

WOMEN IN THE MARITIME INDUSTRY

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Abstract. Maritime industry plays an essential role in development and sustainable progress of the modern world. Almost each country of the world depends on maritime-based providing export and import of necessary goods. Thus, maritime transport is the most essential part of global the trade and the global economy.

The main aim of the research is to analyze the prospects of women involvement into such important sector, identifying existing difficulties and problems, focusing on the current situation. Finally, we'd like to propose the ways to make this activity more suitable and attractive for women, fixing on the job opportunities .

Marine industry offers a wide range of job opportunities (including shipbuilding, shipping and management) for employers and improves the standards of living in the industrialized and developed world. However, even a brief review shows that it is a male-dominant sector of industry. The reasons for this phenomenon are mainly caused by social, cultural and religious traditions established thousands years ago. Years ago, the main obligation of women was to be a housewife, but currently the role of women in society is changed and no longer women want to be discriminated. Involvement into maritime industry provides many benefits for women, such as good salary, business and social contacts with different people and cultures and there is no reason to block female employment in maritime industry of the twenty first century.

Thus, in order to promote the role of women in maritime industry, The International Maritime Organization (IMO), in support of International Women's Day 2015 launched the video "Making Waves: women leaders in the maritime world"[1].

Accordingly, a powerful shift towards promotion of involvement of women to marine industry was provided, assisting females all over the world to find their ways in the world of equal opportunities.

1 INTRODUCTION – A GENERAL REVIEW OF THE MODERN SHIPPING INDUSTRY

Maritime industry is one of the oldest industries in the world still playing the leading role in sustainable development of modern societies. It is an essential element in terms of social and economic growth, currently employing several million people (in direct and indirect maritime-related spheres) at the same time also providing a stable and annually rising source of employment and career opportunities. Modern shipping has been the major and the most effective form of transportation, as well as an essential link connecting coastal cities, countries and continents. Immediately after rail transportation, shipping is economically and environmentally the most efficient way to travel or carry different types of goods. Presently, about 90% of world trade is provided by the international shipping industry, which therefore ensures a wide range of job opportunities, presented by sea and shore based ones.

Men traditionally dominate maritime industry. Despite that women form 39.3% of the global workforce, women seafarers constitute only 2% of the total number of seafarers worldwide [2]. Their low number in the sector means that women can be subject to discrimination and harassment. Thus, traditionally male-dominated industry has firstly to overcome centuries-backed gender stereotypes and setbacks and to accept women as the equal partners in the industry development sphere.

The international efforts are ongoing to minimize this inequality in the maritime and it is a step in the right direction for the whole world. For generations, women were traditionally seen as mothers, teachers, homemakers whose obligation was only to stay at home and look after the kids while their husbands earned money. This is no longer the case, as mothers seek careers of their own, firstly because they want to, a woman no longer wants to be the housewife and secondly, because, these days, families need two incomes due to the rising cost of living. Gender gaps remain one of the most pressing challenges facing the world of work.

2 THE RESEARCH AIMS

- an overview of women in the maritime industry
- to survey difficulties, problems and hindrances encountered by women in the maritime industry.
- to survey the present situation and the future role of women
- to identify international and national initiatives to encourage the participation of women in the industry

3 AN OVERVIEW OF WOMEN IN THE MARITIME INDUSTRY

The 19th century sailing vessel was a male dominated and defined world, yet women are assuredly part of this rich history. United Nations has begun the program in the 1976, the goal of which was the promotion of equal rights and opportunities for women around the world, to achieve international co-operation in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion. The UN Decade for Women and its conferences helped in 1975 in Mexico City to establish the legitimacy of women's issues regarding their roles as workers in the home and outside it. Nevertheless, women hold positions only in service departments.

According to ILO publication “Women seafarers: Fighting against the tide? As on land, so by sea: Women join the ranks of seafarers” for 2013 year women represented only 1-2 per cent of the world's 1.25 million seafarers. However, in the cruise line sector, they represent 17-18% of the workforce. Ninety-four per cent of women are employed on passenger ships (with 68% on ferries and 26% on cruise ships) and 6% are employed on cargo vessels. As for jobs, there are women shipmasters and chief engineers, as well as other officers. However, generally, women are working as hotel staff on passenger ships. Of this latter group, 51.2% of women at sea come from OECD countries, 23.6% from Eastern Europe, 9.8% from Latin America and Africa, 13.7% from the Far East, and 1.7% from south Asia and the Middle East [3].

4 THE MAIN REASONS WHY MANY FEMALE CANDIDATES ARE REFRAINING FROM ENTERING THE MARITIME INDUSTRY:

4.1 Gender discrimination

Shipping has historically been a male dominated industry and that tradition runs long. Many women fear to enter the man's world, as they believe that they might face physical harassments, violence and the low levels of support from co-workers.

4.2 Social, Cultural and traditional views. Family roles

Women in some societies are unfortunately considered as inferior to men. On this basis, some parents refuse to send their female children to school, not to “waste of money and time”. They believe the top of female career is to enter into marriage. Similarly, many women are not allowed to choose shipping as a career because of the long stay at sea. Being on-board for several months might not satisfy the social role of a woman, making it an unattractive field of employment.

