature have significantly altered how the industry is seen. Both of the aforementioned Conventions use language that is gender neutral and consistently refers to "seafarers" and "fishers." This neutrality is a sign of the relevance of laws in changing the perception that the maritime economy is for men (Doumbia-Henry, 2019).

The Ghana Shipping Act 2003 (Act 645), sets restrictions on trade in Ghanaian waters and specifies who is eligible to possess a ship registered in Ghana. Gender is not a factor in who can own or register a ship. Both sexes have the legal right to register and own a ship.

The International Convention on (Standards of Training, Certification, and Watch keeping for Seafarers (STCW), 1978, as amended specifies the standard of training and certification and watchkeeping of seafarers. In this regulation, consideration is given to both sexes.

The Ghana Shipping Act's Regulation 2012 (LI 2010), which deals with the protection of offshore operations and assets, establishes safety around offshore to shield ships, or people into a safety zone. There is comfort and security provisions in the law for all. No gender discrimination noted in this regulation.

The Ghana Maritime Authority Regulation, 2012(L.I 2009), which also captures maritime safety fees and charges on offshore installation that operates in Ghana is non-discriminatory in terms of gender upon careful scrutiny (GMA, 2012).

The Ghana Labour Act 2003 (Act 651) Part VI (55), recognizes the nature of women and their role in homemaking. Laws to make women feel safe and protected during pregnancy, maternity leave, and night work exist. It is the responsibility of women to know and understand the packages in the law on the one hand and for employers to implement such laws on the other hand.

3 METHODOLOGY

3.1 Introduction

In this chapter, the methodology used in the study is explored. The research looked at the suitable population and a representative sample size. The appropriate research design, method of data collection and analysis for the study are considered. In defining research methodology Kumar (2019) states that it is the use of proper methodologies to investigate a particular issue and acts as the framework for the entire research process. This implies that a procedure that is incorrectly planned will produce results that are inappropriately intended, and vice versa. This chapter looks at the statistical methods used in the research.

3.2 Research Design

Research design is a procedure of inquiry or research strategies. It is a style of inquiry that gives explicit guidelines for the procedures in a study design. The aim is to provide for the collection of the relevant information with minimal expenditure of effort, time and money (Creswell, 2014).

The study uses qualitative design to help the researcher gain a broader perspective on the study's goal of assessing the relevance of laws and policies to the promotion of women in the maritime sector of Ghana. Qualitative design uses an analytical framework or point of view that raises issues pertaining to race, class, or some mix of these, as well as gender. In this, a developed theory, a pattern, or a generalization that develops inductively from data collection and analysis becomes the conclusion of the investigation. Some qualitative investigations give a descriptive analysis of the primary phenomenon rather than an explicit theory (Moser & Korstjens, 2018). This research fits into this design.

3.3 Population of Study

The population of the research is made up of both men and women who work in Ghana's maritime and related industries. They would be chosen from the Ghanaian maritime industry's experts in maritime law, MET institutions, maritime administrations, marine pollution prevention and control sections, technical management of shipping companies' ports and harbors, ship owners and charters, brokers, marine insurance companies, and seafarers.

3.4 Sampling Technique

Researchers usually choose a small number of samples from a whole unit through sampling rather than choosing from the unit as a whole, which is too large to handle. Moser & Korstjens (2018) define sampling as the statistical process of choosing and examining the features and characteristics of a smaller number of items from a relatively large population of such items in order to help with the creation of statistically valid inferences about the entire population. Because usually, populations are too large to study, the selection of a representative sample of a more manageable size is not out of place (Omair 2014).

For the purpose of this study, data from the intended population are gathered using the convenient sampling and stratified sampling techniques. The stratified sampling is suitable here because there are two shipping ports (Tema and Takoradi) which represent the strata. From each stratum, a sample is taken using the convenient sampling. The convenient sampling technique is applied because it enables the researcher to get in touch with employees in the maritime field who are readily available to take part in the study.

The researcher then adopts the simple random sampling method to send questionnaire to respondents using Google forms via e-mail. With this approach personal contact is minimized and respondents can respond to the study questions at their own convenient time. The only drawback is the associated low response rate. To address this drawback, follow-up calls was adopted.

3.5 Sample Size

The sample size chosen for a study should be representative of the population. The larger the sample size, the more accurate the results obtained (Omair, 2014). 30 participants from the study's target group were sampled using questionnaire to solicit their views on the subject of the research.

3.6 Source of Data

Primary and secondary data are both used in this investigation. The primary data was obtained by administering questionnaires to collect information from the target population to address the research goal. The secondary data which is information gathered from earlier studies from sources like books from WMU Library, papers, journals, dissertations, websites, the GMA's databases, related literature and internet sites were used for the study.

3.7 Data Collection Method and Instrument

The COVID Pandemic would not permit a face-to-face interview session. The data for the study was collected remotely. Study questionnaires were administered using Google forms via the electronic mail. Each participant was given a Google form to answer the questions and submit them appropriately.

Survey questionnaire was used to gather information about the study from the population of interest. Questionnaire is cost-effective, simple, and ensures quick response to questions. Since the target population is difficult to reach one-on-one due to the nature of their work, the study found it appropriate to adopt the use of this data collection instrument. The respondents are not under any pressure to provide answers to the questions so they can take their time to respond appropriately. This is likely to reduce errors in answering questionnaires to the barest minimum.

