

# **A STUDY ON GENDER DIVERSITY IN MARITIME INDUSTRY**

*A dissertation submitted to the School of Maritime Management, Indian Maritime University in partial fulfilment for the requirements for the award of degree in MBA- Port & Shipping Management*

*Submitted*

*by*

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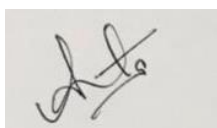
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## DECLARATION

I, AMANTA LOPEZ (**Reg. No. 1903304007**), student of School of Maritime Management, Indian Maritime University –Chennai Campus, hereby declare that this project report titled **A STUDY ON GENDER DIVERSITY IN MARITIME INDUSTRY** submitted in partial fulfilment of the requirement for the degree of **Master of Business Administration in Port and Shipping Management** is my original work carried under the guidance of my project guide. It has not formed the basis for the award of any Degree/Diploma of any University/Institution. The information submitted is true and original to the best of my knowledge.



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## EXECUTIVE SUMMARY

The maritime industry is one of the special sectors, which worldwide, humanity has accepted as being a job for men, thereby making it difficult for women to penetrate and function very easily within the industry as in the norm. This dissertation examines the background history of the employment of women in the maritime industry and reviews some of the difficulties, problems and hindrances encountered by women in the maritime as well as related industry like logistics and supply chain management. It also identifies international and national initiatives to encourage the participation of women in the industry with particular focus on the United Nation. Statements related to why the need of women participation in the maritime and related sector are also laid down along with quoting effective ways in order to bring down this discrimination. A detailed background study on women participation in the earlier years and the initiative that followed it are well observed. Associated sectors also like the port sector, maritime lawyers, maritime education and training, supply chain management are focused as well. Issues like gender discrimination among society, family roles of women when seen in a traditional way, the attitude of male crew and officers in the sector along with company attitude of employing women are discussed in detail. The difficulties arising out of lack of job opportunities, educational funding facilities and the later problem when employed that is, resistance to promotion are key points discussed along with the same. Accelerating female talents along with using and promoting positive emotions in a business corporate, providing encouragement and funding opportunities, introducing career programs in industry etc. are some ways to mitigate the discrimination or in other case to increase the participation of women in the sector in future. Apart from all the other contents, the importance of a role model in each sector is vital and it is laid down in the chapters. For further detailed study few leading women in the maritime, logistics and supply chain management and maritime training sector are also introduced along with their background to show there still exist a part of women participation. The concluding chapter draws conclusions and makes recommendations on how more women could be encouraged into the maritime industry

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## **LIST OF ABBREVIATIONS**

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

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

# CHAPTER-1

## INTRODUCTION

### 1.1 Maritime Industry

Since the beginning of time, people have used water as a main form of transport to help transport cargo from one place to another. The first ships were single logs that small cargo was attached to and floated down river for trade. Eventually, logs were tied together to carry bigger cargoes.

Sea transportation dates back to 10000 years ago to the Neolithic Period. Though these crafts cannot be classified as ships they marked the beginning of transport of goods by sea. Animal skins and woven fabrics were used as sails and the birth of the early SHIPS. The birth of these crafts allowed men the opportunity to explore distant lands separated by sea and the migration of mankind.

About 5000 years ago, the first major trade routes were formed between modern day India and Pakistan along the Arabian Sea. They used the astrolable to navigate the waters because land was were dangerous to travel due to the bandits attacking caravans.

During the same time, the Romans were developing fleets that could cross the Mediterranean Sea and carried low- value goods such as grain and construction materials. They would this mode of transport was cheaper and thus expanded their routes to travel over the Indian ocean. It was during the period between 7<sup>th</sup> century and 13<sup>th</sup> century the Arab Empire began to develop trade routes through Asia, Africa and Europe. The rivers in the Islamic regions were not easily navigable so transportation by sea was necessary. They did it through advanced vessels called Qaribs, and that greatly reduced the amount of time to transport goods.

The time period between the 15<sup>th</sup> century and the 19<sup>th</sup> century is considered as the Age of Discovery that is advancement in the fields of navigation and shipbuilding happened which allowed the Europeans to voyage across the Atlantic. This ultimately opened up the trade routes to Virginia and Maryland for tobacco and Mexico and Peru for silver.

Goods could be traded between Asia, England, France, Denmark, Portugal and America.

During the 19<sup>th</sup> and the 20<sup>th</sup> century, the Suez Canal opened shipping between Europe and Asia without going around Africa. The Panama Canal connected the Atlantic and Pacific Oceans.

During the same time, Cruise ships were developed to carry people across the world. In the

late 20<sup>th</sup> century, container shipping developed leading to the shipping industry we see and identify today.

The history of trade into three phases. The first started in the Mediterranean, spreading west through Greece, Rome and Venice, to Antwerp, Amsterdam and London. The second phase was triggered by the industrial revolution in the late eighteenth century. Innovations in ship design, shipbuilding and global communications made it possible for shipping to be conducted as a global industry. Finally, in the second half of the twentieth century another wave of economic and technical change was triggered by the dismantling of the colonial empires which were replaced by the free trade economy.

The lesson is that shipping is constantly changing. It is a business that grew up with the world economy, exploring and exploiting the ebb and flow of trade. Today it has become a tightly knit global business community, built on communications and free trade.

It is evident that if the shipping industry did not exist the entire population on earth would be leading a different life and with all of this it is understood that there is a close coordination and collaboration in maritime industry and hence diversity.

The maritime sector is of crucial importance in terms of social and economic development to modern society and provides excellent and varied employment and includes a lot of communities and diversity in terms of race, religion, geography.

In order to run the smooth industry, there is a requirement for active participation from different sectors. As maritime industry plays a major role and connects the entire nations there is a need for close collaboration for mutual existence and therefore requires mutual benefits and in order to achieve the interest of all the parties involved there must be equal recognition and opportunities.

## **1.2 Problem Identification**

Historically, maritime community was dominated by the male gender and often due to different reasons like lack of medical emergencies in sea, patriotic war, necessity in terms of economics, safety, biasness and concerns, women were often kept away from participating in sailing and trade. This practice was also quite common in other fields and it was mostly due to safety concerns. Women could only participate in sailing only if her father or her husband has an important role in the vessel. They were exempted from participating the activities conducted in the ship as well. But with time women started to come out of these stereotypes that existed and started taking up roles that were initially considered male oriented. That is,

slowly maritime community started including women community to the male dominated industry including sea-going jobs as well as management level jobs.

However, the percentage of women amongst the 1.2 million seafarers are only 2 percent out of which 94% of them work in cruise. Likewise, participation of women in maritime and related sector are comparatively really small in number compared to the other fields. There are several reasons for the same as well. First and the foremost point is the lack of awareness and information about the field and opportunity. Secondly, societal image of maritime being a male dominated field and thus reduces further women participation. Thirdly, the support received to the women who want to pursue her career in this field are comparatively less and this is often due to stereotyping. Safety and medical concerns are also major factors that drives this concept. The acceptance of male over female candidates in shipping companies is another major factor that diminished the participation of women. Obstacles of women participation in the related field of maritime like logistics, port management, supply chain management are also very prominent and this is due to the fact that initially trade were being carried by the males. For instance, traditionally, the male dominated supply chain logistics industry was associated with heavy lifting work which was not considered a women's forte, where people got an entry-level job and worked their way up. Now supply chain courses at institutes help people start at managerial level. With automation and technology on the rise, it is not about physical work anymore.

In the current era in order to bring up women participation in the maritime and related industry there are several initiatives taken by organizations which has in fact increased the number of women entering into the field. This happens for two reasons. First, that woman is able to better understand the potential of her peers and can advocate for them. She also understands how her team can benefit from gender balance and knows where to look for new female team members. Second, she acts as a role model for other women who might be otherwise more hesitant to apply for a job at an all-men team. Seeing a woman at the wheel, though, they get the message that this particular team (and company in general) values women and gives them the opportunity to grow. The study is conducted to analyze the participating ratio of women in the past, present and future in maritime industry both in the sea going community and related maritime field including their participation in managerial level and the factors that will be responsible for the same.

### 1.3 Research Objectives

- To analyze the background study of women participation in maritime sector and the factors that leads to the same along with the hinderance and difficulties faced by them.
- To analyze measures and initiatives taken by IMO to encourage participation of women in the maritime field and a review on IMO's program (IMO'S goal 5 – achieve gender equality and empower all women and girls) and various other maritime organization.
- To review the participation of women in sectors like maritime, logistics and supply chain management along with drawing conclusions in their future participation and the factors that will lead to the same.
- To recognize top women participants in the maritime sector and their contribution

### 1.4 Scope of the study

Women participation in maritime sector has always been low in ratio for several reasons however once the background is thoroughly researched and studied the concept can be reverted and more active participation can be observed in the coming years. Studies have also shown that women participation in any organization or a company means a progress. That is, with the presence of women in the organization it is observed that there is better economic growth, companies tend to perform better, peace agreements are more durable and along with this there will be more concentration to several social issues like health, education, anti-discrimination, child support etc.

All of these factors make sure active participation of women is needed in every field and for the benefit of the organization. Therefore, examining proper proportion and identifying the distribution of women working in maritime and related field is a very relevant and must be given importance in the future. Technological advancement in future and the rise of institutions for maritime study will be added advantage for the participation of women in the maritime and related sector.

### 1.5 Dissertation Structure

Chapter 1	<ul style="list-style-type: none"><li>• Introduction to maritime industry and gender diversity</li><li>• Problem Identification</li><li>• Research Objectives</li><li>• Scope of study</li><li>• Research methodology</li></ul>
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Chapter 2	<ul style="list-style-type: none"> <li>• Literature Review</li> </ul>
Chapter 3	<ul style="list-style-type: none"> <li>• Background study on women participation in maritime</li> <li>• Hinderance and difficulties for women</li> </ul>
Chapter 4	<ul style="list-style-type: none"> <li>• International and National Initiatives</li> <li>• Top women participants in the maritime and logistics sector</li> </ul>
Chapter 5	<ul style="list-style-type: none"> <li>• Conclusion and factors that will promote more participation</li> <li>• Learnings and recommendation</li> </ul>

### **1.6 Research methodology**

A research methodology is system of models, procedures and techniques used to find the result of a research problem. It involves choosing the subjects, data collection techniques or the tools, procedures and steps for collecting data, analysis of the data identified and the procedures for analyzing the same. Interviews, surveys and various technique studies can be adopted to conduct the study and the data and information collected can either be of present or historical background.

Whereas a research design is the framework of research methods and techniques chosen by a researcher. The design allows researchers to hone in on research methods that are suitable for the subject matter and set up their studies up for success.

This paper undertook an extensive literature search due to the sensitive nature of the topic by reviewing publications, periodicals, magazines and books available online on different websites. In addition to this, through Internet searches, pictures were also collected to provide further motivation. Contact was established with some women working in maritime sector as well as female cadets in maritime sector.

## **CHAPTER-2**

### **LITERATURE REVIEW**

An intensive study on the topic ‘Gender Diversity in Maritime Community’ has been made through studying and analyzing various articles, documents, recorded interviews, reports, online journals and other published reports. Few of the evaluation from the available literature are stated in this chapter.

