

GENDER DIVERSITY

SECOND EDITION

Heading towards an
inclusive work culture



 ANGLO-EASTERN

 WISTA
WORLDWIDE
INDUSTRIAL & TRADE ASSOCIATION

 ISWAN

 INTERNATIONAL
MARITIME ORGANIZATION

Edition 2, Published in 2022
by **ANGLO-EASTERN MARITIME TRAINING CENTRE**
401, Fourth Floor, Leela Business Park, Marol, Andheri-Kurla Road,
Andheri (East), Mumbai-400 059, India.
www.angloeastern.com

ACKNOWLEDGEMENTS

We are grateful for the opportunity given to compile the second edition of the Gender Diversity Booklet for seafarers, a project very close to our hearts. We believe this would give the much needed guidance to welcome diversity on board.

We would like to acknowledge Natalie Shaw - Director of Employment Affairs of the International Chamber of Shipping (ICS) and Karin Orsel - Vice Chair of the ICS, Board of Trustees member of ISWAN and WISTA International Ambassador, for their inputs in preparing this booklet.

The booklet would not have been possible but for the constant encouragement and support of Capt. K.N. Deboo, Principal and Director, Anglo-Eastern Maritime Training Centre and Despina Panayiotou Theodosiou, President, WISTA International.

A special thanks to Capt. Puneet Malhotra, Senior QHSE Manager, Anglo-Eastern for his guidance at various stages of the compilation of this booklet.

Most importantly we would like to extend our gratitude to the seafarers who have taken the time to give feedback and share their stories to make this booklet possible.

From the authors:

Sanjam Sahi Gupta
Director
Sitara Shipping Ltd.,
Executive Board member, WMU
President Emeritus, WISTA India

Delna Shroff
Senior Psychologist
Anglo-Eastern

Parnita Rasal
Psychologist
Anglo-Eastern

Copyright © Anglo-Eastern 2022

All rights reserved.
No part of this publication may be reproduced,
stored in a retrieval system, or transmitted in any form or by any means,
without prior permission in writing from
Anglo-Eastern Maritime Training Centre

FOREWORD

I consider it a great privilege to have recently joined the maritime industry, an industry which forms an essential pillar in driving the global economy forward and an industry that improves the standards of living all across the world.

What you will read in this publication is that while we are in an incredibly important and successful industry, one that we should all be proud to be a part of, we have a way to go when it comes to supporting gender diversity and inclusion (D and I). Momentum is increasing in the industry which includes the formation of the All Aboard Alliance, a group of 31 companies who are committed to increasing diversity, equity, and inclusion throughout organisations across the sector both at sea and on shore.

Why is D and I so important?

Well, the research is inarguable. Organisations that get D and I right attract the best talent, are the most innovative and outperform their competitors. But even putting the business case aside supporting D and I should not require justification because it is simply the right thing to do.

As you read this edition, I would encourage you to spend time reflecting on the situations that are encountered by some women seafarers. Comments that come from the maritime industry such as, 'I have been told that women are only meant for bed, bearing children and are not fit to work on ships' or '...tried to hold me by the waist while I was filling the log book.' When you read these comments, pause and really think about the impact it would have on the person. And ask yourself how you would feel if it was your mother, your sister or your daughter who was in that situation. How would you want them to be treated by their colleagues?

Finally, the most important thing for us all to do is act - whether you are a captain, officer, manager or employee - think about what you can do to leverage the full diversity of your team, create a workplace which is inclusive and where everyone feels safe.

- Being aware of your biases
- Acting - if you see someone being treated poorly
- Simply treating others how you want to be treated

Actions like these will drive positive changes for people, for vessels and for the entire industry!

Michael Sandaluk
Chief Human Resources Officer
Anglo-Eastern Ship Management Ltd. (member of the All Aboard Alliance)

PREFACE

The maritime industry continues to be one of the least diversified sectors in terms of gender inclusivity, despite the numerous opportunities available to women. A need is felt to unlock the potential of the maritime sector by speeding up efforts to increase women's participation. It also involves building a culture that ensures that the behaviours, attitudes, and systems are aligned with the diversity ideals that are being embraced.

This edition of the Gender Diversity Booklet offers much needed guidance to welcome diversity.

For women to be able to reach their full potential, the maritime industry needs to work together to ensure that the challenges that women currently face are adequately addressed. Inspired by narrations and experiences of women seafarers, through a Gender Diversity Survey launched in August 2020, respondents spanning across major continents helped identify a multitude of issues and challenges that women face in the maritime industry, in general, as well as in the aftermath of the pandemic.

This survey sought to gather information from women seafarers about various issues related to discrimination, harassment, bullying, working conditions on board, health, and access to medical care, thereby providing an opportunity to the maritime industry to reflect, identifying some of the hurdles that women seafarers encounter.

The booklet is intended for all seafarers; it offers guidance on addressing these challenges and building an inclusive culture where diverse individuals are respected and valued. It is part of an ongoing effort to bring about a shift in the individual mindset, promote gender sensitisation, and help raise the profile of women in all parts of the maritime sector.

In this edition, the content substantiates guidance with drafting company policies that facilitate psychological safety for women seafarers, enabling an atmosphere for equality, diversity and inclusivity.

CONTENTS

| | |
|--|----|
| Introduction to diversity and related concepts | 6 |
| The Gender Diversity Survey | 11 |
| Challenges faced by women seafarers | 13 |
| Ongoing Diversity Efforts | 28 |
| Conclusion | 38 |
| Helplines | 39 |



DIVERSITY

Diversity is defined as the presence of differences within a given setting. This may include gender, race, ethnicity, religion, nationality, sexual orientation, place of practice, and practice type. It is the way people are different and yet the same at the individual and group levels (Tan, Q.T., 2019).