Two types of questions are adopted in the study. They include closed-ended questions and open-ended questions. The closed-ended question are restrictive in nature. Alternative answers are provided for each question for respondents to select from. The good side of the closed-ended questions are that they ensure quick responses. Analysis of responses is easier. There were open-ended questions that allowed respondents to express their opinions in greater detail about women empowerment in the maritime community of Ghana. In this type of questions, answers that the

researcher had not thought about are provided. The drawback is that, analysis of responses from open-ended questions, because of the varied nature of views expressed by respondents, is sometimes difficult to carry out (Desai, 2018).

Also, items on the questionnaire are grouped into two parts. They are respondents' biodata and subject-related questions. The respondents were given the assurance that the study is strictly academic and that no information provided about them will be shared.

3.8 Validity of Instrument

To reduce measurement of error that is associated with the research, there is the need to test the instrument used. Both the researcher and the supervisor evaluated the content of the questionnaire to ensure that it is concise, specific, clear, unambiguous, and not double barreled. Further, the questions were designed to focus on what the study intended to achieve.

Thereafter, a test-pilot of the questionnaires was undertaken on a small number of employees to assess the validity of the instruments and to see if there were any problems or difficulties that would slow down the data collection process. The challenges and shortfalls from the pre-test of the instrument used were addressed to improve the study.

3.9 Data Analysis Techniques and Tools

Data analysis, according to Linoff (2016), is the gathering of data for research purposes and the drawing of conclusions to address the study's objectives. This process of data analysis begins after the data has been gathered and is completed once processing and interpretation have been done. The data obtained in this study is analyzed using descriptive statistics such as frequencies, percentages, and charts to describe the characteristics of the data and to address the objectives of the study.

4 RESULTS, ANALYSIS

4.1 Introduction

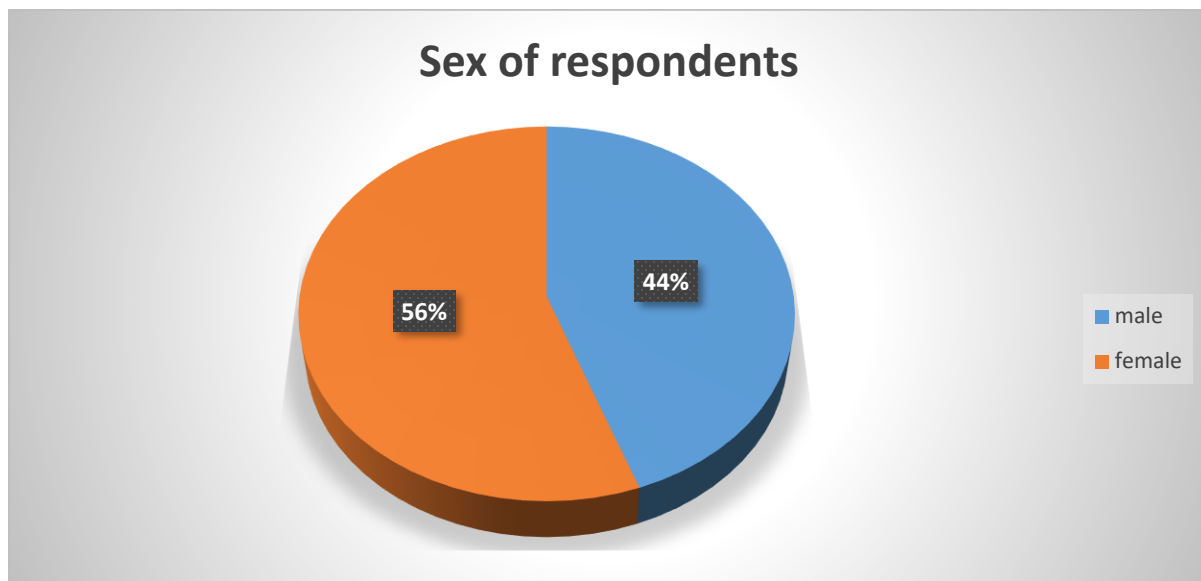
Human element and female participation difficulties have become more widely recognized. Gender issues in shipping and the expanding involvement of women seafarers were also discussed. This chapter discusses and analyses and the findings obtained from a survey conducted on women's empowerment in Ghana's maritime community, as well as the importance of laws and policies. There were 11 valid responses received, which are shown in tables and charts.

4.2 Analysis of Results

Although the study's focus is on empowering women in Ghana's maritime community, the perspectives of men in the sector were also solicited. As seen in Figure 1, the study included 56% females and 44% males. The inclusion of male respondents was intended to assure fairness in the opinions gathered. The study contained more female responses to represent women's concerns. Although the sector has more males than females, more females were included to discover the depth of their concerns in the sphere of operation.