Maritime community was always dominated by the male. However, with time the scenario is changing and women started participating in the field, both as a seafarer and in the management level. Their contribution to the community is growing and so is the extended support given by various international and national organizations. The following content of the chapter includes literature review on the need and reasons for the gender diversity in maritime and related industry and also the initiatives taken to shorten them. Other than issues in seafaring profession focus is also given to the participation of women in logistics, port, supply chain management level including role of women in the top management level.

#### **2.1 Need for Gender Diversity in Maritime and related industry**

**An article by ‘Ship Technology’** addresses the need for more diversity on the basis of gender. ‘One of the most efficient ways to close this deepening gap is to attract a more gender-diverse workforce – not an easy feat for a traditionally male-dominated industry, which has only recently started to shed some of its archaic gender prejudices, while gender prejudice obstructs female participation, this in turns leads to a lack of role models to change the status quo and inspire new generations of young professionals to join the ranks.’

**International Maritime Organization (IMO)** quotes with ample evidence that, ‘investing in women is the most effective way to lift communities, companies and even countries. Countries with more gender equality have better economic growth. Companies with more women leaders perform better’. IMO also points out that peace agreements that include women are more durable and parliaments with more women enact more legislation on key issues such as health, education, anti-discrimination and child support.

**Momoko Kitada, WMUSTUD, Volume 9** quoted that transport businesses including road, rail and air are generally male-dominated. Similarly, shipping is known as an extremely male dominated industry. Accurate numbers of female maritime transport workers are difficult to

obtain especially in private sector, including merchant shipping and the fishing industry. However, it has been reported that the percentage of women seafarers in 1998 was approximately 2 percent according to the International Maritime Organization (IMO).

**The annual report of MaritimeSheEO, 2020** quotes that ‘empowering women and promoting gender equality, is crucial to accelerating sustainable development. Maritime as a sector is male dominant, irrespective of the fact that it does have participation and presence of women in strong roles within the sector.

**McKinsey Global Institute report** finds that advancing women’s equality can add \$12 trillion to global GDP by 2025 and that the industry seems to be getting there. While commenting on gender inclusiveness in the industry, Saloni Agrawal Chokhani, Head - Freight Forwarding, Nagarkot Forwarders, cited, “In my daily work life, I come across women from various divisions and at every management level who are quite endearing, enthusiastic and hold achievements of their own.” At Nagarkot, the All India Sea & Air freight forwarding division comprises 75 percent women generating 40 percent of the turnover for the company. That is a significant contribution that underlines the potential of women

## **2.2 Reasons for the absence of women participation in maritime and related sector.**

**An article by Ship Technology** states that the reason for the absence of participants of the women in the industry is many and a study conducted by the ship technology finds that sexual harassment, abuse and bullying are they key issues women seafarers will face on board. Also, the mistreatment faced by the women, especially in the lower ranks and in the younger age demographic was similar with that experienced by some vulnerable men and ethnic minorities on board. Further study on the same identifies practice followed by some companies performing pregnancy testing as a part of the employment medical examinations for women seafarers where ITF deems discriminatory and is fighting to get it abolished worldwide. ILO also stipulates that pregnancy testing before employment may violate convention 183.

**Dr Sharmila Amin, Managing Director, South Asia-India, Bertling Logistics India Pvt Ltd** stated that there are fewer women due to the lack of awareness about the industry, the failure to balance home and work, and corporate culture. And in with regard to Bertling that is a specialised Project / Oil & Gas Co. in the logistics business, the percentage of women wanting to work or even handle these kinds of jobs are far less compared to other services in the logistics industry.

**Mahindra Logistics, Vice President, Human Resource** quotes that one of the biggest deterrents preventing women from joining this sector is the work environment. When it comes to the transport sector, the rest-stops for truck drivers are usually shared accommodations, washroom infrastructure and hygiene as well as the physical security arrangements making it a predicament for women to choose this as a career option. Efforts need to be made to resolve these basic issues which will then make this sector more attractive to women.

### **2.3 Effective ways to increase women participation in the maritime and related sector.**

**Australian Journal of Maritime and Ocean Affairs** points out that, ‘the promotion of equal employment opportunities, including in leadership roles, will ensure that the best possible candidate gets the job. Moreover, highly specialized and technical industries such as port operations in the shipping industry are experiencing skills shortage, which is forecasted to increase in the future (Flint 2012). The maritime industry needs to recruit more qualified candidates. Equal education and employment opportunities need not only to be made available for all members of society, but need to be marketed and made attractive to under-represented societal groups, thus sustaining the industry’s needs. In the big picture, equal gender representation is required to secure the current and future health and success of the maritime sector (Mitropoulos 2008). Unfortunately changing entrenched societal norms around gender stereotypes is a slow and challenging process.

**Novosenses Research, 2015** suggests that organizations working in evolving cultures and leadership for the future particularly need to pay attention to the competencies and mindsets that will increase and enable collaboration. That is to increase a positive attitude in terms of organization cultural overall and not only focus on diversity and equality.

Some ways in which the companies can bring the above-mentioned concept is as follows:

1. Make leaders enablers of their own people

This requires to build more inspiration, constructive feedback and esteem building from their leader. Companies should adopt new leadership attitudes and abilities, unlock empathy so that the leaders can enable and inspire people instead of solely concentrating on business.

2. Accelerate female leaders and talents

Studies shows that women are rated higher than men on six out of seven leadership competencies but have lower employee experience as compared to that of men. Companies are supposed to identify the challenge and rectify the same by including development programs for women.

3. Use positive emotions to fuel the business

Teams should have a high-empathy leader so they can multiply the effects of collaboration and psychological safety. In order to do so companies must grow their own set of competencies and grow people who are best in creating positive emotions as an organizational energy source.

**Audrey Dolhen, managing director, CMA CGM-India**, quoted, “CMA CGM is proud to have more than 12,000 women working across various divisions representing the shipping & logistics industry and that CMA CGM, a French worldwide shipping company, conducts various skill development and training programmes across various levels to make its women workforce more skillful and stronger. It has 43 percent women in its workforce where some manage key profiles.

**Hadiza Bala Usman, Managing Director, Nigerian Ports Authority**, lays down few suggestions for the improved participation in port sector. Some of which are as follows:

- Providing encouragement to young girls to take interest in Science Technology, Engineering and Mathematics (STEM) subjects so they can pursue careers in shipping, marine, operations and engineering sub-sectors
- Nations with maritime endowments should fund specialized institutions and provide incentives for girls for take courses in these areas
- Women who have broken through the barriers in this sector must institute a mentoring system that encourages young ladies to take careers and create a pipeline of succession in the maritime sector.
- Government agencies and private sectors investors must also be deliberate about increasing the tally of women in the sector.

**An article on e-paper of The Economic Times, India on February 12<sup>th</sup> ,2020**, points out that the supply chain profession continues to be described as moving, packing and lifting. However, the opportunities available are unlimited with the industry today can attracting more

women. For example, the government-certified Logistics Skill Council has provided opportunities for students to be part of the logistics sector via internship programmes where we are witnessing a large number of women applying for these internships. Women joining the logistics industry need to know that it is a service industry and certain skill sets are required to grow in their career. Apart from good verbal and written communication skills, knowledge of logistical processes and procedures, focus on customer service excellence, sharp business acumen, strong analytical abilities and a problem-solving outlook are crucial requirements

**Mahindra Logistics Ltd, Vice President, Human Resource** has introduced a second career programme, christened Udaan, which is an opportunity for women, who have taken a career break due to personal reasons like starting a family or taking care of aged parents or in-laws, to rejoin and subsequently rekindle in them the spirit to pursue corporate growth all over again. More companies need to make a concerted effort at hiring women in roles traditionally reserved for men. Training and career enhancement programmes, specifically for women, also need to be held on a regular basis. Currently very few women can be found in senior management positions in logistics companies. Companies need to encourage and promote capable women to leadership roles and create role models to whom other women can look up to.

Attracting more women to the logistics sector is a challenge, but change doesn't happen overnight. Now is the time to push for diversity and gender equality to engage women in logistics, which happens to be my long-term goal. This not only benefits women in general, but all employees, because it brings new perspectives to the table, which ultimately drives value for our customers. We need to share women's success stories both internally and externally if we want to encourage women to join and stay in this sector.

#### **2.4 Key takeaways from the articles**

Representation is powerful because it inspires hope for a future that once seemed impossible. I am proof that this is possible in a company that values talent, dedication, and drive in its female employees. (**Ship Technology**)

Change in culture is of utmost importance in organizations. Cultural change must permeate from top to bottom, where every member of an organization understands the important role women play in the growth of their company. It is only with a greater emphasis on an inclusive cultural that a systemic change can take place (**Novosenses Research, 2015**)

Having a good work-life balance is a crucial factor for women workers everywhere. Putting in place more family-friendly working practices in an industry that is framed for keeping seafarers at sea for long periods of time could also bring a drastic change in terms of women workforce in maritime.

## CHAPTER-3

### WOMEN PARTICIPATION IN MARITIME INDUSTRY

#### 3.1 Background study on women participation in maritime industry

In the beginning it was difficult and demanding for women to break into the marine profession, which was believed by humanity to be a job for men. Women in the maritime business were unheard of, even though they began contributing to the industry's survival in the 19th century as lighthouse keepers, stewardesses, officers, and radio operators. It wasn't until the United Nations designated 1976-1985 as the Decade for Women, in an effort to promote and encourage Women in Development (WID) for more equitable and sustainable development, that the United Nations recognized the period 1976-1985 as the Decade for Women. The 1995 Beijing Conference on Women brought women from all walks of life into the spotlight. The bulk of women working at sea at the time were engaged in the catering service section, and their voices were drowned out (Tansey, 1999). In its attempts to promote women in the maritime industry, the International Maritime Organization (IMO) looked for new ways to encourage women into top management positions.

##### 3.1.1 Early records

As early as 1930, when Captain Anna Schetinina began her sea career, Russia grabbed the lead by making effective use of her women at sea, becoming the first female captain in 1935. Other industrialized countries, such as the United Kingdom, were inspired to follow suit. During World War II (WW2), Victoria Drummond worked as a maritime engineer (Drummond, 1994).

