



Promotional Strategies for Gender Equity in Maritime Sector: Maritime Education Institutions

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Abstract: Women are most important and effective pillar of the successive economic enterprises. Due to customs and traditions of the many of the countries they were denied to showcase their talents in the public forum and they were forced to take care of their family and children. Gender equity in the workplace environment is the dream of the many social activists during 18th century and now it's become true by the continuous efforts from the bottom level to educate the women and providing promotional avenues in the workplace. Maritime sector is the most important economic sector which provide the direct and indirect employment opportunities to the majority of the world population. This study is an attempt to identify the factors influencing the women to join the maritime education institutions and barriers faced by the women seafarers to provide the promotional strategies to increase the number of girl cadet enrolment in the maritime education institutions. The snowball technique has been employed to collect the information from the 153 women cadets in the pre sea courses. It found that economic barrier is the one of the major problem for the women to join the pre sea courses. Girl cadets in the pre sea courses were suggested to promote the pre sea courses in the rural and semi-urban places with the career opportunities and also to provide more financial support for the women cadets enroll in the pre-Sea courses. This study suggests the strategies to promote gender equity through Government and Private parties involves in the Maritime sector should take necessary initiatives offer more fellowships or free ships to the eligible/meritorious Further, number of empirical studies have to be conducted among the women cadets in the pre sea courses in all the countries to identify the varied needs of them to ensure the prosperity of gender equality in the maritime sector.

Keywords: Maritime Sector, Maritime education Institutions, Women, gender Equity, Financial Assistance, Employment, Enrolment

1. Introduction

According to the word of Kofi Annan "Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance" world is working for gender equity to ensure the balanced sustainable development. Gender equity or women empowerment is the most important element for the sustainable development of the society. Empowering women in the economy and closing gender gaps in the world of work are key Agenda for Sustainable Development to achieve in 2030. Women's economic empowerment includes women's ability to participate equally in existing markets; their access to and control over productive resources, access to decent work, control over their own time, lives and bodies; and increased voice, agency and meaningful participation in economic decision-making at all levels from the household to international institutions. Women's economic empowerment boosts productivity, increases economic diversification and income equality in addition to other positive development outcomes. Over the past three decades, International community of maritime sector given top priority to the Gender equity. The process began in 1988, when a program launched by the the International Maritime Organization (IMO) whose concept was parallel with the United Nations' generic approach to Women in Development (WID), and was later evolved into the Integration of Women in the Maritime Sector (Kitada & Tansey, 2018). Increasing women's and girls' educational attainment contributes to women's economic empowerment and more inclusive economic growth. Education, upskilling and

reskilling over the life course especially, to keep pace with rapid technological and digital transformations affecting jobs are critical for women's and girl's health and wellbeing, as well as their income-generation opportunities and participation in the formal labour market. Increased educational attainment accounts for about 50 percent of the economic growth in OECD countries over the past 50 years. Women's economic equality is good for business. Companies greatly benefit from increasing employment and leadership opportunities for women, which is shown to increase organizational effectiveness and growth. It is estimated that companies with three or more women in senior management functions score higher in all dimensions of organizational performance.

Historically, Maritime sector is a male dominated industry, IMO concerted effort helps the industry move further and support women to accomplish a representation that is pertinent with twenty-first century expectations. IMO continues to support the participation of women in both shore-based and sea-going posts. With the slogan: "Training-Visibility-Recognition", IMO has taken a strategic approach towards enhancing the contribution of women as key maritime stakeholders. With the continuous effort positive trend in gender balance, with the report estimating 24,059 women serving as seafarers, which is a 45.8% increase compared with the 2015 report. Which represents only 1.2 percent of the global seafarer workforce is represented by the women ("Seafarer Workforce Report, 2021 Edition | International Chamber of Shipping," n.d.)'. Nonetheless, despite multiple efforts, the issue of gender equality in marine businesses and various sorts of maritime activities in general remains unsolved. In terms of women's involvement in the labour market and ensuring equal treatment for women workers, the marine sector has shown to be quite conservative. As per the statistics published in the International Transport Workers Federation, only around 2% of the world's marine workforce are Women. Women members of maritime unions were approximately 23000 worldwide (Women seafarers, 2019) and the cruise industry employs 40% of women (Review of Maritime Transport, 2019, p. 100).