Figure 1

Distribution of sex of respondents



Note. Author's elaboration

Table 1 displays the respondents' occupations in maritime sector of Ghana. They comprised lawyers, naval officers, engineers, oilers, and administrators. The majority of respondents (44.4%) were administrators, with lawyers accounting for 22.2%. Traditionally, maritime lawyers and administrators work ashore. The majority of persons engaged in the study prefer to work on land rather than on board the ship. This is the profile of the majority of female or female hired into the sector. Naval officers, engineers, and oilers were the least common professions found in the survey. These are clearly the types of individuals who are frequently hired. This suggests or speaks to the fact that the proportion of women working ashore is bigger than the proportion of women working onboard. Ashore roles are considered as providing women with the opportunity to fulfil their home obligations as women. It does not necessitate extensive travel, the use of physical strength, or prolonged departure from home. Given the scarcity of basic facilities, equipment, training, and disciplinary procedures on ships and training institutes, a top-down strategy is required to attract more female seafarers. Recognizing IMO's global efforts to promote SDG 5 and implement the UN 2030 Agenda, more must be done to advance gender integration in the maritime industry to achieve Assembly decisions A.1147(31) and A.1170 (32).

Table 1

Professional status of respondents

Profession	Percentage
Lawyers	22.2%
Naval officer	11.1%
Engineer	11.1%
Oiler	11.1%
Administrator	44.4%

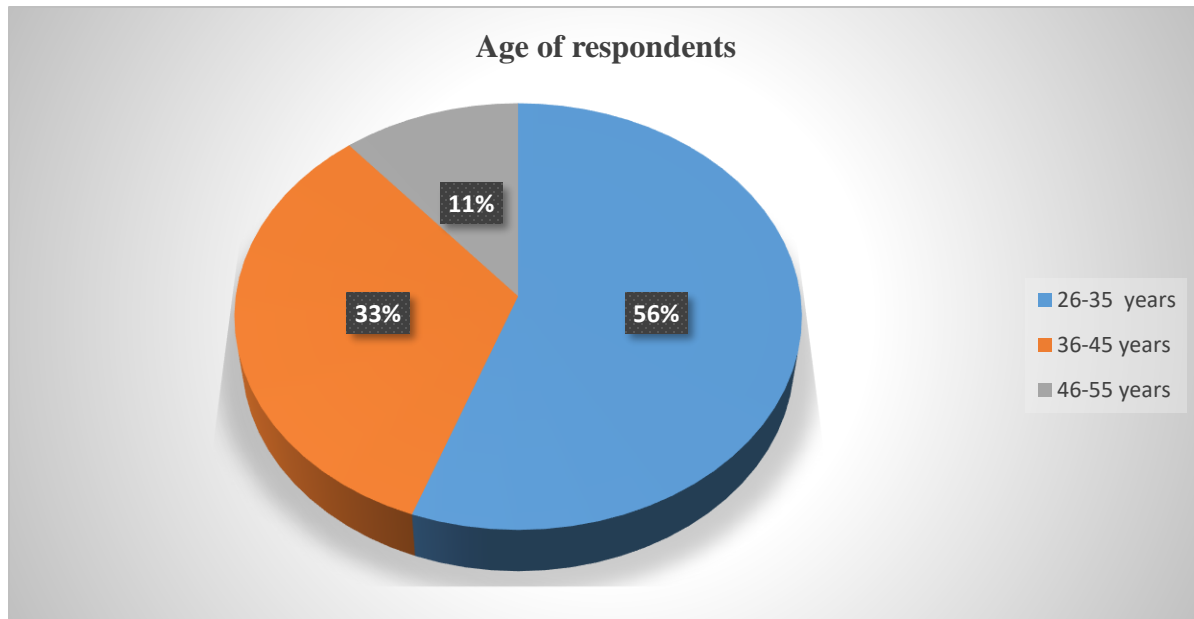
Note. Author's elaboration

Figure 2 shows that respondents' ages range from 26 to 45 years. The largest age group (56%) was between the ages of 26 and 35. This is because the average age of international seafarer is 36 years with the coastal and inland mariners being 43 and 46. This demonstrates that the workforce in Ghana's marine community is young. Only 11% were between the ages of 46 and 55. This age distribution indicates that there are active and young workers to help the business flourish. Despite the fact that 43 and that the oldest age group is considered the peak reproductive age for women - the period during which women give birth and raise children (it indicates their capacity to integrate maternal obligations with work). The performance of this dual duty is admirable for individuals who fall into such category and work on-board. It promotes the multitasking abilities that women are known for. The few people over the ages of 45 years have a lot of rich expertise for the young to draw from in order to boost the vibrancy of maritime sector. The blend of old and young female

maritime employees accelerates excitement as most would prefer it to be a choice of occupation in maritime affairs.