##### 3.1.2 Later initiatives

During the 1960s, the Dutch granted their first lady the opportunity to join the business as a cadet officer at the Rotterdam Nautical Academy (Rotterdam Europoort Delta, 1983). In 1974, Samuel Stratton, a former Congressman from Schenectady, New York, pushed a bill through Congress allowing women to study at the United States Merchant Marine Academy, Kings Point (Fowler). It was revealed that most, if not all, of the countries that allowed women to work in the business in the 1970s did so as a consequence of a law approved by Parliament, as a result of the UN's encouragement (see paragraph 3.1). Sweden, Norway, Denmark, and Finland are all part of the Scandinavian region. Ghana and Australia were the next countries to join in 1976, followed by New Zealand

### 3.1.3 Associated Sector

The maritime industry is made up of maritime lawyers, institutions, maritime administrations, maritime pollution prevention and control sections, technical management of shipping firms, ports and harbors, ship owners, brokers, charterers, marine insurance firms, seafarers, and others. Women are attracted to the legal profession in large numbers, but they may require some encouragement to pursue a career in maritime law. As a result, the path is clear with the formation of the International Maritime Law Institute in Malta, as well as the reserve of 50% of the spots for women. If only women are aware of it, there will be growth. Women in management are trained at World Maritime University, Kobe University of Mercantile Marine, Australian Maritime College, Kunsan National University in Korea, Dalian and Shanghai Maritime Universities. With the increase in commerce, more shipping businesses will emerge, increasing need for brokers, lawyers, charters, administrators and other professionals. Women will be visible among the men at all levels, with the exception of marine/engineering superintendents, where they have yet to make an impact. Technically, this necessitates prior sea expertise, which women from the sea may be educated to obtain. In other words, "we're putting the 'wo' in Seamen."

#### 3.1.3.1 Port Sector

Managing a developing port to attract trade is a difficult undertaking, and women have not been overlooked. Datin Phang Oi Choo, the General Manager of Malaysia's Klang Port Authority, is in attendance. She's doing it by "foregoing any preconceptions about bureaucracy" (Portlink, 1997). Ms Rose Karikari Anang steers the helm of affairs at the Ghana Ports and Harbours Authority (GPHA) as Chief of Personnel & Administration. Ms Alice Enyonam Torkornoo is the manager for the training department of GPHA, with Esther Gyebi-Dorkor as the Senior Marketing Officer. Freda Ussher-Dennis is the Executive Secretary of the Shipowners' and Agents Association of Ghana, with Patience Amoabeng-Prah as the Shipping Superintendent (Shipping master) of the port of Tema (Personal Interviews, December 1999). Encouraging enough, all these Ghanaian women are products of the World Maritime University, Malmö, Sweden

#### 3.1.3.2 Maritime Lawyers

"It can't be all that horrible to be a lady and a shipping lawyer," the ladies of the Maritime Lawyers' Association stated, smiling. Evanthia Coffee of Wiersholm Mellbye & Bech, Inga M. Fröysa of Torvald Klaveness Group, and Sara Gilling of Skuld are just a few. In Norway, there are around 250 female maritime lawyers. According to the investigation, Ghana has two female maritime lawyers, one of whom is now studying at the International Maritime Law Institute

(IMLI) in Malta. As a result, the author created a poster referring to Appendix 5 and posted it at the law department of the University of Ghana Legon, because the majority of students at the university are unaware of the industry. Another type of setback is this. As a result, the billboard served to raise awareness among individuals who were unaware of the issue while also encouraging some female law students to pursue a career in marine law.

### 3.1.3.3 Maritime Education and Training

The International Maritime Lecturers' Association (IMLA) membership list shows that women make up fewer than 0.5 percent of the membership, which is largely made up of English Language lecturers and a few related topics. This is hardly surprising, given that the author was the first female "master mariner" to enrol in the Maritime Education and Training (MET) course when the World Maritime University was founded in 1983. The number of female instructors had increased to three by the turn of the year 2000.

### 3.1.3 Women participation in India

Dr. Malini Shankar, Director General of Shipping, Capt. Radhika Menon, the first woman commander of the Indian Navy, and Tulsi Mirchandaney, the MD of India's first cargo airline, are all role models for the young.

Mirchandaney was key in the planning and successful launch of India's first and only domestic cargo airline to date. "In an aviation industry that was, and still is, substantially slanted towards the passenger airline industry, we made history and altered policy."

Mirchandaney was, unsurprisingly, Blue Dart's sole female representative at numerous meetings and conferences for many years. "It's encouraging to see positive improvements and so many more women participating actively in our industry's many functions," she added.

Manju Dhawan, who quit her lucrative job at Blue Dart Express with three of her coworkers to start Ecom Express, a logistics firm focused to the e-commerce sector, is another notable figure who is breaking barriers in the field. Dhawan has worked in supply chain for three decades and was just awarded the 'Woman Supply Chain Icon of the Year' award in 2017.

In the next three years, her company hopes to cover over 20000 Indian pin codes, up from the present 17000, bringing it closer to matching India Post's unrivalled network capability of 26000+.

"Working in the express and logistics industry during my early years was a pretty formative experience," Dhawan reflected. The hurdles of working with transporters and clients have

never stopped me from succeeding in this industry. I believe that hard work and a positive attitude are the most important attributes for success in life and business.

Diversity and gender inclusion are key strategic areas for Ecom Express as it strives to become the top logistics solutions provider for the e-commerce market. Women are also being hired in executive positions within the organization. Women make about 8% of the back-office workforce. The majority of India's ecommerce companies, such as Jabong, Shopclues, Limeroad, and others, are clients of Ecom Express.

Women have been allocated ground operational responsibilities across the system, from a female Cluster Head in Tinsukia, Assam, to women in-charge of distribution centres in Sonapat, Haryana, and Kolkata, West Bengal, to a State Manager in Jharkhand who rose through the ranks after serving as a Customer Sales Executive for two years with the company.

The most noticeable aspect is that Ecom Express has developed a team of delivery associates made up of women from the North East who manage all aspects of a delivery center, including package distribution. Similarly, Even Cargo, a social entrepreneur Yogesh Kumar-founded ecommerce delivery company, employs solely women to transport shipments for its clients, which include Vajor, Clovia, and Flyrobe, among others in Delhi. The goal of the social enterprise was to empower women and dispel the stereotype that women are a threatened species.

Women's advancement in the industry can only be sparked by valuing diversity and encouraging its breadth, which will lead to more creativity and different perspectives in the industry.



*(Figure 3.1 Women participation in Maritime sector across the world)*

### **3.2 Hindrance and difficulties faced by women in the maritime sector**

The unique challenges that women face in the maritime business are one of the key reasons why women make up such a tiny fraction of the workforce. One example is the way certain authors insinuate against women in their writings and comments. The traditional, religious, social, and customary view of the maritime industry (sea) as a place where women are not welcome has a significant impact on women's status and participation in global development. Discrimination against women has been widely publicized to the point where the phrase "ladies first" has become the standard. Nonetheless, discrimination against women is rampant in the marine industry, including recruitment into maritime schools, advanced training, funding, job offers, advancement, and pay. Then there's the 'killing' sexual harassment, which has been kept hidden for a long time and is finally being revealed to employers. Most female mariners had to put up with this "killer" only to stay in the nautical system. It is necessary for society to improve its attitude toward women and to assist them in their growth by providing equal opportunities for all, as it is thought that males cannot exist without women since the beginning of time. Today, though, some men are willing to accept the new scenario.

#### **3.2.1 Gender discrimination from a societal point of view**

Because they are "woman" in a man's society, women working in non-traditional jobs may face additional challenges. When it comes to sailing, for example, it's possible that some men have traditionally gone to sea to get away from women, or that they want women to stay at home and rely on males. Some people believe the ship is a floating prison. Women believe that, for the sake of equality, women should be able to enjoy a portion of the greener seas as well. Women, on the other hand, are depicted as being unwelcome in the maritime industry.

Some people believe that women are incapable of performing tasks that require strength and heavy mechanical activity. The demand for physical power has been transformed into a growing demand for brainpower as a result of technological advancements. The former requirement was one of the reasons why only a few women were accepted onboard the Danish Maritime Authority's training ship (Hansen, 1998). According to a recent story in TradeWinds (February 2000), "shipping is still a man's world." It goes on to say that few women choose it as a career, and those who do, in some countries, "hit glass ceilings" at the middle management level. Women's equality is not generally understood in these countries. The author of this project is perplexed as to why it is often claimed that human mistake is to blame for around 80% of marine mishaps (Pourzanjani, 2000). Why not a'male' blunder? One is compelled to

wonder how many women are to blame for such mishaps. One thing that should not be overlooked is the fact that the majority of women who have entered this field have excelled. Some males have a reputation for being terrible maritime managers. In an essay in the Guardian, Lesley Riddoch remarked that "part of equality is the right to make errors and that women should be assessed as persons," according to York (1999). Some people, like individuals in general, would not make it to the top." Most often than not, women are faced with reading articles even worse than what is written in the same TradeWinds article above discouraging them from going into the maritime industry. Women are frequently confronted with pieces that are much worse than what is published in the identical TradeWinds piece above, all aimed at preventing them from entering the marine business.

According to the same TradeWinds article, Anette Olsen of the Fred Olsen group, Anne Oian, head of Den norske Bank's maritime section, Louise Rossi, head of the International Underwriters Association, Megan Tudall, and Anna Polemis Alisafakis, directors well known in the Baltic maritime industry, are all outstanding. He believes it's because they're the daughters of well-known shipping CEOs. He is adamant about not calling a spade a spade. The literature about these women does not specify whether or not they were their parents' sole offspring. Even if they are, achieving what they have requires interest, expertise, and hard effort. Their dad' involvement in the business may have been a motivating aspect, but it was not the only element in their success ("Future or Fantasy," 1990). "Women are better placed in maritime law and some shore vocations than in shipbroking, being a ship owner, and seafaring," according to the same article in TradeWinds (February 2000) issue. This is not the case; women in the maritime industry as a whole struggle to find a place to call home, whether on land or at sea, because many people believe the sea is only for men. Ms. Solveig Anderson, an attorney at Fred Olsen & Co, agreed that becoming a partner is more difficult for women. "Powerful men entrust cases to men they know, who are then made partners. In the system, there are a significant number of female shipowners, brokers, and masters. This has the potential to grow significantly; it is only a matter of society's perceptions of which jobs are suitable for women and which are suitable for men. "It is disappointing to see that there are no female justices in the marine courts." This has nothing to do with qualifications or experience, yet it is related to the case Ms Anderson discussed earlier. "How many husbands would sympathise with their wives being called up at four a.m. about a ship charter?" wondered the author of TradeWinds.

Wives of shipbrokers have learned to bear it, and what prevents husbands from doing the same for their wives' advancement? This is a difficulty for women who desire to contribute or put their God-given knowledge to good use in the nautical business. As most people are aware, diversity is essential for the survival of the species 'women.'