EQUITY

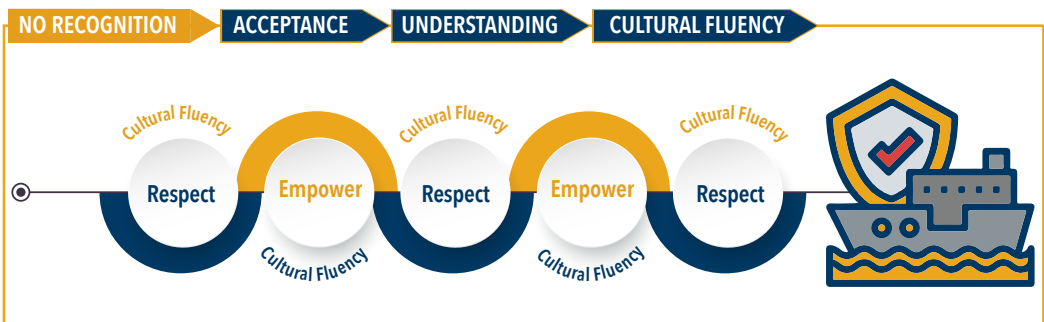
Equity refers to outcomes while equality connotes equal treatment. More directly, equity is when an individual's race, gender, socio-economic status, sexual orientation, etc. do not determine their educational, economic, social, or political opportunities. (adapted from the Diversity and Inclusion Dictionary from Virginia Commonwealth University Division for Inclusive Excellence)

INCLUSION

Inclusion refers to the intentional, ongoing effort to ensure that diverse people with different identities are able to fully participate in all aspects of the work of an organisation, including leadership positions and decision-making processes. It refers to the way that diverse individuals are valued as respected members and are welcomed in an organisation and / or community (Tan, Q.T., 2019).

CULTURAL FLUENCY

Cultural Fluency is a process of lifelong learning resulting in knowledge, communication skills, behaviours, and attitudes that allow us to work effectively with others from different cultural backgrounds - increasing the ability to maximise the benefits of diversity within our workforces (USCG Diversity and Inclusion Action Plan, 2020).



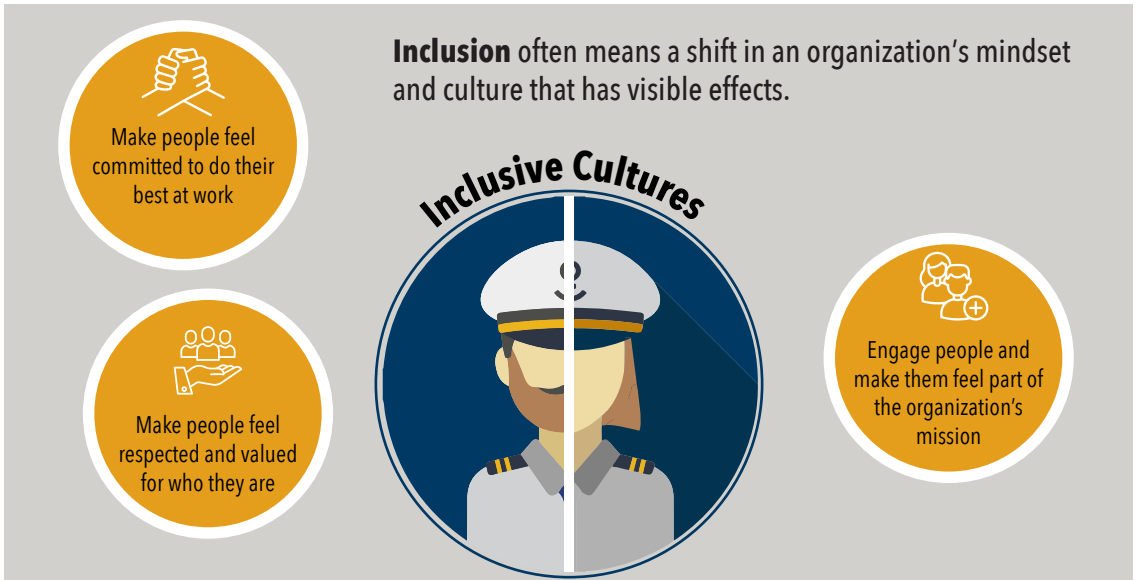
Difference, rather than being a hindrance, could provide advantages, possibly combining diverse skills, opinions and views, forging more synergy within the maritime industry.

Together, let us accept diversity in the maritime industry!



GENDER DIVERSITY

Gender diversity in the workplace is the equal treatment and acceptance of all gender identities in an organisation.



This culture shift creates a higher performing organisation where motivation and morale can soar.

The potential benefits from achieving diversity:

Leads to better problem-solving, invites open dialogue and promotes creativity

Brings in new ideas, abilities and experiences

Leads to higher employee engagement and reduced staff turnover

Improves reputation, productivity and profitability

Leads to more timely and optimal solutions

Leads to more innovation and better decision making

Enhances employee attraction

Widens talent pool



In 2021, the International Maritime Organization (IMO) and the Women's International Shipping & Trading Association (WISTA) launched a survey to promote gender diversity and inclusion. The Women in Maritime Survey report revealed:



The largest category of respondents were from ship-owning companies (34%) followed by those operating in maritime associations (16%)



Looking at the distribution of the ranks that women work in, 39% of women within the surveyed companies work in mid-management, 28% in technical roles, and 48% in administrative and support roles



The lowest percentage of women were employed in the surveyed offshore sector, at 4%. Of those, women held 6% of core roles



It was found that the towage/ salvage/ dredging industries have among the lowest percentages of women employed overall at just 10%. Of those, 8% of core roles (those directly involving the provision of the service with which the company is concerned) are populated by women. In the responses from the bunkering industry, of which there were five in total, 10% of the workforce were women, and of those, 9% occupied core roles

GENDER DIVERSITY SURVEY

- In August 2020, a Gender Diversity Survey was launched. This was a joint initiative by Anglo-Eastern, WISTA International, the International Seafarers Welfare and Assistance Network (ISWAN) and the International Chamber of Shipping (ICS).
- The survey sought to gather information from women seafarers about issues related to discrimination, harassment and bullying, working conditions on board, health and access to medical care.

Demographics

Nationalities:

A total of 1128 women, representing 78 nationalities responded, with the highest number hailing from the **Philippines (399)**, followed by the **United States (98)**, the **United Kingdom (57)**, **South Africa (51)**, **Brazil (47)**, **India (41)**, **Peru (36)**, **Columbia (35)**, and **Indonesia (34)**.