The small number of women in the shipping industry makes them even more vulnerable to different forms of discrimination, which include:

- Demographic limitations of availability of the maritime education and training institutions
- Biasing while employing
- Unequal payment
- Inadequate facility
- Sexual harassment or abuse while at sea (Women seafarers, 2019).
- It also should be noted that the issue of gender inequality also extends to a variety of maritime-related activities. For example, according to the Maritime HR Association survey of shore-based maritime industry professionals in 2018: only 35% of the global Maritime HR Association workforce were female; over 76% of that female workforce work in administrative, junior, or professional level roles; just over 10% of those on executive leadership teams are women, with female Executives most likely to operate as Chief Financial Officers (Gender diversity in maritime).

According to the UNCTAD Review of Maritime Transport, women contribution is 22 percent of the port workforce overall from 2014 to 2018, with 34 percent of the management team and 12 percent of the operations team (Review of Maritime Transport, 2019, p. 76). The impact is even observed in the maritime-related industries with no specific physical requirements, where significant gender disparities exist. These figures raise concerns about the efficiency of existing legislative tools for protecting women's rights and preventing discrimination in the marine sector. This study is an attempt to discuss the promotional strategies for gender equity in maritime sector through maritime education institutions.

2. Objectives of the Study

- To review the major initiatives taken towards gender equity in maritime sector;
- To study the Socio-economic profile of the women cadets in the pre-sea courses;
- To understand the major issues faced by the women cadets in the pre-sea courses; and
- To suggest the suitable promotional strategies to ensure the gender equity in the maritime sector.

3. Methodology of the Study

The study on Promotional Strategies for Gender Equity in Maritime Sector: Maritime Education Institutions is descriptive cum analytical in nature. This study tries to describe the contribution of women in maritime sector and analyze the major problems faced by the women cadets and provide the probable promotional strategies to promote the gender equity in the sector. The study focuses on general and sectoral international legal instruments promoting gender equality in the maritime industries; the subjects of rulemaking in the field, as well as the peculiarities of their rulemaking processes; and the legal aspects of implementing policies empowering women in the maritime industry. As maritime law is a well-established domain of international legal regulation, the same methodology may be adopted for the issue of gender equality in maritime law. The transnational human rights concept also supplements this. Women cadet enrolment in maritime education institution are very less compare to the other kind of courses. The snowball technique

has been employed to collect the information from the 153 women cadets in the pre sea courses. Women cadets learning pre sea courses were identified through snowball techniques to enquire the cadets to collect the information. Factor analysis was employed to understand the major reasons for lower enrolment of women cadets in the pre sea courses to draft the promotional strategies for women participation in maritime sector in order to achieve the gender equity.

4. Review of Major Initiatives towards Gender Equity in Maritime Sector

The legislative frameworks for the promotion of gender equality in ocean-related industries are a multifaceted issue that can be approached from multiple angles. There are a few aspects of the gender in the law of the sea issue that is emphasized by various international instruments of general or sectoral importance, which include the following:

- instrumental role of the Law of the Sea in protecting the human rights, including granting gender equality;
- gender equality in fisheries, including ensuring access to fishers by women fish-workers;
- protecting refugees, migrants and trafficked persons at sea with the adaptation of the gender approach;
- women on ships have safe and appropriate working conditions. Furthermore, it is possible to distinguish between general instruments dealing with forms of discrimination against women, regardless of sector or industry, and specific instruments devoted to women's rights and equal position in marine. Overall, various UN organizations have codified all of these instruments under the UN system.

The special attention to women's rights at the international level was first recognized in a UN Economic and Social Council (ECOSOC) Resolution on the establishment of a Commission on Human Rights and a Sub-Commission on the Status of Women on February 16, 1946, which stated (Para 2 of Section B) that "the sub-commission shall submit proposals, recommendations, and reports to the Commission on Human Rights regarding the status of women."