4.3 The attitude of crews and officers in the male world

Women working in a predominantly male environment may become a subject of discrimination, sexual harassment, bullying and violence in their workplace on board ship

5 PROMOTION AND JOB OPPORTUNITIES.

The difficulty of getting access to jobs and professional development in the maritime industry is also a reason for less women seafarers in the maritime sector. Lack of workplace support keeps women out of this career.

Shipping jobs has been classified as one of the ten most dangerous jobs in the world. There are many difficulties attached with job. Some of them are presented with health issues and strict physical fitness, unsettled lifestyle, complex and hazardous machinery, lack of social life and away from family. It is difficult not only for women, but for men also. However, I want to mention, that maritime industry is very wide field, suitable for both.

Examples of some typical shore based career opportunities include:

- maritime environment/resources management and protection
- ship broking and finance
- the design and building of ships
- maritime law and arbitration
- ship management and fleet operations
- ports and harbour management and pilotage
- ship repair and marine equipment production
- marine insurance
- offshore exploration
- lecturer in college, training of personnel in the maritime industry
- International initiatives to encourage the participation of women

6 INTERNATIONAL INITIATIVES

One of the initiatives is IMO's **Programme on the Integration of Women in the Maritime Sector (IWMS)**. IMO was in the vanguard of United Nations (UN) specialized agencies in forging a realistic programme for the Integration of Women in the Maritime Sector (IWMS), grounded in the vision of equality enshrined in the United Nations Charter, at a time when few maritime training institutes opened their doors to female students. IMO in 2015 launched the video "Making Waves: women leaders in the maritime world" in support of International Women's Day 2015. The video reports on continuing efforts by IMO and the World Maritime University (WMU) to promote the advancement of women in shipping [4].

The International Labour Organization also improves women's access to employment, training, and their conditions of work and social protection. ILO also took some declarations and resolutions to destroy the stereotypes of female and male labour.

A big role in encouraging women in the maritime industry is WISTA. Formed in 1974, the Women's International Shipping & Trading Association is a global organization connecting female executives and decision makers around the world. WISTA International serves as a connector for its network of more than 3,000 female professionals from all sectors of the maritime industry [5].

The main institutional initiative on women in the maritime industry belongs to World Maritime University. In March 2015 the book "Maritime Women: Global Leadership" was published, which highlights the achievement of women in the maritime sector, women's leadership and service to the sustainable development of the maritime industry.

Women in the Class of 2014 were inspired to form the WMUWA due to the Maritime Women: Global Leadership (MWGL) International Conference hosted by WMU in partnership with the International Maritime Organization (IMO).

The University was founded in 1983 and that time women made up only two per cent of the Malmö MSc enrolment. Nowadays 30 per cent of the students are female and in the Shanghai MSc programme this year, over 60 per cent of the students are female[6].

WOMEN IN THE MARITIME INDUSTRY. GEORGIA

Georgia is as Black sea country with four functioning seaports of Batumi, Poti, Kulevi, and Supsa and Port of Anaklia, currently under construction. The national Maritime Authority is represented by Maritime Transport Agency (MTA) responsible for the effective implementation of organizational and legal instruments in the maritime field derived from national and international requirements. I have made research and found out what in my region there is a huge number of seafarers, but the only one active seafarer woman. Natia Labadze is 24 years old officer. She is the first female cadet who graduated from Navigation Educational programme at Batumi State Maritime Academy, Georgia. In her interview, Natia mentioned that she was the only female student among 121 boys at Maritime Academy and remembers fingers directed toward her - with surprised or critical shouting – "girls have nothing to do with sailing".

However, there is gender balance in MTA. It should be highlighted, that director of Maritime Transport Agency is a woman – Tamara Ioseliani. Tamara Ioseliani graduated from Georgian American University (GAU) in 2009 with Bachelor of Legal Science Degree. Between 2005-2009 she successfully completed the series of Law courses at London School of Economics and Political Science (LSE). Since 2010, on behalf of the Government of Georgia she actively participated in the IMO events. Today she is the first female director of MTA.

Nino Gorgoshadze is head of STCW department of MTA Georgia. In the interview Nino mentioned that she finished the secondary school in 1995 and it was not acceptable for female to go to sea by that time. Nino graduated from Faculty of Transport Economy of Batumi State Maritime Academy. Later, despite the fact that she had a family and work in Georgia she started her studies at World Maritime University in Sweden. The head of STCW department finds shipping as a good experience for everyone, without gender differences.

CONCLUSION

There is clear evidence from the research work that, international organizations like the UN, ILO, and IMO use the most machinery available to solve economic, social and cultural problems and promote human rights through the means of treaties, signed instruments and formation of policies, declaration, resolutions and conventions. These are all attempts to fight discrimination against women and integrate them into mainstream maritime activities. Also, there are improvement in women's access to employment, training, social protection and conditions of work. Moreover, participation of women at decision-making level are promoted. However, it is clear that nowadays women have more opportunities to pursue careers in maritime law, shipping business and administrations than was the case 30 years ago. The same progress in the marine sphere should be a desirable outcome for this decade.

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