Figure 2

Distribution of age of respondents

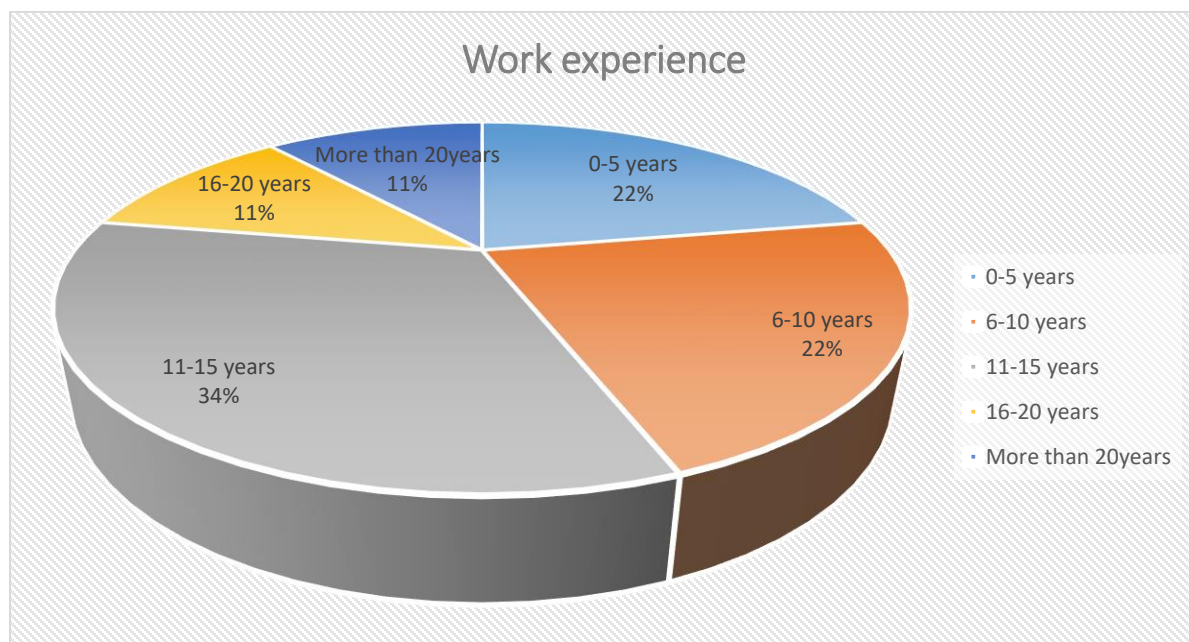


Note. Author's elaboration

According to Figure 3, the majority of respondents (34%) had worked in the industry for 11 to 15 years. 44% of respondents have been working for roughly 10 years, while 22% have between 26 and 20 years of experience. The vast job experience individuals have earned in the sector is critical in the fight to empower women. The problems, triumphs, and methods for projecting maritime women might be shared with those who are new to the industry. Notably, none of the participants in the study have been employed for less than 5 years. This is an encouraging statistic for both men and women in the industry. The knowledge gained from years of experience in the industry, as well as a series of professional trainings, are enough to promote the empowerment quest.

Figure 3

Distribution of work experience of respondents



Note. Author's elaboration

As captured in Table 2, respondents agreed that there is male domination in the maritime sector of Ghana. Around 67% of respondents agreed. According to Hanna Aggrey, 2000), stereotyping, most Human Resource employees prefer to recruit males over women because it is believed that women are frail, and it will be quite awkward to observe women working in an environment created for men (Hanna, 2000). Respondents were divided on whether women do not study maritime profession programme because they are too expensive. While 44.4% agreed, 44.4% disagreed. The split agreement could imply that workers in the field are confused whether marine training is cost-effective or not. 56.6% of respondents disagreed with the premise of gender discrimination in the Ghanaian marine sector. This number is fairly high and demonstrates that recruitment into the field is not discriminatory. However, respondents (77.8%) believe that when recruiting employees for the maritime sector, there should be a quota system for women to close the gender gap. Similarly, answers did not support the claim that women do not enter the maritime

industry because it is unprofitable. Approximately (55.5%) disagreed, indicating that the sector is rewarding. Furthermore, respondents believed that labelling maritime employment as the domain of males is a social norm that discourages women. Approximately 88.9% of participants, a sizable proportion, agree that such categorization undermines efforts to empower women.

Table 2

Analysis of views on women in maritime sector of Ghana

	Responses		
Statement	D	N	A
The maritime profession in Ghana is highly dominated by men	11.1%	22.2%	66.6%
Women do not study maritime profession programs because they are very expensive	44.4%	11.2%	44.4%
There is discrimination against women when it comes to recruitment into the maritime sector of Ghana	56.6%	0%	44.4%
Women do not go into the maritime profession because it is not lucrative	55.5%	33.3%	11.2%
The perception that maritime work is the preserve of men discourages women from exploring the field	0%	11.1%	88.9%
The GMA encourages women to take up professions in the maritime sector	22.2%	33.3%	44.5%
Women who are already in the maritime sector are not empowered to attain greater heights	33.3%	33.3%	44.4%

There should be quota system for women when recruiting people into the maritime sector	11.1%	11.1%	77.8%
World Maritime Day Celebration should be used to encourage women to take up profession in the maritime sector	0%	11.1%	89.9%
The curriculum in basic schools in Ghana does not encourage girls to go into maritime related professions	22.2%	22.2%	55.6%
Women role models in the maritime field do not encourage other women to take up professions in the maritime field	33.3%	22.2%	44.5%
Women in maritime field of Ghana prefer ashore jobs to on-board jobs	11.1%	0%	88.9%
Maritime jobs on-board do not allow women to live a balanced life	0%	0%	100%
Enactment of laws and policies in support of women would greatly empower women in the maritime sector	0%	22.2%	77.8%

D= Disagree N= Neutral A= Agree

The result of an assessment of respondents' thoughts on whether the Ghana Maritime Authority promotes women to pursue careers in the maritime sector was good. Approximately 45% agreed, indicating the greatest proportion. Again, over 45% of respondents indicated that female role models in Ghana's maritime industry do not encourage other women to pursue careers in the maritime industry. Only 11.1% of respondents disagreed. Respondents' perspectives on the utilization of World Maritime Day Celebration to encourage women to pursue careers in the maritime sector were encouraging. Around 56.6% agreed that World Maritime Day should be used

to inspire and attract women to the industry. Close to 56% agreed that the curriculum in Ghanaian primary schools does not promote girls to pursue careers in maritime-related fields. In terms of onshore and on-board jobs, 67% felt that marine jobs do not allow women to live a balanced life, hence ashore professions are popular.