The sub-commission renamed the Commission on the Status of Women (CSW) in the following year, responsible for preparing recommendations and reports for ECOSOC "on promoting women's rights in political, economic, social and educational fields". The legally binding UN Convention on the Elimination of All Forms of Discrimination Against Women (1979) (hence – CEDAW), which is the key international instrument establishing legal frameworks for gender equality in marine and ocean-related businesses, took three decades to codify. Two CEDAW clauses in particular should be highlighted since they address the subject of ensuring equal rights for women in the maritime labour force to the maximum degree possible such as:

- Article 10 CEDAW is a United Nations Convention on the Elimination of Discrimination Against Women, which aims to ensure that women have equal access to education as men;
- Article 11 CEDAW, which calls for the elimination of discrimination against women in the workplace in order to achieve gender equality (para 1), as well as the prevention of discrimination against women on the basis of marriage or maternity and the effective enforcement of their right to work (para 2).

It is worth point out among the other general international instruments that are crucial for reinforcing women's rights in marine, which were approved under the auspices of the UN or its organizations:

- Declaration on the Elimination of Violence against Women (1994);
- Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (2003);
- International Labour Organization (ILO) Maternity Protection Convention (2000);
- The Beijing Declaration and the Platform for Action of 1995, etc.

When considering provisions of specialized sectoral legislation that focus on women's status in the maritime, it becomes clear that they are of a distinct provenance for the most part. Indeed, such deeds are frequently motivated by the principles and ideas of sustainable development. Because of concerns about a lack of officers in the world fleet, the first IMO Strategy for the Integration of Women in the Maritime Sector (IWMS), issued in 1988, recognized women's integration as a criterion for attaining sustainable development. Focused on capacity building, in 2012, the IMO reaffirmed the strategy, including it under the new Millennium Development Goal 3 (MDG3) and renamed as IWMS: Strengthening Maritime

Resource Development (MDG3/RD). The MDG3/RD program, according to the IMO IWMS Report, also serves to highlight the role of the Millennium Development Goals (MDGs). One of the outcomes of this approach is the identification and selection of women for career development opportunities in maritime administrations, ports, and maritime training institutes by their respective authorities (“Women in Maritime,” n.d.).

This fact is specifically accountable for the differences in breadth between general treaties guaranteeing women's rights and specialized instruments addressing women in the marine sector.

In the past, most soft law sources dealing with women in maritime concerns have tended to suggest ways and means to tackle the difficulties of marine industry development, only lately they pivoted towards gender equality.

Furthermore, the specialized regulatory frameworks for achieving gender equality in maritime are substantially scattered due to the multiplicity of rulemaking areas.

The UN Convention on the Law of the Sea (UNCLOS) establishes States' general principles and duties in various marine zones. Also, the UNCLOS is in line with the UN Charter's Purposes and Ideals, particularly the principles of fairness and equal rights, which promote all peoples' economic and social advancement. As a result, it obligates the participating governments to respect women's rights and gender equality, as stipulated by UN agreements.

The most important specific obligatory agreements in the field are:

- IMO International Convention on Standards of Training, Certification and Watch keeping for Seafarers (STCW) (1978);
- ILO Maritime Labour Convention (MLC) (2006).

It should be emphasized that the above-mentioned conventions did not pay sufficient attention to the issue of gender equality in the outset, and were only supplemented with appropriate measures during the course of amending and modification. The Manila Amendment to the STCW of 2010 by Resolution 14 "Promotion of women's participation in the maritime industry," in particular invited States, is an example:

- top priority to secure equal access by men and women in all sectors of the maritime industry
- to emphasize the role of women in the seafaring profession and to promote their greater participation in maritime training at all levels of the maritime industry

In order to overcome the current hurdles of women's access to careers in shipping, the focus should be paid to issues such as the absence of facilities for women onboard training vessels and the availability of on-the-job training opportunities for women (IMO, 2010).

The MLC has been revised to include a number of clauses that address the needs of women in terms of working conditions onboard, such as requiring separate sleeping rooms and sanitary facilities for men and women (Standard A 3.1).