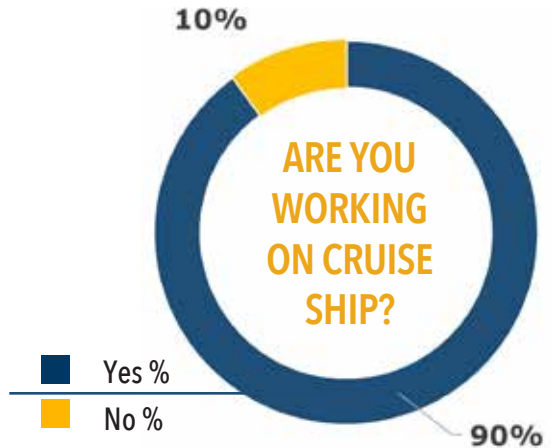
The respondents spanned across all the major continents and represented an adequate sample that helped understand the multitude of issues that women face in the maritime industry, in general, and in the face and aftermath of the pandemic.

| NATIONALITY | COUNT OF RESPONDENT | NATIONALITY | COUNT OF RESPONDENT |
|------------------------|---------------------|-------------------------|---------------------|
| Argentina | 23 | Malaysia | 3 |
| Australia | 2 | Mauritius | 10 |
| Bahamas | 1 | Mexico | 18 |
| Bangladesh | 1 | Montenegro | 1 |
| Barbados | 4 | Morocco | 1 |
| Belarus | 1 | Myanmar | 1 |
| Belgium | 1 | Nepal | 7 |
| Belize | 3 | Netherlands | 6 |
| Bosnia and Herzegovina | 6 | New Guinea | 1 |
| Brazil | 47 | New Zealand | 3 |
| Bulgaria | 3 | Nicaragua | 3 |
| Canada | 4 | North Macedonia | 6 |
| Chile | 5 | Norway | 1 |
| China | 2 | Panama | 10 |
| Colombia | 35 | Peru | 36 |
| Croatia | 2 | Philippines | 399 |
| Denmark | 1 | Poland | 6 |
| Dominica | 2 | Portugal | 4 |
| Dominican Republic | 4 | Romania | 14 |
| El Salvador | 1 | Russia | 4 |
| England | 1 | Saint Lucia | 25 |
| Finland | 1 | Serbia | 13 |
| France | 2 | Slovenia | 2 |
| Germany | 14 | South Africa | 52 |
| Greece | 8 | St.Vincent & Grenadines | 3 |
| Grenada | 4 | Spain | 4 |
| Guatemala | 2 | Sweden | 3 |
| Haiti | 1 | Switzerland | 1 |
| Honduras | 12 | Thailand | 6 |
| India | 41 | Trinidad and Tobago | 2 |
| Indonesia | 34 | Turkey | 5 |
| Ireland | 2 | Ukraine | 2 |
| Italy | 6 | United Kingdom | 57 |
| Lithuania | 1 | United States | 98 |
| Jamaica | 5 | Uruguay | 8 |
| Krgyzstan | 2 | Venezuela | 4 |
| Latvia | 1 | Vietnam | 1 |
| | | Zimbabwe | 26 |
| GRAND TOTAL | | 1128 | |

Age Group:

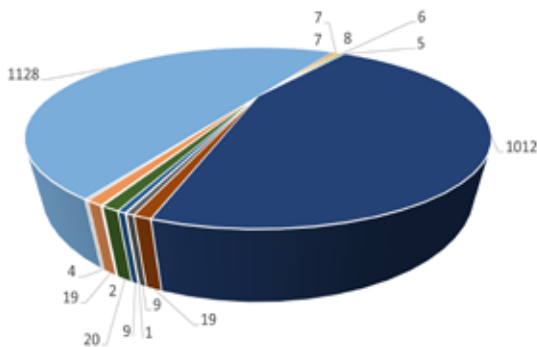
| | |
|--------------|-----|
| 18-25 yrs | 17% |
| 25-30 yrs | 29% |
| 30-35 yrs | 26% |
| 35-45 yrs | 20% |
| 45-55 yrs | 6% |
| Above 55 yrs | 2% |

Position aboard



Cargo vs Cruise:

Close to 1000 respondents (about 90%) were employed on Cruise Ships, and the rest of them work on Cargo Ships namely Gas Tankers, Container Ships, Oil Tankers, Off-shore Supply Vessels, General Cargo / Geared Vessels, Chemical Tankers, Bulk Carriers and Tugs.




Type of ship that presently working on

| Ship Type | Count of Respondent |
|--------------------------------|---------------------|
| Bulk Carrier < 150,000 dwt | 7 |
| Bulk Carrier > 150,000 dwt | 7 |
| Chemical Tanker | 8 |
| Container < 8000 TEU | 6 |
| Container > 8000 TEU | 5 |
| Cruise Ship | 1012 |
| Gas Tanker | 19 |
| General Cargo / Geared Vessels | 9 |
| MODU | 1 |
| Offshore Supply Vessel | 9 |
| Offshore Vessel | 20 |
| Oil Rig / Platform | 2 |
| Oil Tanker | 19 |
| Tug | 4 |
| Grand Total | 1128 |


CHALLENGES FACED BY WOMEN SEAFARERS



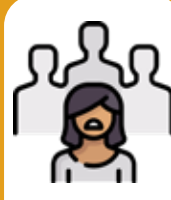
Discrimination




Harassment



Bullying



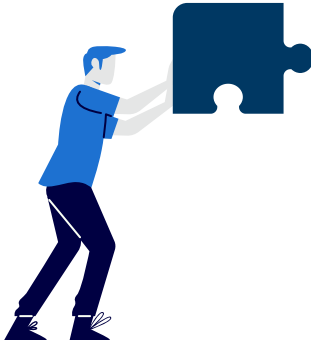
Isolation



Fixed Mindset

Discrimination

Direct / Open discrimination: The act of treating someone less favourably because of certain attributes they have or are perceived to have.