The consensus is that, while discrimination against women exists across the marine business, much of it occurs afloat, where some individuals, including some women, regard it as a "taboo" for a woman to explore. Surprisingly, the ship is referred to as "she." So, what's the deal with this sob? Is it because unlike poles attract, whereas like poles repel in magnetism? This is an excellent illustration for the interaction between women and ships. Discrimination based on gender can be divided into two categories. One will be referred to as "hidden prejudice," while the other will be referred to as "open discrimination." The 'hidden' refers to situations in which women are not assigned the same responsibilities as their male colleagues, in order to keep them away from dirty or risky employment. When female cadets are requested to clean the navigating bridge while the men scrub the cargo holds after discharging a dirty cargo, such as coal, this is normal on-board ship. When it comes to doing heavy physical work at the office, it is the men who do it, but when it comes to party time, it is the lady manager who has to do it. The negative consequences of this type of discrimination against women prohibit women from getting work experience. Where will women stand if the updated STCW 95 is strict about qualifications and experience? Men get the experience at the price of women, denying them an argomeal as a result of their participation. It could be a tactic to keep women out of the business. Then there's "open discrimination," in which women are forced to show their worth by working more. Women are seen putting in roughly 50% more effort than males. This could be one of the reasons for the high rate of mortality among women working in jobs that are dominated by men. According to Denmark's Institute of Maritime Medicine, "the death rate of women in such employment is nearly three times that of the general female population." Dr. Hamsen of this institute reported on two situations in which women's perilous job culminated in their death as a result of their inexperience. Sexual harassment is a prevalent concern among women, which causes some to live in isolation on board and others to abandon their careers. It was mentioned in some form in more than 80% of the questionnaires filled out by women. Sexual harassment is defined as "repeated unwelcome sexual comments, looks, or physical touch, mainly by men against women," according to the Collins Cobuild English dictionary. However, because of the consequences, this is a subject that is not discussed openly. The majority of women who are victims of it never complain about it, unless to close friends. They only talk about it amongst

themselves and fix it in their own way. Because seeking assistance may aggravate the situation or cause a new one. At the Malmö catamaran station, two female officials asked the author of this study, "to whom do you complain, the male master or the managing director?" At least some people are aware that this does happen from time to time. The 'bomb' of sexual harassment erupted in the latest (April 2000) issue of the Telegraph under the storey "Men behaving poorly is no joke." This is the first time that a public condemnation of sexual harassment in the marine sector has been made, and it is being handled by the Women Trade Union Congress (WTUC). In the shipping business, Hansen (1998) reports women from the Danish Navigators' Union (DNU) in a first-of-its-kind meeting with union officials, noting that in the single incident where sexual harassment was raised and the response was to transfer the female navigator. This will only partially fix the situation, as the man remained aboard the ship and is likely to continue his "bad" behaviour toward a new victim. Women in the DNU union are well aware that they are not treated equally to their male counterparts. They recognise the need for change in a number of areas, but they want it to happen quietly. The members believe that bringing attention to something is important. This may, in some cases, result in the establishment of additional barriers while applying for jobs. "Feminism in the name of equality does not fit in the maritime world," DNU women are quoted as saying. Assuming that a woman's going to sea is an abomination is a form of discrimination against women that is prevalent in most poor countries. Consider the instance of Myrna Galang Daite, the Philippines Merchant Marine Academy's first female officer. The male students staged a rally in protest of the college's plan to admit women. Ms Harriet Berg, Norwegian vice-minister of Trade and Commerce, which includes shipping, had this to say in an article in the Shipping Professional. The president of the national Power Company walked around and shook hands with everyone there except Ms Berg at a reception hosted by the ambassador of a Latin American country, where all kinds of diplomats were present. He was mortified when the ambassador finally told him who she was, and he eventually shook her hand. This powerful man's actions revealed that he has predetermined views or assumptions about women. As a result, he did not anticipate seeing a woman at that level of management.

The International Maritime Organization (IMO) envisions women in the maritime industry in the next decade at this level. The majority of nautical commercials do not feature any type of taste to appeal to females. Most maritime advertisements do not include any flavor to attract women. "I only found out through my father," a New Zealand second officer the author met on board at the Ghanaian port of Tema remarked. The ad was not well publicized in any way."

My school's career advisor was completely unaware of it. To encourage more women to enter the marine business, these barriers and challenges must be overcome.

### 3.2.2 Family roles and traditional views

In various civilizations, religion, tradition, and cultural, social, and customary patterns influence women's standing. One of the interviewees, a senior instructor at the Regional Maritime Academy, argues that society's current state was established thousands of years ago as a result of damaging traditional and cultural behaviours, as well as a mixture of deep-seated psychological, sexual, and cultural views. In some cultures, women are seen as second-class citizens. Some parents refuse to send their female children to school because they believe it is a waste of money and time. They believe that the end result for a female is to get married off. This has a deleterious impact on women's development. Women's mindset is harmed by societal inequality, and some women in the twenty-first century are suffering as a result. As a result, one can picture the difficulties a woman faces in settling with her family if they do not accept the concept, particularly in families and places where the concept of gender equality is not widely acknowledged. A woman from a German rural community recalls her parents thinking she was insane when she told them she wanted to travel to sea. The villagers also said that they should stop her from doing so. "My folks called me mad when they found out I aspired to be a captain," another German second officer from Berlin recounts (Zhao, 1998). Many professional women are torn between how to balance work and family life. Ms. Lie Harg, a mother of two (ages 7 and 12), claims that she works throughout the week and spends her weekends and vacations with her family.

She confirms that she has a good social network, with a lot of aid from her grandparents, and that she tries to keep her cleaning objectives modest. Ms Harg previously worked for the Norwegian Shipowners' Association and is now employed for Vattenfall in Norway. When asked how she balances her profession and raising three children, Ms Linda Ho, a married mother of three, answered, "a supportive husband and able wife remove much of the stress. Ms Ho stated that she had to make a compromise by reducing her socialising ("Future or Fantasy," 1990, 9). For the most part, good grandparents have aided them in balancing work and family life. Others value the fact that they have husbands who are decent, understanding, and supportive (Karikari, 1999). Women who work in maritime offices and travel a lot confront similar issues. Shipping is a 24-hour business, which makes it difficult for a woman with a family. "Traveling is a tremendous problem, and I do a lot of it," Emi Marcantonaki, a member

of the Union of Greek Shipowners' international relations committee, adds, “but I have made it up to this point. Dr. Bredima-Savopoulou, the director of the International European Economic Committee (EEC) department and a mother of two, believes that travel is the main issue for women in shipping (“Future or Fantasy,” 1990). All of these women have shown to be outstanding managers despite having to support their families and advance in their careers.

### 3.2.3 Attitude of crew and officers in the male world in terms of seagoing

At sea, the primary trouble is for the ladies to show themselves bodily and technically equipped so that you can win the honour in their male colleagues. As such the ladies are discovered operating tougher than their male opposite numbers so that you can make the mark due to the fact it's miles the guys who're on the choice making stage. For this reason, nearly all ladies operating withinside the maritime region on the managerial stage are all specialists who're really well worth their salt. Secondly, the hearsay on board that is usually known, as the “galley radio” is a trouble, that could even ruin marriages. However, with the few ladies who're capable of stand in opposition to this form of attack, it makes them sturdy and carefree withinside the system. Then comes the foremost but ‘secret’ trouble on board, sexual harassment, of which the maritime enterprise isn't anyt any exception. This has been attracted to the eye of the International Transport Federation (ITF), which relates it to the situations on board ship. With a restrained variety of human beings collectively for a long term without touch with the outdoor global the extra vulnerable ‘ladies’ are affected the most (ITF seafarers, 1997). The showing of pornographic posters, video movies and pc display displays, additionally make a contribution to the harassment that ladies ought to undergo on board ship. This is due to the fact ladies are ‘uncomfortable’, embarrassed and disgusted approximately such things. Therefore, ladies who aren't used to this maintain to their cabins in preference to making friends. It even will become extra extreme while at a few levels of friendship, intercourse will become the principle issue (Zhao, 1998). Another trouble for guys in addition to ladies is the shortage of field over right dressing. The addiction of tying their towels round their waist and popping out in their cabins in most effective underwear, is a addiction tough for a few guys to forgo. It is embarrassing for the ladies and it makes a few guys additionally sense horrific afterwards. After an extended sea passage of approximately twenty to thirty days, boredom is mainly the initiator of all troubles that units in. Under such demanding circumstances, the real man or woman of a few guys are found out and this results in some other perceived troubles that is, the so known as interplay with their ‘lady friends’ at ports of call. While the married guys sense impeded through the presence in their lady opposite numbers on board and might

consequently need to be sneaky approximately their extra-marital activities, the more youthful and single adult males care less. The presence of ladies on board ships has helped enhance the ecosystem and the overall hygiene.

#### 3.2.4 Companies attitude towards employing women

Despite the advances made by the International Maritime Organization (IMO) and other international organisations over the previous decade, certain maritime businesses still refuse to accept women. Following the United Nations' request at the inaugural world summit on women in Mexico City in 1975, the majority of businesses responded favourably. The Scandinavians and several developed countries, on the other hand, continue to welcome women; a tiny minority of women are still drawn to the marine business. The majority of shipowners' groups have no plans to hire women. Some companies, according to Zhao (1998), go so far as to advise female applicants that "as long as there are guys, that is good with them. Maritime education institutions are ready to teach women for both ashore and afloat, but they are unable to do so due to a lack of money originally provided by shipping corporations. Others have stopped assisting with cadet training, which disproportionately impacts women. All that is heard from these companies are advertising for officers, oblivious to the fact that an officer must first complete cadetship training before becoming a full-fledged officer. Some shipping businesses' working conditions are unfavourable to women. A recent issue of the ITF seafarers' bulletin 14/2000, titled "The Dark Side of the Cruise Ship Industry," offers proof of this. Working conditions for men and women have improved and improved thanks to the safety management system (ISM Code) and the International Labour Organization (ILO). Women working ashore in the marine business receive maternity leave and childcare benefits that are tightly enforced. However, some women working aboard ships are unaware of this privilege. It is occasionally the prerogative of the respective companies to include it in their contracts. As a result, when it comes to childbearing, some of these women's naivety is abused. Furthermore, childbearing is a critical component in women's long-term viability, as some women put off having children. Despite the fact that research has shown that having at least two women on board ships is beneficial, this has been ignored. The shipping firms are unlikely to do so for the benefit of the women on board who would like to be in the company of another woman. This would have alleviated some of the loneliness while also combating prejudice and isolation. According to Thompson (2000), "women need women to hang out with," but this desire is not yet recognised by shipping businesses, which is one of the reasons why some women leave the business. Women applicants are subjected to additional requirements by several shipping businesses. For

example, asking a Spanish woman to pass an English examination before she would be employed, later only to learn that she is the only person on board her ship who could speak English among the male counterparts (Zhao, 1998). What others do is that, the moment a woman applies for application forms, quickly it is the catering form that is sent back to her. Although the letter will be stating the job title, just because most women are hired as waitresses or utility personnel for luxury line operators (Tansey, 1999). Finally, the last but not the least, it has long been known that women mariners earn less than their counterparts the men. In Australia by 1973 whilst stewardesses were earning \$32/week, the stewards had \$42.35 (Payne, 1993). However, in some countries like Ghana there is equal pay for both men and women. In a recent article of the Telegraph, April 2000, the Women Trade Union Congress (WTUC) at their 70th meeting, was questioning why women's pay on the average was 81p for every £ earned by men? At this conference, the main agenda was on fair pay for women; other issues included trade union recruitment and sexual harassment.