Finally, the IMO and ILO's own acts are the most comprehensive in terms of fulfilling practical aims of guaranteeing women's rights and gender equality in the marine industry. We can specifically point to a number of IMO programmes, such as the IMO Integrated Technical Cooperation Programme (ITCP) as a general framework and the IMO Women in Maritime programme, which provides a strategic approach to enhancing the contribution of women as vital maritime stakeholders and supporting women's participation in both shore-based and sea-going posts under the slogan "Training-Visibility-Recognition" (“Technical Cooperation,” n.d.).

The transnational approach to the women in maritime issue are hybrid rulemaking processes, empowering strategies and complicity of jurisdictions. The predominance of soft law instruments developed within various international organizations (primarily CEDAW as a universal one, and IMO and ILO as sectoral ones) shifts the focus to a supranational body of law that aims to provide a legal framework for enhancing women's role in the maritime sector. The IMO and ILO's functions are particularly important for the shipping sector, since "both these regulatory organizations have become increasingly prominent as the business has moved out into areas where regulation is scarce or non-existent." With their internally devised rules, the aforementioned organizations have taken on the duty of filling the above-mentioned under regulated sectors, including women's issues in maritime. As a result, the relevant body of legislation consists mostly of resolutions, programmes, decisions, recommendations, and best practices, which collectively reflect united stances of respective international rule-makers rather than consistent views of national states. While the IMO encourages and supports women to train for both land-based and sea-based vocations, the ILO establishes minimum requirements for seafarers' working conditions, including the prohibition of violence and harassment. (“Women in the maritime community – Closing a gender gap as wide as the ocean? | Epthinktank | European Parliament,” n.d.).

Furthermore, the internal legal process within the international organizations involved is focused on the well-known transnational law formula of loading, unloading, or transferring best national practices from

one national legal system to another (Koh, 2006), as well as discouraging states from acting inconsistently. "CEDAW's internal processes are also exemplary of "living" law, as its Committee comments on country reports and publishes new directives," for example (Resnik, 2012).

The issue is also complicated by extremely disparate national conditions (political, cultural, economic, etc.) for women's access to jobs in shipping and other maritime-related industries, which makes it difficult to reach strict and specific interstate agreements that reflect all parties' common needs. Women sailors from developing and developed countries, for example, are said to have motivations for their jobs that are somewhat different. According to a cruise industry survey, while women from impoverished nations generally cited prospective profits as the most important motivator for working at sea, the biggest appeal for women from rich countries has been the ability to travel and "see the world for free".

Thus, depending on the country, it is required to solve different challenges, or at the very least to approach the same problem in different methods, in order to reach the same aim of achieving gender equality in seafaring. Only a set of techniques, providing a kind of toolbox with many voluntary ways and means based on internationally acknowledged UN publications and allowing every individual national government to choose the most appropriate for its needs, may be widely acceptable. The issue of selectivity of ways and means for achieving stated goals is also present in the field's compulsory international acts. Furthermore, local acceptance of treaties like CEDAW can domesticate its principles not only as preconditions for national adoption, but also as democratic processes for implementing and translating their rules. The small list of transnational rule-making themes in the field accounting their responsibility for introduction of standards for the respective policies and practices on ensuring gender equality in maritime) is said to be represented by:

- international organizations;
- national governments;
- employers' organizations;
- trade unions;
- individual employers;
- Maritime Education and Training (MET) institutions.

What's more, a reasonable number of rules and standards are developed using a hybrid rulemaking process that involves collaboration between various sorts of the stated subjects.

One example of a hybrid rulemaking procedure is the one described above, which is based on national governments submitting various surveys and reports and the IMO and ILO responding with judgments and resolutions. Other sorts of collaboration can be highlighted, such as between the IMO or the ILO and NGOs, or between NGOs.