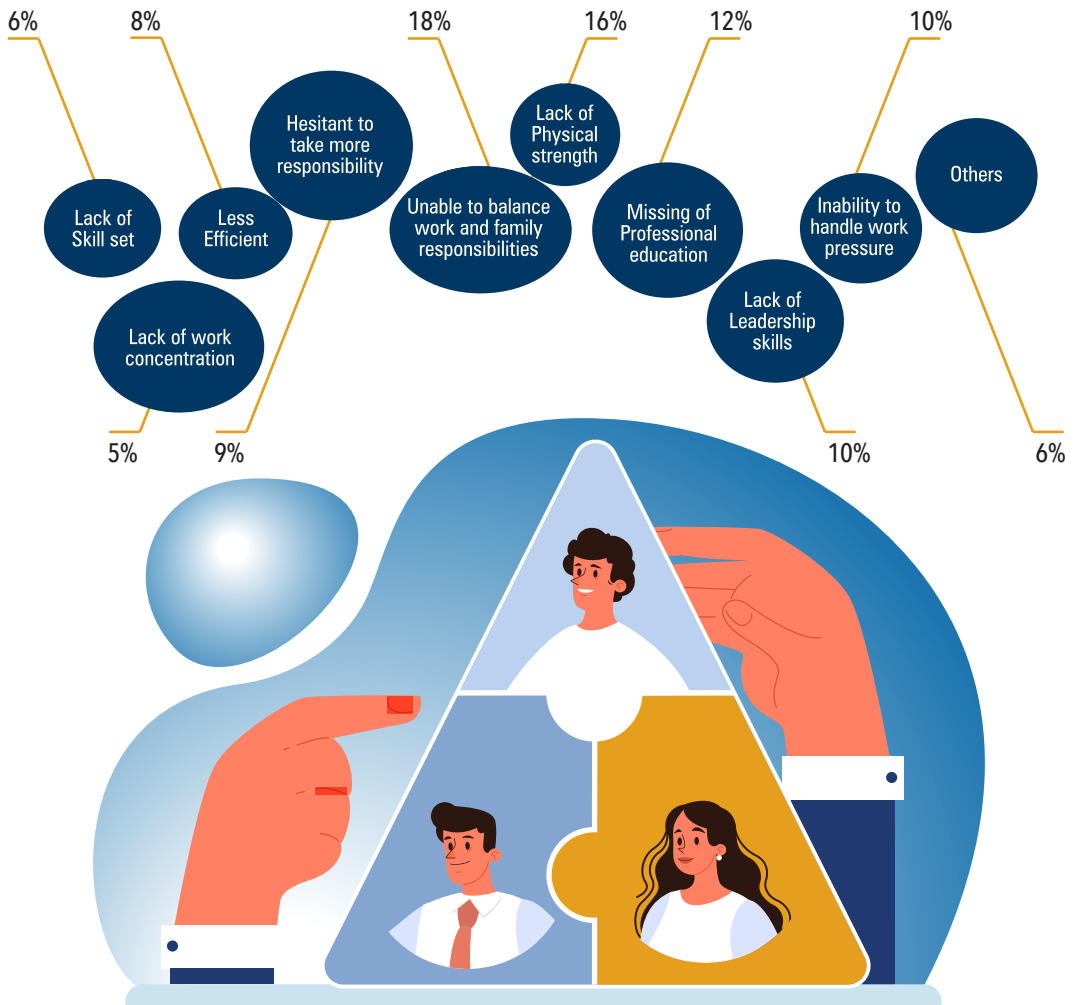
Indirect / Hidden discrimination: It occurs when an organisation's practices, policies or procedures disadvantage people who share certain protected characteristics (e.g. age, sex, disability, sexual orientation) This is a more hidden and subtle form of discrimination.



Discrimination

In 2019, a survey was conducted in India. It was an initiative by Sitara Shipping Ltd. and supported by DG shipping, United Nations Global Compact and Sandvik. A total of 205 companies, 781 women in shore jobs and 112 women seafarers participated in the survey.

The figure below reveals the reasons respondents cited for rejecting them which they felt as incorrect.



Harassment

Harassment is a form of discrimination which has the purpose or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating or offensive environment (ICS and ITF, 2016).



Mental Harassment | Sexual Harassment

Women seafarers face not only the general challenges of weather, hard work and rough seas, but also **inordinate amounts of discrimination, exploitation, sexual and mental harassment, violence, and limited opportunities for promotion. These can affect their dignity, security, health, and wellbeing.**



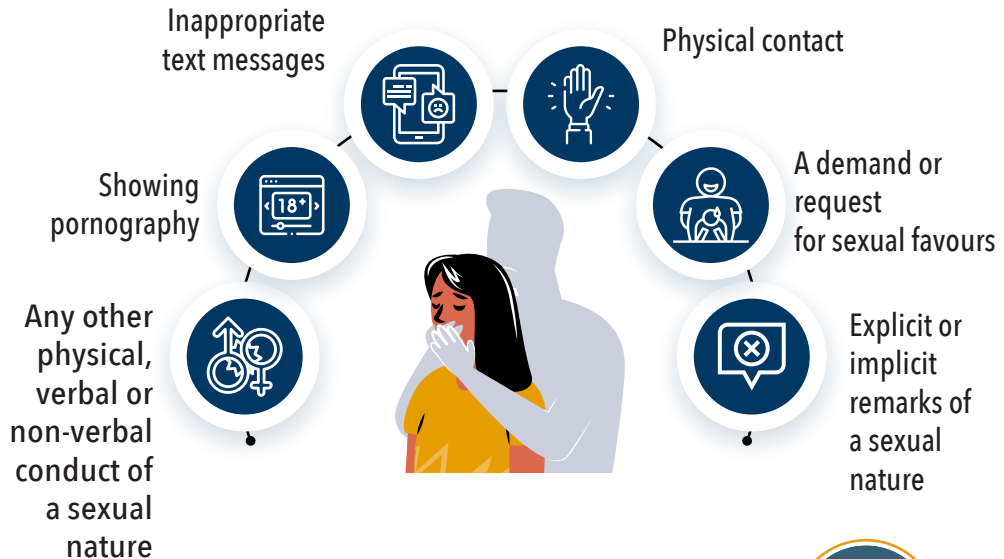
Mental Harassment

The Gender Diversity Survey revealed many accounts of mental harassment faced by women seafarers. A few instances are shared here:



Sexual Harassment

Sexual Harassment is where any form of unwanted verbal, nonverbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment (The European Parliament and the Council of the European Union, 2002).