### 3.2.5 Promotion and job opportunities

Truly there is a large discrepancy between men and women when it comes to promotions. Most women leave or change jobs in this industry because they are kept at a level for so long, which is not the case with their male counterparts they started work with, having the same qualification and experience. Zhao (1998) stated that, out of 1,603 German captains, only four are women. The strong BP shipping fleet has only one-woman chief officer. According to Hansen (1998) in the Shipping Professional, the Danish had only one woman promoted to the rank of captain at that time, although today the total has now gone up to three from the interviews conducted. Although there are many women with their masters' certificate and have many years of experience. The women of the Danish Navigators' Union (DNU) expressed how difficult it is for a woman navigator to get a job ashore, unlike their male counterparts. Their union office they say is no exception to this act. With most of the companies, which responded to the cry to integrate women into the mainstream maritime activities, it was just for making the name for their own ends by having few women in the senior management level. This to some extent brought in some sort of frustration for the early few women who entered the industry and, in a way, discouraged others from joining. Two German chief officers, when asked about their chances of being promoted to captains, one had this to say: "There may be a chance for me to become a captain, but it will take a longer time. If there is a man and a woman, they will always give it to the man". The second one said, "I think if you are the first female you might be luckier to be promoted so that they can show, 'we have got the first female

captain'. So long as they have one the chances of the rest become very slim" (Zhao, 1998). A typical case of frustration some women have to go through is to be kept on part-time pay for two academic years, after the initial promise that the condition will change six months later. The author went through this personal experience. Therefore, as soon as the opportunity for advanced training at the World Maritime University came, she could not miss it in order to make good use of it. In some cases, some companies are reluctant to hire female seafarers. This comes from the vessel calling at ports in the Middle East, India and Pakistan, where there is different cultural and religious conception about women.

### 3.2.6 Education and difficulties when it comes to funding

To start with in most developing countries, the 'girl child' is not given even the basic education. This is one major shortcoming with the female educated population. As such, only a small number of women qualify to enter the secondary and technical colleges to make it to the higher levels such as the maritime universities. In the more advanced countries, the avenues are there, but only few women try it, mostly in the legal, administration and agency sectors. Some administrations also find it difficult to select women in their intake due to women's biological nature. Others, since it is accepted that it is man's world, allocate only a small percentage of positions to women. Exceptions are the World Maritime University (WMU), where special funds are reserved for women, and the IMO International Maritime Law Institute (IMLI) which allocates 50% of the vacancies to women with funding from IMO. Most maritime institutes lack such facilities, which encourage women. In interviews with Captain D. Ferguson, commandant and dean of foreign affairs of the United States Merchant Marine Academy with 25 years' experience and Ms Kuijper Heeres of Maritime Institute Willem Barentsz-Terschelling Holland, lecturer with 30 years' experience, both shear the view that: "Very often, the classes with girls tend to do better, because the girls work harder and the boys do not want to lag behind". Therefore, the chances are ready and ripe for women to be admitted but just few show interests in the maritime industry.

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

(Figure 3.2, Special Fellowship Programs for Women)

### 3.2.7 Lack of role model

Since it is so evident that a male dominated industry will only have male role model to look upto. Absence of female role model in the industry make any one questions themselves if they can reach upto the mark. Hence the absence of role model in each generation will ultimately lead to the absence of women participation in future as well. This not only includes the sea going sector but also the port, logistics and supply chain management as well.

**ADMISSION OF CANDIDATES FOR COURSES  
STARTING IN SEPTEMBER 1999.**

**A. DIPLOMA (PRE SEA) COURSES**

<u>COURSE</u>	<u>DURATION</u>	<u>ADMISSION REQUIREMENTS</u>
1. Diploma (pre sea) Marine Engineering	6 Semesters (3 years)	GCE 'A' Level/VSSS Physics & Maths or OTD or MET III or equivalent.
2. Diploma (Pre Sea) Nautical Science	4 Semesters (2 years)	GCE 'A' Level/VSSS Physics & Maths
3. Dip in Marine Electrical/ Electronic Engineering	6 Semesters (3 years)	GCE 'A' level/VSSS or OTD or Telecoms III or EET III

**B. UPGRADING COURSES** (For Seafarers Only)

<u>COURSE</u>	<u>DURATION</u>
4. Class 3 Deck Officer	2 Semesters
4. Class 3 Marine Engineer	2 Semesters
5. Class 2/1 Deck Officer	2 Semesters
6. Class 2/1 Marine Engineer	2 Semesters

**C. HOME TRADE / FISHING COURSES**

<u>COURSE</u>	<u>DURATION</u>	<u>ADMISSION REQUIREMENTS</u>
7. Tugmaster	1 Semester	Tugmate Certificate plus 12 months sea service
8. 2 <sup>nd</sup> Hand Full	2 Semester	GCE 'O' Level or equivalent plus 24 months sea service

For further information and Application Forms which cost ₵50,000 please contact :  
THE REGISTRAR, REGIONAL MARITIME ACADEMY, P. O. BOX 1115, ACCRA, GHANA

**CLOSING DATE - 15<sup>TH</sup> MAY, 1999**

**REGISTRAR**

*(Figure 3.3 Recruiting advertisement of Regional Maritime Academy)*

## **CHAPTER 4**

### **INTERNATIONAL AND NATIONAL INITIATIVES**

#### **4.1 International and National Initiatives**

##### 4.1.1 The United Nations

The United Nations, according to Basic facts about the United Nations (1998), is an international organization that was founded on October 24, 1945. It began with 50 members and one of its goals was to solve economic, social, and cultural problems while also promoting human rights. Women's social and economic roles in development were exposed through research, as well as evidence of discrimination against women. The United Nations (UN) has made gender equality a priority. As a result, the Commission on the Status of Women was established in 1946, barely a year after it was established, to deal with women's issues. This commission, which included 45 countries, worked to promote women's rights in the economic, political, social, and educational spheres. Treaties and other treaties were drafted in order to improve women's status. At a summit in Mexico City in 1975, the United Nations went one step further and declared 1976 to 1985 the International Women's Decade. The Convention on the Elimination of Discrimination Against Women (CEDAW) was ratified in 1979, and principles and rules for women's advancement were enacted. The United Nations held a series of conferences, including Copenhagen in 1980, Nairobi in 1985, and the Fourth World Conference on Women in Beijing in 1995, which was the most popular. It was indeed a one-of-a-kind conference. The result of which has become the turning point for women and the world as a whole, a breakthrough campaign that has made people aware that “women’s rights are human rights”. To some extent, the Beijing conference aimed to eliminate certain traditional or customary practises, cultural and religious activities that denied women's rights, which was a common practise in most developing countries, despite the fact that they claimed to be UN members and received UN food and other aid.

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

1. Ongoing poverty and the growing impact of it on women.
2. Inadequate educational opportunities and the unequal access to the same
3. Health disparities, as well as unequal access to and poor health-care services

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

The United Nations established the United Nations Development Fund for Women (UNIFEM) and the International Research and Training Institute for the Advancement of Women to improve the quality of life for women (INSTRAW). Thousands of women and their families have benefited from the efforts of these women's organisations. It has also contributed to the progression of women, strengthened their active and equal involvement in development, and raised awareness to achieve gender equality by getting access to well-paid jobs and obtaining the respect due to women (UN, 1998). A special adviser on gender issues and women's empowerment was hired by the United Nations (UN). Poverty wreaks havoc on women in most developing countries, as women are the primary drivers of their families' economic and social progress. As a result of this analogy, if the pillar is discriminated against or denied her human rights, there will inevitably be a poverty problem. As a result, the UN's effort to eradicate poverty worldwide was a type of women's empowerment with its assistance programs. Women and gender issues were to be addressed by all members of the United Nations family of organisations in their policies and programmes. Finally, the UN declared March 8th as the UN's Day for Women's Rights and International Peace, capping out the celebrations.

#### 4.1.1.1 International Labor Organization

The International Labour Organization (ILO) is a specialised agency of the United Nations (UN). The International Labour Organization (ILO) recognised the plight of women in society and determined to address it by promoting justice and improving men and women's working circumstances. The Declaration of Philadelphia, written in 1919, reflects this: "...all human beings, regardless of race, creed, or sex, have the right to seek their material well-being and spiritual growth under conditions of freedom and dignity, economic, economic security, and equal opportunity..."

Clearly, this proclamation affirms and expands on the ILO's concept of the principle. According to the ILO's mandate from 1999, this premise was humorously evaluated in three ways.

- To begin with, as an issue of human rights: therefore, the struggle against sex discrimination.
- Second, through improving women's access to employment, training, and working conditions and social protection, social justice and poverty alleviation can be achieved.
- Third, from the standpoint of social and economic growth, by encouraging women to participate in decision-making.

If governments party to ILO conventions had followed the organization's principles from the Philadelphia Declaration to the twenty-first century, there would have been no field of employment where women did not make up half of the workforce. Nonetheless, the ILO has representatives in industries like as the marine industry, where a sea-going division is thought to be for men. Prior to the United Nations' pronouncements of the Decade for Women (1976-1985), the International Labour Organization (ILO) took aggressive measures to improve its notion of equality through a series of declarations and resolutions that impacted not only the labour field but also women's whole status.

The following are the details:

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

The goal of these declarations and resolutions is to close the gender gap in terms of equality. During the World Conference on Women in Mexico, the ILO delivered its first declaration and

resolution three, which the organisation accepted in 1975. During the conference's deliberations, the International Labour Organization stated that discrimination was a serious problem and was still going on against women workers. This it noted does not encourage economic development, social uplifting, and the rights of humanity, in the society as a whole. This, it was emphasised, does not promote economic development, social improvement, or human rights in society as a whole. The ILO further stated that the transitional period for effective equality measures "should not be considered discriminatory." ILO's policies and instruments document from 1999 called for an end to all forms of discrimination against women in all sectors of the workforce, social and economic. It emphasised the importance of governments enacting national legislation to safeguard women in view of the situations that still exist in their own countries, as well as considering providing equal opportunity for education and training, employment, treatment and job promotion. The International Programme for More and Better Jobs for Women (WOMEMP) was established under employment and training. The ILO used this as a platform to implement the Beijing Plan of Action. "Under more jobs"

- There was an increase in the number of people employed
- Development of human resource.
- Equality of opportunity.
- Different methods of poverty alleviation applied. "Better jobs"
- Equal pay for women as for men.
- Protection for the vulnerable workers. "On the National level"
- Promotion of representation by women at all levels of decision-making.
- Social supports to enable women to harmonize work and family responsibilities. "International level"
- Preparing and disseminating information, guidelines and best practices.
- Promoting an integrated and comprehensive approach for more and better jobs (ILO employment and training, 1999).

Another resolution on equal opportunity and treatment for men and women in the workplace was passed by the International Labour Organization in 1985. This intended to enhance

women's employment, work, and lives in developing nations, to the point of laying out a set of guidelines for national governments and the ILO to follow. The organisation began by pushing for women's equal access to employment and training, ensuring that the concept of equal pay for equal work is followed. It discussed ways to improve women's working circumstances in particular, as well as proper maternity protection and benefits. Equal treatment in terms of social security coverage, as well as its expansion to all types of employers. As much as it could, the International Labour Organization attempted to reconcile family and work duties, assuring full participation of women in decisionmaking processes at all levels, and improving the database to better reflect women's contributions. The International Labor Organization (ILO) made it plain in its gender equality letter to member states in 1987 that the fight to enhance the status of women would require the participation and initiatives of all nations, governments, businesses, and unions.