For example, the International Maritime Organization's Assembly Resolution A.1147 (31) on Preserving the Legacy of the World Maritime Theme for 2019 and Achieving a Barrier-Free Working Environment for Women in the Maritime Sector discusses "governments," "maritime administrations," "the industry," and "the maritime sector" in two ways:

- urging all women to participate fully, safely, and without hindrance in the maritime community's activities, including seafaring and shipbuilding activities, in order to effectively facilitate the achievement of SDG 5 (para 2), by considering ways to continuously identify and overcome existing constraints (i.e. recruitment, training, capacity-building, technical cooperation, and promotions);
- supporting the sharing of best practices in attaining gender equality in the maritime community, with the goal of creating a barrier-free working environment for women. (para 3).

Furthermore, Resolution A.1147 (31) mentions a research being carried out by the Organization and the Women's International Shipping and Trading Association (WISTA) to give up-to-date information and data on the number of women working in the marine sector and the positions they hold.

On January 27, 2020, IMO and WISTA signed a Memorandum of Understanding on Technical Cooperation that specified four important areas of activity in the context of promoting networking and open discourse on problems related to empowering women and advancing gender equality (Para 5 of Resolution A.1147(31)):

- looking for opportunities to partner on maritime issues;
- promoting greater engagement for women in maritime, among their members, the broader ocean business community, ocean stakeholders and the public;
- developing and participating in relevant training, workshops, among other business related to their areas of mutual interest;
- supporting implementation of Assembly Resolution A.1147(31) ("WISTA International and the International Maritime Organisation, IMO, sign Memorandum of Understanding," n.d.).

The collaboration between the IMO and NGOs is institutionalized and managed by the "Rules and guidelines for non-governmental international organizations' consultative status with the International Maritime Organization," which was updated by IMO Assembly Resolution A.1144(31) on December 4, 2019. (Rules and guidelines, 2019).

The Maritime Labour Convention is another example of hybrid rulemaking. The provision that "account should also be taken of the latest version of the Guidance on eliminating shipboard harassment and bullying jointly published by the International Chamber of Shipping and the International Transport Workers' Federation" was added to the ILO Amendments of 2016 (para 1 of Guideline B4.3.1 – Provisions on occupational accidents, injuries, and diseases) (Amendments to the Code relating to Regulation 4.3 of the MLC, 2006). Thus, the ILO legitimizes the instructions published by two non-governmental organizations representing ship owners and trade unions through an obligatory international convention. In turn, the Guidelines establish the recommended rules and duties for:

- Shipping companies to ensure that policies are in place for the elimination of all forms of harassment and bullying of seafarers on board their ships; and
- Seafarers' organizations and seafarers to ensure that harassment and bullying do not take place (Guidance on elimination shipboard harassment and bullying, 2016).

All of this highlights the significance of private actors as rulemaking subjects, which include both non-governmental organizations and businesses. Essentially, the latter has the ability to improve gender equality through its internal company policies and practices. What's more, such corporate policies and practices could have a significant external impact in terms of raising overall awareness of the issue and forming common policies among the marine industry. These conclusions highlight the global nature of the rules governing gender equality and women's empowerment in the marine and maritime-related industries.

Another factor to examine when developing tools to ensure gender equality in the marine sector is how well they match with the concept of women's empowerment. The IMO has picked the topic "Empowering women in the nautical community" for World Maritime Day 2019. "Empowering women isn't just an idea or a concept," said the IMO's Secretary-General on the occasion of World Maritime Day. It's a necessity that necessitates bold, constructive action to overcome long-standing structural, institutional, and cultural hurdles" ("World Maritime Day 2019," n.d.).

Women's empowerment, according to the UN, means that women can take control of their lives by setting their own agendas, gaining skills (or having their own abilities and knowledge recognized), increasing self-confidence, solving difficulties, and developing self-reliance (UN Women & United Nations Global Compact, 2011). The concept of empowerment has been used since the beginning of IMO's initiatives to tackle the issue of gender equality. For example, the IMO's inaugural Women in Development (WID) programme established four primary goals in the field:

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

All of the above aims were clearly socioeconomic in character, with a focus on modifying relationships within the maritime sector. To achieve such goals, a number of issues must be addressed, including allowing women the right to work, improving the industry's commitment to women employees, and so on. In general, "empowering women" means "providing women the freedom to choose their own way of life — the freedom to be whatever they want to be, without being evaluated based on gender stereotypes"

As a result, selecting empowerment policies as the primary tool for gender in maritime programmes has an impact on the application of relevant legislative instruments in the direction of profound individualization. "On closer examination, group identification and group empowerment appear to be characteristics of individualism."