- Sexual harassment is a reality for many women at sea. This can range from persistent verbal harassment and inappropriate comments to physical assault.
- Women seafarers are often reluctant to file a complaint because they are afraid that they will be socially and professionally tainted or that they will lose their job.



A third officer on board a tanker: "I have been told that women are only meant for bed, bearing children and not fit to work on ships. I have faced many situations where my opinion wasn't taken. I have been policed for talking or being "extra friendly" with people who were batchmates or just workmates."

Sexual Harassment

A woman seafarer shared: "People made comments about how the temperature of all the crew members would be soaring if they saw me painting overhead. I brushed off these comments; I did not appreciate this. The first thing all the new crew members would think of was of me being just a pretty girl."



Another woman seafarer shared: "Because of the lockdown and no sign of relief, men on board made comments and discussed among themselves how much they wanted sex."



A second engineer on board a bulk carrier: "On my first ship the Chief Engineer came down during the night rounds with the 2/E, drunk, as usual and tried to hold me by the waist while I was filling the log book."



A third engineer on board a gas tanker: "When I was a junior, a third engineer was hitting me by a rope just for fun, pulling my overall on the stairs (which was dangerous)."



A fourth engineer on board a chemical tanker: "This one time I was just sitting quietly during manoeuvring and the 2nd started talking about why I am so quiet, am I on my monthly period or what. I just looked at him and kept quiet."



Bullying

Bullying is a form of harassment that includes hostile or vindictive behaviour, which can cause the recipient to feel threatened or intimidated. It results in a work environment in which a group of people or an individual may become threatened or intimidated because of the negative or hostile behaviour of another group of people or individual (ICS and ITF, 2016).

“Cyberbullying is when someone repeatedly and intentionally harasses, mistreats, or makes fun of another person online or while using cell phones or other electronic devices.” (Hinduja & Patchin, 2019).



Some of the most common cyberbullying tactics include:

- Posting comments or rumors about someone online that are mean, hurtful, or embarrassing.
- Threatening to hurt someone or telling them to kill themselves.
- Posting a mean or hurtful picture or video.
- Pretending to be someone else online in order to solicit or post personal or false information about someone else.
- Posting mean or hateful names, comments, or content about any race, religion, ethnicity, or other personal characteristics online.
- Creating a mean or hurtful webpage about someone.



“All bullying hurts, whether in person or through technology, the end result is that bullying in any form is emotionally damaging.”

Isolation

- Many maritime training institutions are encouraging women to join the profession. However once on board, they often face difficulties in being accepted initially.
- As the shipboard environment is largely male dominated, women at sea may tend to feel left out or ignored.
- At times they may be questioned on their capabilities.
- They have to push harder to prove themselves.



A third engineer on board a chemical tanker : "Although I have experienced this in my early sailing period when I was junior, the machinery overhaul jobs and tasks were not given to me. I was told to stay in the engine room, fill the engine room log book and check the parameters. Seniors were not very confident of my ability and they used to accompany me every time to see whether I could complete the task. I was asked to arrange the control room as they assumed being a girl I know how to keep things tidy and neat. I was asked to make coffee for seniors all the time in the breaks. Chief Engineer, in fact, called me once to his cabin and asked for a cup of coffee which I declined saying that I was doing some work in the engine room."

However, over time they are usually able to integrate themselves and become accepted and appreciated by their colleagues.

While the acceptance of women in shipping seems to be on the rise, research shows that there is a reluctance to promote women to senior positions. There is still a considerable resistance in shipping companies to hire and accept women.



A third engineer on board an oil tanker: "A senior second engineer ensured that I was not invited to any social gatherings. If I made it to one, he made a point of moving to the other end of the space. One of the male engineers eventually reported him for creating a toxic working environment. No action was taken."



Fixed Mindsets about Women

There is an inherent bias in society that sailing is still a 'man's' job.

The challenges faced by women seafarers have a devastating impact on the mindset leading to anxiety, poor sleep, depression, loss of appetite, headaches, exhaustion or nausea. Victims feel humiliation, mistrust, anger, fear and sadness.

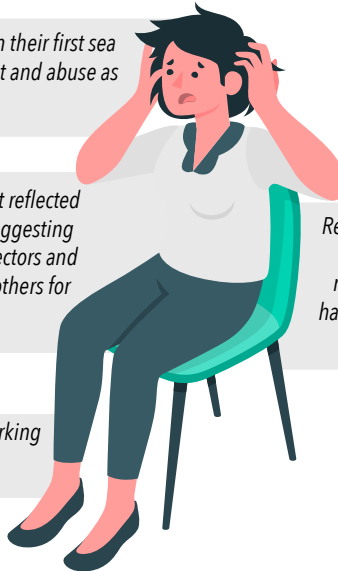
Women seafarers who have suffered harassment often take it on themselves to alter their own behavior and restrict their activities to avoid their harasser or similar situations, while observing that perpetrators suffer no negative consequences (Women and Equalities Select Committee, 2018).

A recent paper by Pike et al. (2021) looked into the experiences of women seafarers working in the UK shipping industry and the views of key industry stakeholder representatives. Findings present a concerning picture of the experience of women working at sea:

Female cadets about to go aboard on their first sea training identified sexual harassment and abuse as the biggest issue.

Some respondents spoke in ways that reflected unconscious bias, for example, by suggesting that certain job types, industry sub-sectors and so on, were more appropriate than others for women to work in.

The experience of isolation when working at sea was also reported.



Representatives of stakeholders from across the industry indicated that women who remained and progressed in the industry have experienced sexual harassment at least once in their working lives.

Seafarers experiencing harassment are likely to be at greater risk of physical accident, perhaps as a result of the impact on both their personal mental and physical health and wellbeing and the dynamics of the workplace in which such harassment occurs.

Impact on Physical and Mental Wellbeing:

Discrimination affects the individual to a large extent which exacerbates stress. Moreover, discrimination-related stress is linked to mental health issues such as anxiety and depression (American Psychological Association).

- Research shows that when an individual is faced with discrimination or treated unfairly the effects range from low self-esteem to depression/anxiety.
- Harassment and bullying quickly spoils an individual's working life and makes it intolerable. It causes stress, loss of self-esteem and confidence, and can lead to depression and mental breakdown.
- A bullied person tends to withdraw. It reduces their sense of commitment to their ship.