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

*(Figure 3.4, WMU Enrollment by gender)*

The ILO action for women workers resolution (1991) is an endorsement of its values. It urged states to send more women to ILO conferences and meetings in delegations. They should also ensure that the legislative instrument enacted on equal opportunity is effective, including the

revision of key conventions relating to women and the implementation of a free choice of employment. Employers' and workers' organizations and representatives were asked to remove discrimination in recruitment, promotion and training. Job evaluation and standards should be free from sex prejudice. Also, all must abide by the principle of equal remuneration for work of equal value, and all other payments, such as overtime and bonus should be on an equal basis. The International Labor Organization advocated maternity leave, based on the issuance of a medical certificate, for a minimum of twelve weeks in its Revised Version on the Maternity Protection Convention (1952). Medical benefits, including pre-natal and post-natal care, should be available to all women, married or single. The ILO's Article 5 allows a nursing mother to take a break from work at times set by national rules. In Ghana, for example, a nursing mother goes to work at 10 a.m. and leaves at 3 p.m. It further specifies that a woman on maternity leave should not be given a dismissal note under any circumstances. With the passage of time, some resolutions and declarations have been updated to reflect technological advancements. Despite this, most women are still at a disadvantage in terms of equal opportunities, treatment, and job satisfaction when compared to men. This is because, despite all of the international bodies' efforts, the human mind still leans toward the "old system" that the best place for women is in the kitchen, which is common in underdeveloped countries. However, some believe that the 'technological wind blowing' will enable most people rethink their beliefs in the coming decade.

#### 4.1.1.2 International Maritime Organization

The International Maritime Organization (IMO) is known as the maritime industry's "mother and father." The International Maritime Organization (IMO) is a United Nations specialised body responsible for maritime affairs. Its goal statement is to build capacity for safer shipping and cleaner oceans (Edwards, 1999). Previously known as the Inter-Governmental Maritime Consultative Organization (IMCO), it was "adopted" by the United Nations at a summit on March 6, 1948, and went into effect on March 7, 1958. The work started on March 6, 1959, and in 1982, the name (IMCO) was changed to International Maritime Organization (IMO) (Bosquez, 1999). The goal of women's integration into all levels of political, economic, and social growth has long been a source of concern within the United Nations family. As a result, when the United Nations Decade for Women was designated from 1976 to 1985, IMO established initiatives aimed at advancing women and promoting gender equality in the maritime industry. The Technical Co-operation Projects oversee the entire International Maritime Organization's (IMO) women's programme (T C). The International Maritime

Organization (IMO) announced its policy for the integration of women into the maritime sector in 1988. The IMO Women in Development Program (WID) was launched in 1989 with the goal of enhancing women's access to the nautical industry (Tansey, 1999) The Unit for the Integration of Women into Industrial Development (UNIDO) aided WID with the preparation of an unified medium-term plan of action, according to the technical committee (TC 36/10). The following are the major goals of the Women in Development Program (WID):

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

At its thirty-fourth meeting, the Technical Committee decided that a report on WID's implementation strategy should be delivered at each committee meeting. WID's report addresses women's needs not only in terms of equity but also in terms of gender, such as how to enrol women in professional marine courses.; Why are the majority of women unable to complete their studies, and how can women students/cadets from traditionally male-dominated areas be supported? The World Maritime University (WMU) in Malmö, Sweden, and the IMO International Maritime Law Institute in Malta (IMLI) were both established to provide women with managerial level maritime training. The increase in female students at WMU and IMLI is a significant achievement. IMLI currently reserves 50% of 38 job openings for women. The International Maritime Organization (IMO) encourages member governments to recommend women for special missions' recruitment (Tansey, 1999). Under the auspices of the Association of African Maritime Training Academies, Women in Development (WID) hosted workshop/seminars for women's growth at the Alexandria Maritime Training Academy and the Cape Verde Maritime Training Institute. According to IMO resolution 46/100, the General Assembly amended its aim of increasing the number of women in senior positions to 35% as a manner of fostering equal treatment for men and women in the IMO secretariat. This is a great way to lead by example. The International Maritime Organization (IMO) currently employs 30.6 percent professional women, making it a leader among international organizations that is the family of the United Nations. Women maritime graduates from the World Maritime University (WMU) and the International Maritime Law Institute (IMLI) were invited to attend regional seminars. Audio-visual packages on training and recruitment for women in the

maritime sector were distributed to industry-related organizations. In cases where male candidates would typically be chosen, gender-specific fellowships were developed to fill gaps in ministries and the shipping sector. This is done in order to promote parity in hiring and promotion. The creation of an information network with women's associations in member states, as well as communication with the Women's International Shipping and Trading Association (WISTA), and WMU/IMLI women graduates, was another application. WID presented its women's training policy at the 23rd session of the Sub-Committee on Standards of Training and Watchkeeping. They proposed revisions to the STCW Convention on the role of women in the seafaring profession at this time. Wherever the words "he and she" were written, they should be replaced with "he/she" and then "his/her." Both men and women should be included in the definition of seafarers (TC Article II Regulation 1/1). "Special consideration should be given to encourage the training and involvement of women as seafarers," according to Article XI of the Technical Cooperation promotion. In November 1992, the Women in Development Program (WID) was able to secure funding for its gender-specific fellowships, which was followed by approval of the committee's medium-term plan of action for 1992-1995.

## **4.2 Top women participants in maritime and related sector in the world**

### **4.2.1 First female captain - Anna Schetinina**



*(Figure 4.1, Anna Schetinina)*

Anna Ivanova Shchetinina, a Russian, was one of the first female captains of an ocean-going vessel. She took her first journey as captain from Hamburg to the Russian Far East around Europe, Africa, and Asia when she was 27 years old. It was less than a century ago. Women's maritime history is still in its infancy. All of these courageous and courageous women had to contend with the adulation or disapproval of the "decent people," but they were assessed in any case. They were either singled out as "exceptionally" daring women (implying that typical women couldn't do what they did) or rejected for breaking "decent" society's rules. On 20 March, 1938 she became the first chief manager of the Vladivostok fishing port and had participated in the world war II in the Baltic. Ms. Shchetinina was the captain of the Soviet Baltic Shipping Company's MV Askold, Baskunchak, Beloostrov, Dniester, Pskov, and Mendeleev after the war. She began teaching at the Leningrad Marine Engineering College in 1949 and rose through the ranks to become a senior instructor and, eventually, the Dean of the Institute's Navigation Department. She was also named a Distinguished Merchant Marine Worker, an honorary citizen of Vladivostok, an honorary member of the Far-Eastern Association of Shipmasters, and an honorary member of the International Federation of Shipmasters' Associations (IFSMA), among other national and international honours. On the Seas and Beyond the Seas is a book she wrote.

#### **4.2.2 Hannah Kain**



*(Figure 4.2, Hannah Kain)*

President & CEO of ALOM, a global supply chain, contract packaging and fulfillment company with a footprint on five continents and 19 locations. ISO 9000, ISO 13485 and TL

9000 certified, ISO 14001 certified, SOC2 certified, headquartered in Silicon Valley, California. ALOM serves Fortune 100 and leading customers worldwide in the technology, medical, automotive, telecommunications and government sectors. Ms. Kain had many management and leadership positions before starting ALOM in 1997 in Fremont, California, with a wide spectrum of experience in the packaging sector extending back to 1990.

Kain has three college degrees (a B.S. in political science, a M.S. in communications, and an M.B.A. in marketing.) She is a regular lecturer and speaker, as well as the author of a widely used textbook on market analysis, which is currently in its fourth edition. She's also appeared in a number of books, including CEO Chronicles and Scrappy Women in Business.

Kain's unwavering focus is on customer commitment and quality, while also challenging her team to meet the client's expectations. She has substantial worldwide managerial expertise, as well as membership and involvement in a variety of governmental, educational, and business organisations. Kain is a member of the Boards of WBENC and the National Association of Manufacturers, as well as the former Chair of the Women's Initiative Silicon Valley Board. She is a member of Heritage Bank of Commerce's Advisory Council and Stanford University's Michelle R. Clayman Institute for Gender Research. Kain is a member of the Committee of 200, an invitation-only group of executive women.

#### **4.2.3 Katherina-Olivia Lacey**



*(Figure 4.3, Katherina-Olivia Lacey)*

Katharina is a young Singapore-based entrepreneur who operates a logistics company. She was a Zeroth.ai accelerator venture partner, where she provided excellent guidance and guidance. She is originally from Bolivia and has had a varied life experience that includes a variety of lessons and events, including quitting her work to start a business. Other than this sector she is entrepreneur who gained notoriety by creating a highly successful fashion and lifestyle Instagram and parlaying that success into a career in digital marketing. She has over 280,000 followers on Instagram.

#### **4.2.4 Ana Bailey**



*(Figure 4.4, Ana Bailey)*

Ana Bailey is a Georgia Tech Supply Chain & Logistics Institute professional education lecturer. She has led kaizen events and training in Lean, Six Sigma, Supply Chain Management and Logistics, and Leadership courses during her career in the sector.

She has worked with Georgia Tech Supply Chain and Logistics Institute, Tec de Monterrey, JCPenney, Genuine Parts Company (NAPA Automotive), Tempur-Pedic, Lexmark, University of Kentucky's Gatton College of Business and Economics MBA Program, SCI Group, Menlo Worldwide Logistics, ZF Lenkysysteme, Amazon, Whirlpool, and Treasury Wine Estates, among others. Ana has a Bachelor of Science in Psychology from the University of Florida and

is an ASQ Certified Lean Six Sigma Black Belt, signifying expertise in and understanding of Six Sigma principles and processes. Ana is also a native Spanish speaker. She is also the Lean Deployment Executive for the LeanCor Supply Chain Group, where she is in charge of implementing lean and six sigma processes across LeanCor's customer base as they embrace business excellence principles. Her key responsibilities include providing education and training to individuals beginning their Lean Six Sigma journey, as well as coaching Green Belts and black belts on Lean Six Sigma projects. She is also in charge of developing and improving LeanCor's training programmes and simulations in the areas of Lean, Six Sigma, Supply Chain Management, and Leadership.

#### **4.2.5 Kristin Decas**



*(Figure 4.5, Kristin Decas)*

Kristin Decas is a proven leader who has demonstrated her ability to create vision and strategy through open, collaborative procedures that produce outcomes. Since her arrival at the Port of Hueneme in February 2012, she has overseen a number of achievements. Kristin is overseeing the construction of over \$55 million in infrastructure improvements, including the installation of shoreside electricity for refrigerated cargo ships and a harbour deepening project that will help re-nourish local beaches. Kristin was the driving force behind the first Port Banana Festival in 2012, which has grown to over 12,000 guests each year. Kristin led the California Association of Port Authorities (CAPA), which represents the state's 11 deep-water ports. Kristin was the first woman to be in charge of both the Port of New Bedford and the Port of

Hueneme in their 50-year histories. She was elected Chair of the American Association of Port Authorities in 2015, making her the fourth woman to occupy the position in the organization's history. Kristin graduated from the University of Vermont with a bachelor's degree in economics and the University of Denver with a master's degree in environmental policy and law.