When we consider the variety of national legislative orders that can be employed in the course of action to ensure gender equality in marine, the matter appears to be considerably more problematic. Essentially, there are at least five main jurisdictional concerns that may influence the specific conditions for women in terms of entry to the profession, participation in the labour market, and working conditions, which include:

- a nationality of a crewmember;
- a country of training institution;
- a country of a recruiting agency;
- a country of a ship owner;
- a flag of a vessel.

In terms of a person's individual rights, this results in a tangle of overlapping legal orders that may be incompatible with the execution of gender equality regulations and policies in the maritime sector. Such issues can be addressed through a transnational legal framework that empowers individuals as right holders while also attempting to overcome the ineffectiveness of state-centric international human rights law.

All of the above is reinforced by internal regulations, processes, policies, and practices of specific private subjects engaged in various maritime-related activities (for example ship owners or recruiting agencies). This significantly raises complicity while also emphasizing the significance of using soft law instruments and sharing best practices to build a gender sensitive regulatory environment for every female marine worker.

5. Socio Economic profile of the Women Cadets in the Pre-Sea Courses

Socio-Economic survey has been conducted among the 153 Women cadets enrolled in the PreSea courses of various maritime Colleges in Tami Nadu of India to identify the reasons to identify the lower enrolment of the women cadets. The survey results were presented as follows:

5.1 State of Origin Women Cadets in PreSea Courses

State of Origin will help to identify the level of awareness about the role of women in Maritime sector among the people. It shows that South Indians (Kerala (43%); Tamil Nadu (14%); and Karnataka (9%)) well aware about the future of women cadets in the Maritime Sector compare to the students from other parts. It clears that proper awareness campaign should be conducted to create awareness about the sector to enhance the contribution of the Women cadets.

5.2 Religion of the Women Cadets in PreSea Courses

More than three fourth (80 %) of the women cadets in the PreSea courses are from Hindu Religion and followed by Christian (11%), Muslims (7%) and Buddhist (2%). This shows that more awareness should be created among the other religion people about the safety and security in the sector and the future of women cadets in Maritime industry.

5.3 Nature of Native place of the Women Cadets in PreSea Courses

More than one third (43%) of the women cadets in the Presea courses are from Urban place and 32% are from Semi Urban places and 25% are from rural areas. So, more awareness should be created among the rural masses.

5.4 Annual Family Income of the Women Cadets in PreSea Courses

More than two third (38.4%) of the women cadets in the Presea courses family annual income is less than Rs.4,00,000 and followed by 5.3 % between Rs.4,00,000 to Rs.6,00,000 and Rs.6,00,000 and above (26.3%) respectively. It clears that majority of the women cadet's family spend their major portion of their annual income for their wards education.

5.5. Source of the Family Income of the Women Cadets in PreSea Courses

Majority (78%) of the women cadets in the Presea courses family depends on salary of the earning people and remaining (28.1%) are depending on the pension of their family members, this shows the absence of the second income and their difficulty in paying the tuition fees.

5.6. Number of earning family members in the Women Cadets in PreSea Courses

Majority (63.2 %) of the women cadets in the presea courses family have only one earning member in their family and 36.8 % have 2 earning member in their family which shows that lack of earning members in the family.