WORKPLACE CHALLENGES

Poorly Fitting Personal Protective Equipment



“

A deck cadet on board a container ship: “female sized coveralls!! We are not shaped like boxes!!!! Also, on my ship we never had size ‘small’ of anything! Let alone an XS!”

”

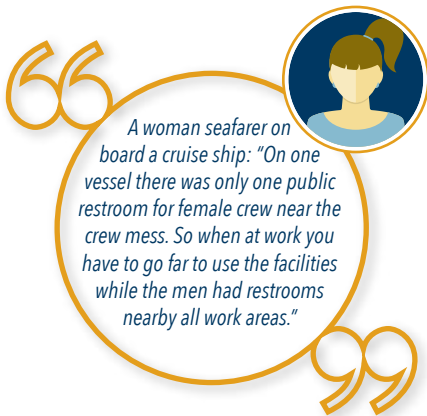
- Personal Protective Equipment (PPE) must fit properly for it to be fully protective and it needs to fit to be usable and therefore actually worn.
- Women seafarers must have appropriately sized personal protective equipment. For instance, working in oversized boots is not only dangerous for everyday working tasks on board, but also an indication of an unwelcome environment adversely affecting a female seafarer's mental health.
- Personal Protective Equipment (PPE) such as safety shoes, protective eye wear, safety gloves, boiler suit, slips and falls protection, hard hats should be available for both genders of various sizes so that they FIT properly.



Working Conditions On board

The Gender Diversity Survey revealed the need to improve working conditions on board in both cargo and cruise sectors:

- Provision for separate toilets for women seafarers.
- Provision of female restrooms near the workplace ensuring they are clean, well lit with locking arrangement and disposal bins.



Access to Sanitary Products

The Gender Diversity Survey revealed that some women seafarers not only faced a shortage of sanitary products but even suffered harassment from their male colleagues.

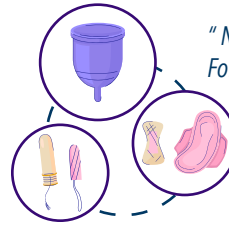


A third officer on board a gas tanker: "I ended up doing a longer trip and I asked if they would supply sanitary products to female seafarers unable to disembark due to Covid 19. The male office staff asked me to repeat my question as this issue obviously hadn't occurred to anyone. Whilst they said they would look into it, sanitary products never arrived."



An engine cadet on board an offshore supply vessel: "About sanitary napkins, I was asked if I needed some (due to extension of contract because of Covid-19) and to ask Captain who would add it to the list of provisions. But after he made fun of me, I never asked. If I am in need of sanitary pads, I would rather use clean rags and wash them after use than to ask for them. Normally I bring more pads than required and get mocked at the port's gate when the customs search my suitcase."

*"No special Provision
For disposal
Of sanitary napkins"*



*"No separate bins
For sanitary waste"*



- Provide sanitary pads & hygiene products kit, for emergency use onboard.
- As part of the vessel medical inventory shall have a stock of sanitary napkins for usage for up to three months.
- Provide guidance for the safe disposal of all sanitary utilities.

Access to Healthcare

There are a number of areas where support from all stakeholders can significantly improve the health and welfare of women seafarers.

- The adequate distribution of gender-specific guidance on physical and mental health in addition to gynaecological complaints, to all women seafarers.
- The introduction of means for disposing of sanitary waste for all female crew on all ships.
- Improved availability of female specific products e.g. sanitary products in port shops and welfare centers worldwide.
- Medical officers onboard should be trained to handle women medical issues. Further, they should be provided easy access to a shore specialist for a second opinion.
- Medical confidentiality is a must and should be a strict policy.
- Job security- seafarers must be given the assurance that they will be rehired even if signed off on medical grounds.



Maternity constraints

A great deal of discussion surrounds maternity as a key constraint leaving women behind on pursuing seafaring careers. A major challenge that women seafarers experience is balancing family and career. Having clear policies on maternity leave and allowing seafarers to have shorter contracts help address this balance. Further, improvements could be made to terms and conditions for all seafarers; shorter contracts could be offered.

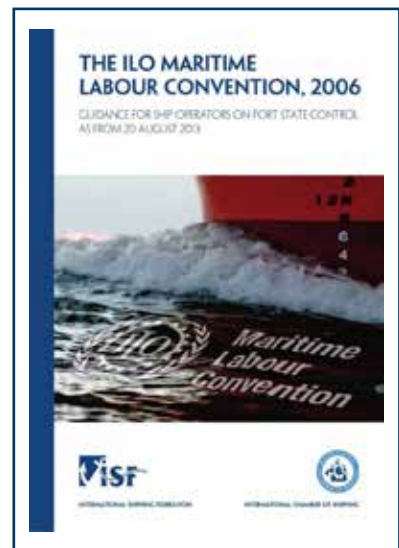
Under Guideline B2.4.1 – Entitlement to Leave as per Maritime Labour Convention (2006)-

- Under conditions as determined by the competent authority or in an applicable collective agreement, absence from work to attend an approved maritime vocational training course or for such reasons as illness or injury or for maternity should be counted as part of the period of service.
- The following should not be counted as part of annual leave with pay- periods of incapacity for work resulting from illness or injury or from maternity, under conditions as determined by the competent authority or through the appropriate machinery in each country.

Paid maternity leave is a core element of the health and economic protection of women workers and their children over the perinatal period. A vast majority of countries have adopted statutory provisions for paid maternity leave. This entitlement is associated with positive health outcomes for women and their children (ILO, 2012b).

While ILO Convention no.183, Article 4 (1) recommends women shall be entitled to a period of maternity leave of not than 14 weeks, not many countries have ratified this convention.

Currently in MLC 2006, there is no mention of duration of the maternity leave.



ONGOING DIVERSITY EFFORTS

Does diversity make a company more productive?