#### **4.2.6 Irene Rosberg**



*(Figure 4.6, Irene Rosberg)*

Irene Rosberg's work in executive education, research to foresee future difficulties for business, and creating worldwide ties has earned her a great deal of respect within the maritime and logistics industries around the world. She has high-level contacts in many of the industry's leading organisations, as well as strong professional ties in Europe and Asia. She is currently the Director of Copenhagen Business School's (CBS) Executive MBA in Shipping and Logistics (The Blue MBA), where she is responsible for the design, development, and coordination of The Blue MBA. She plays a critical role for CBS in establishing global ties and networks in the maritime industry. She also pushes study into the maritime industry's difficulties and future difficulties as a whole. She serves on a variety of international boards and committees. She has been entrusted with key positions in a variety of marine-related activities and speaks at key maritime events thanks to her wide international network and experience. In 2009, she was named one of Denmark's top 20 most influential women in the

shipping business, according to a survey. She is participating in a number of marine-related research projects and conferences, where she draws on the experience of her extensive marine network, both academically and in terms of industry contribution. She was recently named the main partner for a newly launched project aimed at improving the Danish Maritime Cluster's management capabilities. Under her leadership, the Blue MBA has been hailed as a vital driver for the modernization of the marine sector, which is the backbone of global trade.

#### **4.2.7 Dr. Aleka Mandaraka-Sheppard**



*(Figure 4.7, Dr. Alexa Mandaraka - Sheppard)*

**Dr Aleka Mandaraka-Sheppard** is a practising Maritime Arbitrator (Dip.I.A.CI Arb) and Mediator (accredited by Regent's College London, ADR group, CI Arb, and the International Centre for Peace Studies (conflict resolution). She is a Fellow of the Chartered Institute of Arbitrators (CI Arb), member of the LMAA, the LCIA, and the Baltic Exchange. Dr Alexa graduated from Athens University (Law School), qualified as a lawyer, and then obtained her Masters in shipping law from University College London (UCL) and her Ph.D in enforcement of regulation and causes of conflict from King's College London (KCL) and was trained in the practice of shipping law at Richards Butler (as it then was) and worked with insurance brokers and a P&I Club (1979-1981). Served as Head of the Shipping Law Unit, UCL, (1993-2006) and as a Professor of Maritime law until 2011. She taught Maritime Law, Marine Insurance, and the law of Carriage of Goods by Sea to postgraduate students of the University of London

colleges and founded the London Shipping Law Centre (LSLC) of which she is the Chairman. She also has developed Risk Management education in shipping and delivered lectures in London and abroad and is the author of “Modern Maritime Law and Risk Management” (3rd edn. 2013)

### 4.3 Top women participants in maritime and related sector in India

#### 4.3.1 Captain Radhika Menon



*(Figure 4.8, Captain Radhika Menon)*

Radhika Menon is a female Indian merchant navy officer who is now serving as the Indian Merchant Navy's captain. She is also the first female captain in the Indian Merchant Navy, commanding the *Suvarna Swarajya*, an oil products tanker. Radhika was also the first woman to get the International Maritime Organization's (IMO) Award for Exceptional Bravery at Sea in 2016. She was born and raised in Kodungallur of Kerala. She completed a radio course at the All India Marine College in Kochi and initially began her career as a radio officer at the Shipping Corporation of India. She was awarded the International Maritime Organization Award in November 2016 for her successful courageous rescue operation which she led from the front in June 2015 rescuing seven fishermen who were trapped at the Bay of Bengal in a sinking boat which capsized due to engine failure and breakdown of the boat's

anchor as a result of a sea storm. The Government of India nominated her for the relevant award recognising her national duty and also notably became the first woman to receive the IMO Bravery award.

Radhika also co-founded the International Women Seafarer's Foundation (IWSF) on 3 November 2017 along with fellow naval officers Suneeti Bala and Sharvani Mishra in Mumbai with the objective of motivating young women seafarers.

#### 4.3.2 Sonali Banerjee



*(Figure 4.9, Sonali Banerjee)*

Sonali graduated from MERI in 1999 as India's first female marine engineer, the lone lady among 1500 cadets. Soon after, she was chosen for a six-month pre-sea course by Mobil Shipping Co. She had practical training in Singapore, Sri Lanka, Thailand, Hong Kong, Fiji, and Australia. Having passed this crucial course, on August 26, 2001, Sonali made history when she boarded a Mobil Shipping Co vessel and officially became the first Indian woman to take charge of a ship's machine room. Sonali's trailblazing journey opened a new chapter in the history of India's maritime industry. The most remarkable fallout was the interest and enthusiasm it sparked for seafaring among girls across the country. The fact that many of India's rising fleet of female mariners come from non-shipping backgrounds also points to a bigger shift: the country's new middle class is beginning to accept not only the ambition that pushes women to pursue lucrative occupations, but also their desire for adventure.

### 4.3.3 Sanjam Sahi Gupta



*(Figure 4.10, Sanjam Sahi Gupta)*

Ms. Sanjam Sahi Gupta is the Director of Sitara Shipping Ltd and Astral Freight Forwarders [Pvt] Ltd, and she is in charge of the NVOCC business in India and the Middle East. She joined the family firm as a trainee in 2001 and has since helped Sitara establish itself as a prominent participant in the ODC and project cargo industry, handling significant projects such as those for the US Defense Forces. Her father, who instilled in her the values of tenacity, hard work, and drive, serves as an inspiration. She's seen how he built the firm from the ground up with his sweat, blood, and toil, and she'll follow in his footsteps to see Sitara grow from strength to strength. Her dream of establishing WISTA in India came true on December 7, 2012, when WISTA India was established. She received an award from Sailor Today Magazine for making WISTA India the 'Most Promising Association in 2013'. Sitara Shipping Ltd. received the award for "Outstanding Family Managed Business 2013" on February 9, 2013 at the SP Jain Institute of Management and Research (SP JIMR) Award ceremony. She was named "Leading Woman in the Shipping Business" by the International Women's Leadership Forum in 2014.

# ROLL CALL

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



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

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



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



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

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



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



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

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



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

—Behrens

(Figure 4.11, First female mariners from USMMA)

## CHAPTER 5

### CONCLUSION

#### 5.1 Conclusion

Women make up only 2% of the world's 1,2 million mariners, according to the International Maritime Organization (IMO). Sailors make up only 1% of the population. The cruise sector employs 94 percent of women in the nautical industry.

These figures are quite straightforward to obtain because official certification and service records are readily available. Young women are discovered to be introducing new information to the maritime business. Autonomous ships, networking, blockchain, 3D printing, and other advancements are of interest to them. These are topics that are well aligned with the fourth industrial revolution, which is characterized by disruptive technologies like the Internet of Things, robots, virtual reality, and artificial intelligence. Fortunately, many organizations, including the International Maritime Organization (IMO), have recently taken initiatives to improve gender equality in the business.

Since 1988, the IMO's programme has aided in the establishment of an institutional framework for incorporating a gender dimension into IMO's policies and procedures, as well as supporting women's access to maritime training and employment prospects.

The topic of last year's World Maritime Day was "Empowering Women in the Maritime Community." IMO also assists its Member States in achieving the United Nations 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs), especially Goal 5: "Achieve gender equality and empower all women and girls."

IMO isn't the only company in the marine business that cares about and works to improve gender equality. As an example,

- In four years, Celebrity Cruises has grown the percentage of women in its staff from 3% to 22%.
- After signing the Maritime UK's Women in Maritime Pledge, Stena Line has set a goal for a diverse workforce.
- Cargill has joined Paradigm for Parity, a group of firms dedicated to achieving gender parity in corporate leadership at all levels by 2030.

- Furthermore, many shipping businesses are adopting flexible working conditions to entice parents, such as working closer to home and spending less time away from their children, especially while their children are young.

Increasing the number of women in the workforce is a positive thing in general. Women must be recruited and promoted to positions of leadership in the sector. These women in positions of leadership will not only provide their unique and valuable perspective to the business, but they will also serve as role models for outstanding young girls who want to work in the marine industry.

Many people are unaware that female business has a long and illustrious history. The first well-documented businesswomen may be found in the city of Assur in northern Iraq, dating back to 1870 BC. At the period, Assyrian women were frequently involved in the region's large commerce networks, demonstrating that business was not limited to men. Many more recent examples of women in business can be found here. For example, Margaret Hardenbroeck arrived in what would become New York in 1659 and worked as a debt collector before becoming a business agent. She traded between Holland and the colonies, eventually rising to become New York's wealthiest woman. Businesswomen traded in the world's main cities throughout the 18th century, and there are numerous examples of successful female entrepreneurs who own and run their own enterprises. In 1766, Mary Katherine Goddard became America's first female publisher, in the 1890s, Madam C.J. Walker had a million-dollar haircare business, and in 1913, Coco Chanel launched her first shop. Clearly, there have been some positive advances in terms of women's business possibilities and representation during the last few decades.

The primary hurdles for women who want to start their own business are generally a lack of money and investment. Unfortunately, there is still a major gender disparity in the UK and worldwide startup ecosystems, with financing for female-founded businesses declining dramatically last year, which is simply not good enough – and illustrates that there is still significant progress to be made. We will witness a growth in female representation in senior leadership positions as more women own their confidence and ability and continue to break through the glass ceiling. However, in order to do so, women must have access to support, as well as training and resources. This update will need the use of networks. Finally, we need to change how we think about and respect women in leadership positions. We must all be willing and accountable to implement change, from organizations and executive boards to people. This entails debunking prejudices, embracing diversity, and fostering an environment in which everyone may thrive and advance.

The IMO's gender programme, which began in 1988, attempts to achieve gender equality in the industry under the slogan "Training-Visibility-Recognition." The programme aims to increase the contribution of women as essential stakeholders in the maritime industry.

The dissertation investigates the history of women's employment in the marine industry. Examines the challenges, issues, and roadblocks that women face in the sector. The dissertation also analyses worldwide and national programs aimed at increasing women's participation in the maritime industry, with a focus on Maritime Education and Training. Surveys were conducted on specific areas and institutions in the maritime industry, with the goal of finding ways to attract more women to enter the field. Since the 1919 Philadelphia Declaration, international entities have been concerned with women's equality and advancement. The United States, the International Labor Organization, the International Maritime Organization, and other governmental bodies and nations are all working to achieve effective gender equality and eliminate prejudice.

The following is highlighted in particular:

- As a result of the above measures, the International Women's Decade (1976–1985) and the United Nations Day for Women's Rights and International Peace were established.
- Treaties, documents, policies, declarations, resolutions, conventions, and conferences, such as the 1995 Beijing Conference and the present Beijing Women's Conference
- Advocating for equal pay for women and the International Labor Organization's (ILO) policy of free choice of work.
- The establishment of WMU and IMLI in Malmö and Malta, respectively, with the goal of integrating women into mainstream maritime activities and improving women's access to maritime training and technology, as well as the provision of special funds for the training of women in the maritime industry by the International Maritime Organization (IMO).