Furthermore, the percentage of respondents who agreed that enactment of laws and policies in support of women would greatly empower women in the maritime sector of Ghana is 77.8%. This proportion is high and it suggests that the sector needs clear-cut laws and policies to propel the women empowerment goals.

From Table 3, it is observed that, using social media and organizing frequent seminars to propagate the maritime issues rank highest (89%) among ways of empowering women in the maritime sector of Ghana. Offering maritime scholarship to women who wants to pursue programs in maritime and having programs that allow women in maritime to mentor other women were the second highest consideration by respondents (78%). The importance placed by respondents on fixing a day to celebrate women in the maritime sector of Ghana and subsidizing maritime education to allow greater intake of women into maritime training institutions was fairly good at (56%). The suggestion of the lowest importance (56%) stated by respondents included fixing a day to celebrate women in the maritime sector of Ghana and subsidizing maritime education to allow greater intake of women into maritime training institutions.

Table 3*Ways of improving women participation in the maritime community of Ghana*

Suggested ways	Number	Percentage
Frequent seminars organized and conducted by the Ghana Maritime Authority	8	89%
Coming up with women empowering activities during Maritime Day celebration	6	67%
Televising and production of maritime related positive content	6	67%
Fixing a day to celebrate Women in Maritime Sector of Ghana	5	56%
Using social media to create awareness of maritime issues to the people of Ghana	8	89%
Offering maritime scholarship to women	7	78%
Having programs that allow women in maritime field to mentor other women	7	78%
Subsidizing maritime education to allow a greater intake of women	5	56%
Coming up with policies promoting balanced work-life life for women in maritime	6	67% %

5 Discussion

In analyzing the difficulties, problems and hindrances encountered by women in the maritime industry, the study found male dominance to be one of the major problems hampering the progress of women in the sector. Labour markets all over the world are faced with low female numbers in employment, which differ significantly across countries. The kind of work that is regarded as suitable for women is among the array of factors that have a negative impact on women's labour market outcomes. When society perceives that some professions are for men, it limits the participation of women. The negative effects of this perception in terms of wages, overall output and empowerment of women can be huge (Cavalcanti & Tavares, 2015). Ferrant (2016) also found the issue of high male numbers in the global maritime space which this study supports. Since male dominance is a global concern, changes in these gendered societal perception and norms can be helpful if women empowerment is to be achieved.

Another difficulty in empowering women is the lack of balanced life for women who take up jobs on-board. Because women's domestic responsibilities limit their ability to travel long distances for work (Salon & Gulyani, 2010; Dickerson, 2002), the few who accept on-board jobs in most cases are not able to fulfil their domestic roles. Most women spend long periods on-board leaving their families and domestic duties behind. According to Hunt & Samman (2016), only few women could successfully have a career while sustaining family roles and values. The problem is even more evident in mothers who face an additional childcare burden preventing their entry into decent paid employment. This represents a significant income loss for women with children compared with women without children. For this reason, the few women in the sector embrace jobs ashore instead of jobs on-board.

Women Seafarers Report (2019) identifies lower payment of remuneration for women for equal work as one of the major setbacks for women empowerment in the maritime sector. According to a report by the International Labour Organization, women are predominantly found in low-paying

occupations like office work and street vending across 142 countries sampled. (ILO, 2016). The way a woman's contribution is valued and the ability to negotiate a fairer deal for themselves, determines the size of benefits they get from their labour (Eyben et al., 2008, as cited in OECD, 2012a; Eyben, 2011). This requires that women make the effort to bargain well with employers to ensure that they are put on equal wage scale with male counterparts. Oelz et al. (2013) discusses that collective bargaining outcomes stipulating gender equality in the salaries paid for work of equal value is a necessity if gender balance and women empowerment is to be achieved. In ensuring that women are empowered, Hunt & Samman (2016) discusses that, there should be power in economic decision-making within the household, community and local economy of women, not just in areas that are known to be women dominated but extending to areas that are dominated by men. The empowerment process will be defeated if women continually receive low wages in their fields of endeavor. Women need power to take control over assets, be it mental, physical and financial. Women's access to employment and income generating activities alone are not enough. Making sure that what they generate out of their work is worth what they worked for will be a positive step to their empowerment. Also, women need power to enhance and enjoy economic rights and freedom from their labour.

Moreover, women role models in the maritime field of Ghana and their role in encouraging other women to take up professions in the maritime field is not fully seen. This situation adversely affects women's engagement and empowerment in the maritime industry of Ghana. In women empowerment, drivers of change are needed. One of the drivers is those who have already tasted the challenges, opportunities and prospects of the sector. By putting themselves out there and championing the course of women, other women will be motivated to join the move to empower women. Mentorship programs that allow women in maritime field to mentor other women is highly encouraged and recommended.