Effective diversity and inclusion training can aid employees:

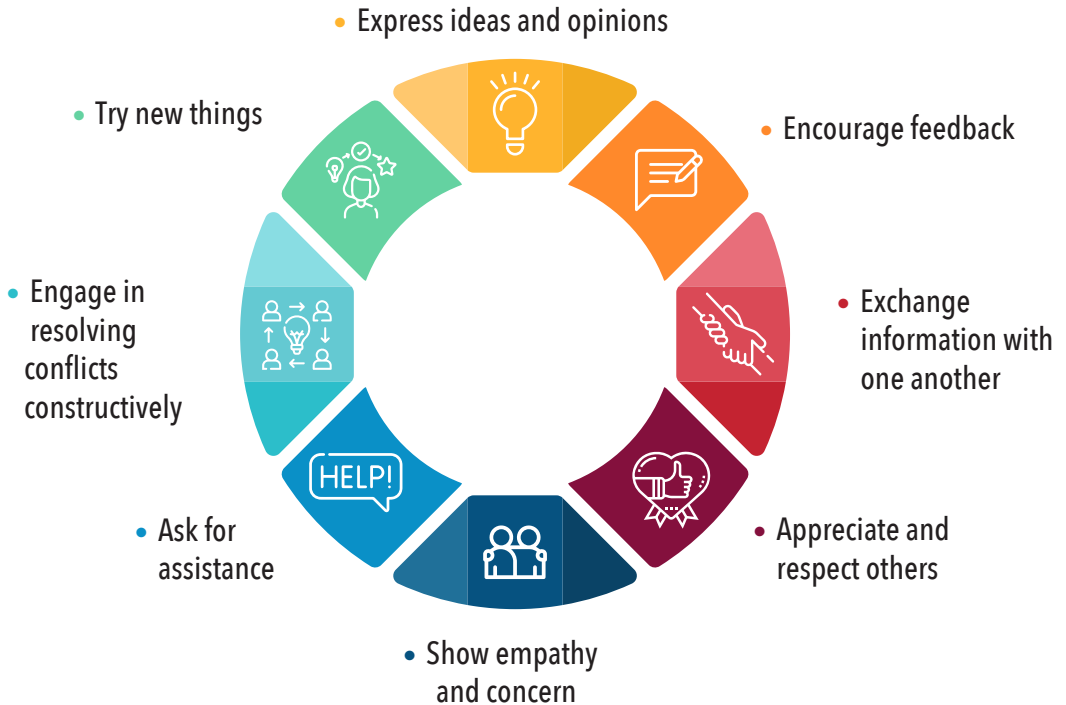
- to self-reflect and develop a new perspective, in order to achieve attitudinal change.
- to eliminate unconscious or otherwise biases and stereotypes that affect productivity and communication within the Company.
- to operate in a smooth and coherent manner; multiple voices can encourage out-of-the-box thinking and foster creativity, thus increasing the Company's productivity.



Diversity nurtures Psychological Safety

Psychological safety is a shared belief held by members of a team that others on the team will not embarrass, reject, or punish them for speaking up (Center for Creative Leadership, 2022).

When employees feel psychologically safe at work, they feel comfortable being themselves and are likely to:



A lack of psychological safety at work has major repercussions. When people don't feel comfortable there seems to be dangerous silence. The seafarers may feel uncomfortable talking about the possible errors in the system and may lack initiatives. When people are not fully committed, the organisation has lost an opportunity to leverage the strengths of all its talent.

When that happens, productivity suffers.

SUGGESTIONS FROM WOMEN SEAFARERS

The Gender Diversity Survey has given an opportunity to women seafarers to not only VOICE their concerns but also suggest SOLUTIONS on how we could collectively bring about change in individual mindset and embrace an inclusive and caring work culture!

- *Creating an environment of trust and respect*
- *Providing equal opportunities, equal pay, fair treatment*
- *Encouraging more women to work at sea, to be present on the board and in leadership positions*
- *Creating an environment where women feel comfortable reporting issues/ complaints*
- *Providing good medical service*
- *Bringing about a change in the mindset*
- *Encouraging mentoring to build confidence*
- *Bringing about transparency in hiring procedures*
- *Providing training on gender sensitization and eliminating unconscious bias and discrimination*
- *Making fair evaluations based on work performance alone*
- *Clear support from the company that any kind of harassment or bullying will not be tolerated and stricter penalties for inappropriate behaviours*
- *Designating a female officer on board/ in the company office whom women seafarers can contact in case required*

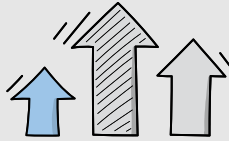


COMPANY POLICIES THAT FACILITATE PSYCHOLOGICAL SAFETY

Recruitment, cultural awareness, anti-harassment and anti-bullying policies are important organisational building blocks that:



Enable an environment for gender equality and camaraderie



Equitable reward and remuneration based on merit and performance



Company ethic demonstrating commitment to eliminate gender discrimination

To build a more inclusive workforce,



Diverse voices must be involved in drafting policies.



The policy should have buy-in at all levels, especially senior leadership to ensure there is commitment to implement the policy and adopt it at the board level.



There must be an action plan with clear and measurable time-bound targets to support the implementation of the policy.

DEVELOP AND IMPLEMENT

Unbiased Recruitment Processes

Ensure Gender-blind hiring

Focus on skills and experience

Rephrase job descriptions to be Gender Inclusive

Review talent management processes and procedures continuously

Have a Gender Inclusive panel of interviewers

Make recruitment processes more inclusive

Cultural Awareness

Reserve no bias against any gender, race, religion, or nationality

Provide a work environment based on mutual respect amongst employees

Provide a platform for self-development by promoting a workplace free from harassment and discrimination

Prevention of Harassment and Bullying

Create a working environment, free from all types of harassment and promote a culture where employees do not indulge in any kind of harassment, both at workplace and away

Do not discriminate on grounds of gender, sexual orientation or any other grounds prohibited by law

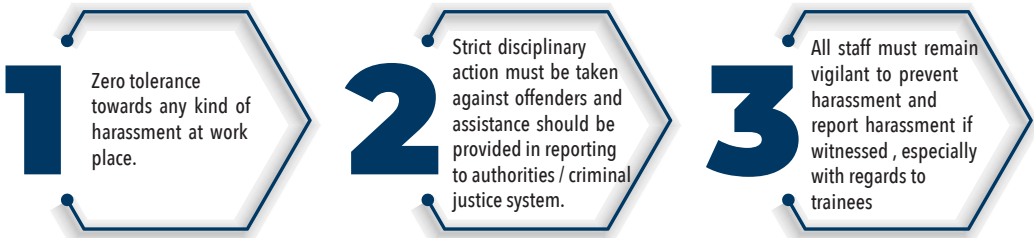
Investigate all complaints of harassment at workplace or elsewhere involving an employee

Redressal Process

To ensure healthy work relationships onboard senior officers and supervisors need to provide guidance to trainees and new cadets and encourage them to do the right thing.