However, in light of these efforts, the research also identifies potential barriers to women in the maritime industry participating in the industry's development, including, but not limited to, perceived gender discrimination, sexual harassment, fewer opportunities for advancement, inequalities in career advancement, and societal views about seafaring, a male-dominated industry. Religion, traditional, cultural, and customary views against women travelling to sea, attitudes from male coworkers at work, and organizations' perceptions of women, their employment, and promotions in comparison to their male counterparts are all barriers to

development. As a result, there is a lack of educational financing and challenges enrolling women in marine colleges. In contrast, the majority of women in senior management positions in the industry are happy with their jobs. As a result, they are doing well all over the world, despite the fact that their percentage is small when compared to the overall number of women on the planet. This is one of the reasons why this study attempts to encourage more women into the maritime business by allowing people to learn about and see photographs of women who have achieved success in the field, as pictures appeal to the eye and mind. The fact that women are underrepresented in certain sectors, as demonstrated by a research in Maritime Education and Training and Technical Management of Shipping Companies, should be taken into account. One explanation could be the low participation of women in the marine business, and a second factor could be that teaching and research in the field demand professional degrees and expertise. Women with this relevant experience are in the minority, and some women experts within this group aren't interested in teaching, while others may be unaware of the potential. In comparison to rail and aviation, shipping has a fairly low profile. It is the bad image that is sometimes the focus of public attention; as one of the questionnaires stated, "you only hear about the maritime business when there is a crisis.

The first image that springs to mind when thinking of the logistics department or the warehousing sector is of masculine truck drivers or laborer's lugging big cargo. It's not surprising, given that the vast majority of people believe women have no place in a male-dominated business. This is a terrible situation because, despite the fact that women account for roughly half of the world's population, the examination of their role in the male-dominated logistics industry remains one-dimensional. Women have been identified as a potent talent as a result of the relentless focus on diversity and inclusion in the previous few decades, particularly on gender diversity. Women are shattering the conventional glass ceiling and assuming leadership roles in fields that were previously deemed male-dominated. Women made up only 8% of the logistics workforce globally in 2010, but this has steadily climbed to 20% in 2018. This figure is now about 15% in India, and it is expected to approach the current global average of 20% by 2022. Given the focus and concerted efforts being made across the sector, we are now seeing more women in senior and mid-management positions, as well as many women in operational and technical roles such as material handling equipment operators, shift supervisors, truck drivers, warehouse managers, stores, and linefeed supervisors. A shift in perspective about how we engage and leverage women in the logistics sector and society in general is a force multiplier in mobilizing participation and involvement. We are setting women up for success and empowering them with the confidence and motivation to pursue professional

and personal success by providing them with equal chances and facilities. While there have been various beneficial socioeconomic reasons, the 'de-tenderization' of roles has played a vital role in assuring women's inclusion from a legislative standpoint. While women have long been working in warehouse packaging and sorting, there was still a reliance on men for commodities that were too heavy for women to handle. Women can now manage these chores independently and have learned the agility to work in several roles thanks to the latest picking and sorting devices that are now accessible. Women operating heavy gear such as forklifts were previously unheard of, but that has changed dramatically in the last year, with women flying fighter planes in combat positions opening up a new world of possibilities. Various Indian organizations are attempting to hire more women in blue-collar occupations, based on the idea that they have the skills and mindset to effectively handle those responsibilities. Mahindra Logistics' Chakan facility in Pune now employs 5 female forklift operators, with ambitions to hire more in other warehouses around India. The transportation sector is likewise undergoing transformation, albeit at a glacial rate. The transportation sector is likewise undergoing transformation, albeit at a glacial rate. While long-haul travel is still dominated by men, with only a few female truck drivers, progress is being made in the last-mile delivery segment.

Moving, packing, and lifting are still used to define the supply chain profession. However, the chances are limitless in today's market, which can attract more women. For example, the government-approved Logistics Skill Council has provided internship opportunities for students to work in the logistics sector, with a substantial number of women applying for these internships. Women who want to work in logistics should be aware that it is a service business, and that particular skill sets are essential to advance in their careers. Knowledge of logistical processes and procedures, a focus on customer service quality, acute business acumen, strong analytical ability, and a problem-solving mindset, in addition to solid verbal and writing communication skills, are essential qualities. The logistics industry is establishing a culture in which talented and enthusiastic women are given many platforms to develop and nurture themselves. Many firms have made excellent steps by establishing a safe and women-friendly culture, as well as programs to improve work-life balance. Mahindra Logistics has launched a second career programme called Udaan, which allows women who have taken a career break for personal reasons such as starting a family or caring for elderly parents or in-laws to re-enter the workforce and rekindle their desire to pursue corporate growth. The work environment is one of the most significant barriers stopping women from entering this field. When it comes to the transportation sector, truck drivers' rest stops are typically shared lodgings, washroom

facilities and hygiene, as well as physical security procedures, making it a difficult choice for women. Efforts must be made to address these fundamental concerns, which will make this sector more appealing to women.

More organizations should make a concerted effort to hire women in historically male-dominated roles. Training and professional advancement programs for women, in particular, must be held on a regular basis. There are currently extremely few women in high executive positions. Companies must support and promote qualified women to leadership positions, as well as establish role models for other women. The impact of culture change in organizations cannot be overstated. Cultural change must occur from the top down, with every employee understanding the critical role women play in the success of their firm. Only by putting a larger emphasis on an inclusive culture will systemic change be achieved.

The International Maritime Organization (IMO) supported eight female officials from developing countries who attended a Port Senior Management Program at the Galilee International Management Institute (GIMI) in Nahalal, Israel, with a focus on Pacific Small Island Developing States. Participants were able to observe firsthand the day-to-day operations of a port through organized excursions to the Israeli Maritime Training Authority in Akko and the Port of Haifa, as well as practical simulator exercises, with the goal of implementing what they learned back in their home countries.

The event was held in partnership with GIMI as part of IMO's gender and capacity-building initiative. Natural organizers and multi-taskers, women are valuable assets in supply chain management. To succeed in this sector, one must be able to priorities dynamically, be highly self-sufficient, and retain high levels of integrity and self-respect at all times. Mentoring, education, and research for women in manufacturing and SCM require more industry-academic collaboration.

Finally, we need to change how we think about and respect women in leadership positions. We must all be willing and accountable to implement change, from organisations and executive boards to people. This entails debunking prejudices, embracing diversity, and fostering an environment in which everyone may thrive and advance. As women gain more power and influence in the economic sector, they bring new ideas and creativity with them. Greater gender equality helps to produce new goods, services, and businesses across a wide range of industries. Not only does this assist businesses, but it also benefits customers by providing them with additional options that are more relevant to them. Although women's presence in leadership

positions remains a problem, it has increased in recent years. Furthermore, women in these positions bring a distinct set of skills and abilities to the table that can aid in the implementation of change.

Soft talents, in addition to the hard abilities required for c-suite and executive positions, can make a difference. In the world of business, inclusion and diversity are still major concerns. However, the more women that find their way into and succeed through the corporate sector, the more female representation there will be. As a result, the more inspirational and role models there are in business, the more enticing the field becomes to others. According to studies, detrimental social standards and prejudices about women and men are among the key causes of the persisting gender gap. These social standards will evolve as more women enter and succeed in business, and as more female entrepreneurs create change.

Today's businesswomen are assisting in the dismantling of damaging preconceptions and questioning the status quo. Women are becoming empowered and the playing field is being levelled as work needs change. The new service economy relies on talents that come naturally to women, such as tenacity, attention to detail, and calculated thinking, rather than physical power. The female brain is predisposed to long-term strategic planning and community development. In business, women also place a high value on collaboration. Women are more likely to care for the collective, according to a 2017 Harvard Business Review study, which implies they are more willing to step in when they sense a gap or ambiguity. Employees are more likely to work together and collaborate as a result of this. Men, on the other hand, are more focused on their own achievements. Having more women in management positions can also boost overall performance. In a research from 2021, the World Economic Forum stated that closing the gender gap could boost GDP by 35 percent on average. About 20% of that growth could be ascribed to greater productivity as a result of gender diversity.

Women have long worked in the shadows of men in the workplace, but that is changing. As more women enter the corporate world, they bring a new set of abilities and talents to a traditionally male-dominated area.

Women's involvement in business has had a significant impact on the sector, and as more women are given opportunities in this profession, it will continue to do so in a positive way.

## 5.2 Recommendations

The study's findings strongly suggest that the following activities be done to encourage more women to enter the marine industry.

1. The United Nations should assist developing nations in ensuring free obligatory basic education for girls and women in order to break down cultural and traditional hurdles for women in some countries.
2. The marine industry's positive image should be promoted in newspapers and on television.
3. Every year, the IMO should make a scholarship available in the developing world for one girl at each of the 12 institutions it has adopted.
4. The International Marine Organization (IMO) should urge its member nations to incorporate maritime jobs at whatever level of education they introduce in their respective countries.
5. The International Maritime Organization (IMO), in partnership with individual governments and other maritime entities, should name some position fixing points after some outstanding women in the maritime profession.
6. As the Swedish government has done, the UN, ILO, and IMO should ensure that nations have laws prohibiting sexual harassment and that they are enforced. "Any employer who fails to take steps to avoid sexual harassment at work should be liable to the victim for damages.
7. All United Nations Development Programme (UNDP) regional offices, schools and universities, and government ministries in their region should get a pamphlet outlining career paths in the marine industry, according to IMO. It should also be posted on the IMO's website.
8. The ILO's childcare and equal pay policies should be enhanced to allow maritime women (seafarers) to have children while also progressing in their careers.
9. By 2005, the ITF should perform an international assessment on women in the maritime industry, both afloat and ashore, for the International Maritime Organization (IMO) and future research.
10. The ITF should establish a worldwide network for women in the industry, similar to the Women and the Sea Network, which began on a local level in the United Kingdom.
11. NUMAST should make "the Victoria Drummond award" more widely known so that people in impoverished countries are aware of this great woman.

12. WISTA, the Women's International Shipping and Trading Association, should begin supporting female cadets in maritime academies.
13. Policymakers should make positive decisions in favor of women and break down gender barriers that have developed over time as a result of a desire to protect women.
14. Women in politics; Shipping Ministers should make more efforts to lure more women to the commercial sector of the shipping industry.
15. Existing maritime businesses should be encouraged to hire and attract female officers.
16. Women with the necessary educational backgrounds should be admitted to maritime institutions instead of the minimal fraction given to women that is currently the case.
17. To help attract more applications, especially among women, career tutors in educational institutions should be fully educated about the employment opportunities available in the maritime industry for students, both male and female.
18. Women should be especially invited to apply for marine institutions, job openings, and other opportunities.
19. On board ships, anti-discrimination and harassment materials such as brochures, booklets, and posters should be given.
20. Women should not be discouraged by articles produced by journalists about some women in the maritime business, such as "to air is human," but rather take advantage of current labor shortages and apply.
21. Promote the IMO's goals successfully through women's organizations in order to strengthen women's unity of purpose.

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