One would think that one of the reasons women do not study maritime profession programs is the unbearable cost. The views expressed by respondents in the study were contrary. The cost of pursuing a career in the maritime industry as a barrier for was not backed by or not supported. As maritime education is perceived to be highly cost-efficient and can be offered effectively in a wide range of approaches with the application of technology, more women can take advantage of that. In most instances, cost has been a threat to pursuing academic and professional programmes.

Players of the sector demand that although the cost of studying maritime courses is bearable, offering maritime scholarship to women may advantageously affect enrolment. It was also found that provision of subsidies for maritime education will allow greater intake of women and girls and the introduction of maritime courses at the basic school level will be a move in the right directions. The study also found no discrimination against women during recruitment into the maritime sector of Ghana. An even chance is granted to both sexes for their participation in the maritime sector. This could be that the codification of all laws on the Elimination of All Forms of Discrimination Against Women, which is a UN convention providing a legal setting for gender balance in the maritime industry (Kormych, 2020), has had effect. However, Pineiro & Kitada (2020), report that the working environment of women is filled with discrimination and thus hinders recruitment and retention of women in seafaring. The seclusion of women when it comes to occupation and its accompanying gender wage gaps is widespread in most sectors of the economy. To eliminate this, laws and workplace policies must be in place to prohibit discrimination against women in hiring, training and promotion at the workplace. To this effect, the low numbers in the maritime community of Ghana could be dissociated from discrimination. Other reasons, other than discrimination can be associated the low number of women in maritime. The empowerment of women in the sector is realizable if there is a rise in the numbers of women. The sentiment of the industry has been to get employers to adopt quota system for women when recruiting people into the maritime sector. Although, the maritime industry encourages balance in recruitment, however, the present situation requires that high quota is granted women if the imbalance is to be corrected. Laws and policies in support of women in the maritime sector of Ghana are very relevant. Robust and accessible legal frameworks and policies protect women both locally and globally, who might otherwise be susceptible to suppression in the execution of their daily activities (Hunt & Samman, 2016). Strides in narrowing the gender gap between men and women in higher education for example, has been recorded globally in recent times (Lares, 2017). Loots & Walker (2015) links that success to legal and policy efforts made at international and national level which are geared towards promoting gender balance and social justice for women.

Most of the respondents in this study (77.8%) said that to empower women in the maritime community of Ghana, there is a need to enact laws that support women to take up professions in the maritime sector. The labour laws in Ghana, the Ghana Labour Act 2003 (Act 651) Part VI (55), make room for balance when it comes to employment. The issue of employing more males and

fewer women is not captured in the law. Specific laws and policies spelling out the modalities for recruiting women into the maritime sector are lacking. The gender perspective of Ghana, according to OECD (2002) identifies some power structures in most institutions. For example, in public health, there was found female dominance in the training of nurses and mid-wives. Until recently, to gain admission for training in public health and community nursing, one must successfully complete a training in midwifery, which was restricted to women. This requirement has now been dropped, enabling men to enter into these traditionally female fields. It was dropped through change of entry requirements. Similarly, in the maritime field, which has few women and more men, it is believed that by changing systems and laws that limit women's access to opportunities in the maritime sector, there will be female dominance in the sector. Laws and policies are important in every empowerment agenda. One of the functions of a law is to empower the users, which means the people. In the opinion of Hunt & Samman (2016), granting women with equal economic empowerment opportunities requires an integrated set of laws and policies, which are relevant across every domain of women's economic life. Conversely, restrictive environments significantly constrain women's economic choices. Successes have marked attempts made so far. From 2013 to 2015, nearly 94 legal reforms aimed at increasing women's economic opportunities took place in 65 countries (World Bank, 2015a), and evidence supports the positive impact of previous reforms. (Hallward-Driemeier & Gajigo, 2013 as cited in World Bank, 2015a).

The views expressed by respondents regarding the use of World Maritime Day Celebration to encourage women to take up professions in the maritime sector, was encouraging. World Maritime Day Celebration should be used to inspire and attract women into the sector. The advocacy now is that although there is a global day set aside to mark the day, fixing a day to celebrate Women in Maritime Sector of Ghana is appropriate. During the celebration of the day, programmes to make the profession more attractive such as maritime quiz competitions, that attract handsome rewards, broadcasts on all media landscapes will be helpful. Maritime Fun Clubs in Schools and Colleges can also be formed using this occasion. This can project the agenda of women and young ladies in maritime and make their voices heard in all corners of society. The GMA is doing its best to inspire women to take up professions in the maritime sector. However, frequent seminars organized and conducted by the Ghana Maritime Authority to share and promote maritime sector-specific concerns including capacity-building and leadership training are ways respondents in the sector feel can project the industry. Social media in the 21st century has become the fastest growing media

space to create awareness. The use of this platform to enhance the knowledge of the masses on maritime issues is a great step. This is to improve the low level of awareness or publicity of maritime activities in Ghana and globally.