6. Major Issues faced by the Women Cadets in PreSea Courses

The survey result among the PreSea Courses reveals that many of the cadets were unable to arrange their tuition fees due to their family economic background. Few people are taken care by the single parent and more than two third of them having only one (70.5 percent) earning member in their family. Majority (45.5 percent) of their family annual income is under Rs. 2, 00,000 and 25 percent of them in the group of Rs. 2, 00,000 to 4, 00,000 and most of them (97.7 percent) of the women cadets in Pre-Sea Courses requesting financial assistance from the external funding agency which would be helpful to them economically and enable the students to concentrate in their studies and training to complete their courses and become a competent seafarer in the future. Most of them reported that their parents are struggling to arrange the tuition

fees and telling them to join in the normal courses in which the tuition fees are lower compared to the Maritime education sector. The survey results highlighted that economic barrier is the one of the major problem faced by the Women cadets to pursue the PreSea Courses. The economic freedom should be provided to the women cadets by the financial assistance/scholarships in order to pursue their studies and increase the number of enrolment in Maritime studies in future.

7. Suggestion given by the Women Cadets in the Pre-Sea Courses

Majority (94.7%) of the women cadets in the presea courses were looking for financial assistance to continue their studies. It is clear that financial assistance is the one of the key factor to promote the maritime courses among the women cadets in-order to maintain the gender equality.

8. Promotional Strategies for Gender Equity in Maritime Sector

- Popularize the maritime industry opportunity for the women from the grassroot level;
- Awareness should be created from the school level to the women cadets because many of them said that they know the course only when they got enroll for their siblings in the maritime institutions;
- Famous celebrities to be engaged during the awareness campaign to create center of attraction;
- Maritime education institutions should popularize the importance of maritime courses for women by separate admission campaign;
- Women Cadet Admission targets to be fixed for all the maritime education institutions (likely to be a reservations system) in all parts of the world (atleast 50 enrolment);
- Appreciate the maritime Education institutions achieving maximum enrolment during annual General Conference of International Association of Maritime Universities;
- Separate weightage to be given to the Women Cadet Enrolment ratio for the IAMU PIMET (Performance Indicators in Maritime Education and Training) Ranking;
- Many of the women cadets doubt about the career growth in the maritime sector, so proper awareness should be created among the general public about the career opportunities and career growth possibilities among the general public;
- Loan facilities to be arranged to the women cadets enroll in the pre-sea courses;
- Financial assistance provided to the women cadets enroll in the pre-sea courses in order to increase the enrolment; and
- Scholarships to be introduced as 50% waiver to increase the women cadet enrolment in the pre-sea courses.

9. Conclusions

Women being backbone of the economic prosperity of the sustainable development of any sector of the nation. Gender equality is still the vision in many of the economic sector, especially in the Maritime sector where only 1.2 percent of the positions of the entire workforce is occupied by the women cadets. Pandemic is the one of the reason for the reduced employment opportunities due to bounded with lock down and job insecurity in the maritime sector (Thiruvassagam G & R, 2021). The transnational approach to the legal framework for guaranteeing gender equality in the maritime industry has a lot of potential for explaining practical ways to achieve the goals of protecting women's rights and empowering women in the off-shore and on-shore maritime industries. A number of reasons have contributed to this. For starters, this is a result of the field's major developments being linked to the Sustainable Development Goals. Second, the regulation process for maritime sectors involves a diverse variety of stakeholders, including international organizations, national governments, non-governmental organizations, and corporate entities. Third, the emphasis on empowering techniques leads to the use of specific ways and means that are highly customized and subjective, and hence trans-jurisdictional. Finally, the regulatory environment is complex, based on a patchwork of multiple jurisdictions and legislative orders, as is typical of any form of maritime activity. Even after the tremendous efforts made by the IMO due to the economic barriers women are unable to attain their formal pre-sea courses. Economic condition of the women cadets and earning capacity of the family members are the one of the major factor deciding the enrolment of the women cadets in the PreSea Courses. Due to the economic status of women cadets in the PreSea Courses are requesting financial assistance to continue their studies. The financial assistance encourages the women cadets and family members to make them to admit girl student in the PreSea course without worrying about the economic difficulties like other courses available in the education sector. This study suggest promotional strategies to increase the number of enrolment in the pre-sea courses and participate in the global agenda of empowering women in the economy and closing gender gaps in the world of work are key Agenda for Sustainable Development to achieve in 2030. Further, number of empirical studies have to be conducted among the women cadets in the pre sea courses in all the countries to identify the varied needs of them to ensure the prosperity of gender equality in the maritime sector.

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