To ensure that maritime education is enhanced, respondents are of the view that the curriculum at the basic and secondary levels of education should introduce young girls to maritime subjects or disciplines. This is a key consideration in promoting women in maritime. While ensuring that educating girls becomes the fundamental means of increasing women's economic status and empowerment later in life, adult training and skills development programmes are also important to women's economic empowerment (Hunt & Samman, 2016). Education and economic empowerment are linked. As the opportunities for education for women and girls increase, the higher and better they gain employment opportunities than their less educated women. With this idea, families progressively view girls' education as a valuable investment (Jensen, 2010, 2012; Hossain, 2011).

For younger girls, the introduction of maritime courses in their school curriculum is a good step. Upon reviewing the curriculum at WMU for example, to assess whether gender perspectives are captured. Lares (2017) found the introduction of Educational Psychology and Sociology as part of the Maritime Education and Training (MET) Specialization in 2014, aimed at teaching gender issues in maritime education. This reveals that curriculum review and periodic enrichment of programs to make gender issues a concern at all levels of education is a step in the right direction.

Characteristically, most curricular cover three aspect of the learning domain. They include knowledge, understanding and application. Under the knowledge domain, learners acquire knowledge through some learning experiences. After acquiring the knowledge, the learner will show their understanding of concepts learned by comparing, summarizing, relating etc. in their own or different environments and make meaning from what is grasped. The learner then applies the knowledge acquired in new contexts and in real life situations (Ministry of Education, 2018). In this vein, the inclusion of maritime knowledge in the curriculum at the basic and secondary levels of education will make it easier for girls to understand the scope and concept of maritime education and make the decision to study maritime and marine programmes earlier in life than later in life. In Ghana, it is in the secondary school curriculum, for example, that marine science is

described as a branch of science that studies the sea or a science related to seaborne trade or naval issues. The curriculum touches on this branch of science briefly without further description. The expansion of this branch of science to cover the elements such jobs available in the field will be helpful. By inculcating and expanding on the scope of maritime and marine disciplines at the lower levels of education for girls to grow up with it, the benefits will be far greater than what exist now. It is known that the quality of education given to a girl is closely related to girls' ability to access decent work (Sperling & Winthrop, 2015).

Although starting from the basic levels can be long term and costly, the benefits it gives to women's empowerment will exceed the comparatively high ignorance and poverty in the end (Buvinic & Furst-Nichols, 2014).

6 CONCLUSION AND RECOMMENDATION

6.1 Conclusion

Approximately 2% of the world's 120,000 seafarers are female. 70% of individuals employed in the shipping sector are men, while only a few women are employed in the shipping industry. In Ghana, maritime women encounter education, recruitment, and job issues. Although such difficulties are improving, governments, companies, marine education and training institutions, and social organizations must continue to address them to close the gaps.

The study aimed at addressing some issue of empowering women in the maritime community of Ghana. The issues include the difficulties faced by women in the maritime industry of Ghana, the laws, policies and regulations established to encourage women in the maritime sector of Ghana, the international and national initiatives to encourage the participation of women in the maritime industry in Ghana and behaviors that prevent women engagement and empowerment in the Ghanaian maritime community. It is concluded that:

- Women in the maritime community of Ghana face the challenge of lack of balanced life when they accept jobs on-board. For this reason, ashore jobs are preferred. This preference comes from the backdrop that it ensures that women have adequate time to honor their domestic roles.
- Women role models in the maritime field of Ghana's effort at encouraging other women to take up professions in the maritime field is not visible, making the drive for empowerment of women in the maritime industry slow.
- Specific laws and policies to encourage and empower women in the maritime community of Ghana is lacking. The only existing laws are labour laws that ensures discrimination-free recruitment into the formal labour market and admission of students into maritime training schools.

- While laws and policies are relevant in ensuring that women are empowered, the implementation of the laws, on the other hand, which is a necessary step in the quest to empower women is lacking.
- Among the array of interventions that exist globally to empower women, the formation of women organizations to champion the course of women in maritime, sponsorship by IMO for women to pursue maritime programs, the celebration of World Maritime Day, WMU's progressive increase in the admission and training of women in the maritime sector (Lares, 2017), the WID program which is an initiative of IMO to offer gender-specific fellowship program to women in the maritime field such as administration, maritime law, marine biology, maritime and marine sciences at WMU (Tansey, 2000), the formation and implementation of laws on Elimination of All Forms of Discrimination Against Women by the United Nations, the introduction of technological tools in the sector, and regular update on the performance of women by IMO are key international initiatives to empower women in maritime.

6.2 Recommendation

Gender equality matters for sustainable future in maritime industry, women must be well presented. 2% of 120,000 seamen are women. Only a few women work in shipping, which is 70% male. The Republic of Ghana believes that the global maritime industry may grow by enabling all important stakeholders to work, regardless of gender, and paying attention to IMO data on women's status in each country. The Republic of Ghana, recognizes the importance of women's involvement and role in the maritime community and strongly agrees that maritime stakeholders must improve their understanding, interest, and supports women in maritime careers

Recommendations to the Government

1. It's Vital that Government implement policies that empower women.
2. Enact and implement laws that aim at empowering women in the maritime community;
3. Support promoters of gender norm change through community dialogue, political and social machinery;
4. Use social media and frequent seminars to propagate maritime issues;
5. Adopt programs that allow women in maritime to mentor other women.

6. Offer maritime scholarship to women who wants to pursue programs in maritime;
7. Eliminate gender wage discrepancies by ensuring that laws and workplace policies are in place to prohibit discrimination against women during recruitment, training and promotion;

Recommendation to Training Institution

- Review curriculum at the basic and secondary school levels to inculcate maritime disciplines;

Recommendation to Employers

- Adopt quota system in both admission and recruitment of women into the maritime sector of Ghana;

Recommendation to women associations

1. organize monthly joint workshops or seminars to examine many issues;
2. provide social value realization activities (volunteering in the maritime sector and talent donation);
3. provide regular mentorship programmes to maritime education institutions and women in the maritime business.
4. Give maritime industry and female workforce information via newsletters and website; \
5. Create various career information platforms for women in the maritime field.
6. Raise social awareness regarding women in the maritime field.
7. Develop women's leadership in the maritime sector.
8. Motivate existing and prospective female maritime personnel.
9. Share and participate in social and international issues and information related to women in the maritime sector; and.
10. Serve as an advisor for policy development related to women in the maritime sector.

Recommendations to International Maritime Organizations

1. IMO to support the women association especially WOMESA
2. IMO to sponsor female official from Ghana to complete course in any maritime course.

3. IMO, in collaboration with the Women's International Shipping & Trading Association (WISTA International), the International Labour Organization (ILO), Member States, industry and other interested stakeholders, collaborated on the study to collect and analyze data on the number of women employed in the maritime sector
 - a) The study should include those women employed in maritime administrations, female seafarers, and the type of vessels they work on, fishers, female graduates from the World Maritime University (WMU), the IMO International Maritime Law Institute (IMLI) and other maritime training institutions.
 - b) The study should also include statistical research, an analysis to map out the numbers and distribution of women seafarers within the industry, identify the positions and sectors they work in, and analyze the legislation Member States have in place to ensure non-discriminatory access to employment and equal opportunities and to identify examples of best practice
5. Plan IMO International Day in women in Maritime events in. 20223.
6. Support capacity building by Providing fellowship to participate in IMLI and WMU.

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8 APPENDICES

8.1 Appendix A: DISSERTATION QUESTIONS

This questionnaire seeks to solicit information about empowering women in the Ghanaian maritime community, the relevance of laws and policies. It is for academic purposes only. Any information provided will be treated with utmost confidentiality.

Kindly answer the question by choosing the appropriate option provided and supply answers to the open-ended questions.

Part A (PERSONAL INFORMATION)

1- Age

- ☐ 18-25
- ☐ 26-35
- ☐ 36-45
- ☐ 46-55
- ☐ 56-60

2- Sex

- ☐ Male
- ☐ Female

3- Level of education

- ☐ Basic
- ☐ Secondary
- ☐ Tertiary
- ☐ Others (Please specify)

- 4- Do you have any professional training from a Maritime Training School?
- ☐ Yes
 - ☐ No
- 5- If yes, indicate the type of training.....
- 6- How long have you been working in the maritime field?
- ☐ 0-5
 - ☐ 6-10
 - ☐ 11-15
 - ☐ 16-20
 - ☐ More than 20 years
- 7- What is your professional status in the maritime field?
- ☐ Lawyer
 - ☐ Oiler
 - ☐ Captain
 - ☐ Engineer
 - ☐ Seafarer
 - ☐ Cadet
 - ☐ Administrator
 - ☐ Others (Outline the specific profession)
- 8- As a practitioner in the maritime field, what life do you live?
- ☐ A work-led life
 - ☐ A balanced work-life.

PART B (MARITIME RELATED QUESTIONS)

- 9- Do you think Maritime Education and Training (MET) institutions should increase the enrolment of women in the training schools?
- ☐ Yes
 - ☐ No

10- Do you think there is discrimination against women when it comes to recruitment of women into the industry?

- ☐ Yes
- ☐ No

11- Are you aware of any policy frameworks to encourage women to join the maritime profession?

- ☐ Yes
- ☐ No

Indicate the level of agreement or disagreement to the following statements

12- The maritime profession in Ghana is highly dominated by men.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

13- Women do not study maritime professions because maritime professions programs are very expensive.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

14- Women do not go into maritime profession because it is not lucrative.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

15- The perception that marine work is the preserve of men discourages women from exploring the field.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

16- Women in maritime business in Ghana prefer ashore jobs to on-board jobs.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

17- Maritime Jobs on-board do not allow women to live a balanced work-life.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

18- Women role models in the maritime field are not encouraging other women to take up professions in the maritime field.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

19- There should be a quota system for women when recruiting people into the maritime sector.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

20- Women who are already in the maritime industry are not empowered to attain greater heights.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

21- The Ghana Maritime Authority encourages women to take up professions in the maritime sector.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

22- Enactment of laws and policies in support of women would greatly empower women in the maritime sector.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

23- World Maritime Day Celebration should be used to encourage women to take up professions in the maritime sector.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree

24- For women participants:

What are the limitations you have experienced as a woman in the profession?

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For male participants:

What limitations you have observed that women experience in the maritime profession?

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25- Employers in the marine business discriminate against women in their recruitment processes.

- ☐ strongly disagree
- ☐ disagree
- ☐ neutral
- ☐ agree
- ☐ strongly agree