- Ship staff's personal space and privacy (for instance, entering a seafarer's cabin without prior approval) must always be respected, unless in extreme emergency.
- Senior officers and supervisors must be mindful of rumour mongering. They must actively discourage and sensitize ship staff about the damaging effects of rumour mongering.
- Any personal relationship that interferes or disrupts harmony in working environment, or adversely affects productivity must be addressed and where necessary, mandate disciplinary procedures.

Zero Tolerance



Protection against victimisation & malicious complaint

- Victimisation of anyone who has made a harassment complaint is unlawful and unacceptable.
- Malicious complaint and false / forged evidence may result in legal and / or disciplinary procedures.

All crew / employees must treat each other with Respect and Professionalism

INCLUSIVE CULTURE



Gender diversity is not the responsibility of one individual; it's an issue that every member of the company needs to engage with.

Creating a culture of gender equality in the workplace

- Creating a culture of equality in the work environment must start from senior personnel in the organisation.
- Senior personnel should be transparent about the problems that exist within the organisation and set internal targets to address them.
- Positive change is most likely to happen when it is championed at the top.

Efforts to strengthen diversity :

- As a part of diversity goals, heighten awareness about maritime career choices for women in schools and colleges.
- Encourage Referral Programmes where existing seafarers can refer women seafarers to join as trainees or in existing ranks
- Increase the representation of women seafarers by more conscious hiring of women.

Efforts to strengthen equity :

- Track a woman seafarer's progress to the next rank and provide opportunities for promotion if she is eligible to a higher rank.
- Provide a mix of job opportunities for women, both sailing and short projects ashore to ensure year round employment.



Image Source: Effie Tsergas | Apr, 2021

Efforts to strengthen inclusion :

- Provide ongoing emotional support, mentoring to women seafarers.
- Provide a private Conference Guidance Call from senior women seafarers for female cadets joining ship for the first time.
- Provide a thorough briefing on prevention of harassment and bullying and access to a 24 x 7 Women Seafarer Hot line.
- Allotting mentors to women seafarers who can help them chart their careers, offer support and guidance to enhance both personal and professional development.

GENDER SENSITISATION

Gender sensitisation is the process of changing the stereotypical mindset of society as a whole; a mindset that strongly believes that both male and female are 'unequal entities', and hence have to function in different socioeconomic space. Gender sensitisation works by changing the perception of men as well as women towards women (Mittal R. and Kaur J., 2019).

Creating the right kind of gender sensitive environment:

- Leads to mutual respect regardless of gender.
- Helps crew members feel valued and cared for within the organisation.

Every member of an organisation seeks to learn and grow in their place of work; an insensitive workplace not only hampers that but also becomes a hostile workplace

DO

Embrace diversity.

Accept change.

Treat everyone with kindness, dignity and respect.

DON'T

Be gender biased.

Be rigid.

Belittle, humiliate, harass.

The need of the hour is to include "Gender Sensitisation" training in the Standards of Training, Certification and Watchkeeping (STCW) Convention.

Training to embrace diversity

Training programmes are essential in raising awareness and changing attitudes and behaviours.



E-learning



Micro Learning



Video Clips



Classroom Training



Tailor-made Courses

Empowering female seafarers in the workplace

As a leader or employer, it is important to accept and integrate the gender diversity concept. Here are some ways to empower female employees in your workplace.

- Educate seafarers about company initiatives
- Create female role models in the company and highlight their roles and achievements
- Create targets/objectives to empower female employees
- Appreciate your female team members when they have successfully completed the task
- Recognize the contribution of female employees and reward them



CONCLUSION

It is recognised that diversity in maritime benefits the entire sector. It is crucial that opportunities arising from this new visibility are not lost and that policy makers focus on ensuring that the maritime industry takes urgent steps to improve the work experiences and work environment of women seafarers.

All employees on board are responsible for a work environment free from gender discrimination.

**Do not be a silent bystander, speak up!
Your initial action will go a long way towards
building an inclusive culture on board.**

**Do not hesitate to contact
your mentor or company
helpline for guidance.**

**Act immediately when
there is an infraction,
when issue is fresh.**

**Seafarers helpline can
be called for unbiased guidance
at the phone numbers provided on next page.**



HELPLINE



Phone: +91 22 6112 4301
+91 22 6112 4009
WhatsApp : +919619495189
Website: www.angloeastern.com
Email: wellbeing@angloeastern.com



ISWAN'S helplines offer free, 24-7, multilingual support and guidance to seafarers and their families in need.



SeafarerHelp

Email: help@seafarerhelp.org
SMS: +44 (0)7860 018538
Skype: [info-seafarerhelp.org](https://www.skype.com/invite/info-seafarerhelp.org)
Phone: +44 (0)20 7323 2737
Live Chat: www.seafarerhelp.org
WhatsApp: +44 (0)7909 470732
Facebook: [facebook.com/seafarerhelp](https://www.facebook.com/seafarerhelp)



Yacht Crew Help

Email: help@yachtcrewhelp.org
Phone: +44 (0)20 3713 7273
Live Chat: www.yachtcrewhelp.org



Helpline Direct Dial : +44 20 7090 1460
www.ics-shipping.org



www.wistainternational.com

CONTENT CREATION



Capt. K.N. Deboo

Principal and Director, Anglo-Eastern



Sanjam Sahi Gupta

Director Sitara Shipping Ltd.,
Executive Board member, WMU
President Emeritus, WISTA India



Delna Shroff

Senior Psychologist, Anglo-Eastern



Parnita Rasal

Psychologist, Anglo-Eastern



Capt. Puneet Malhotra

Senior Q.H.S.E. Manager, Anglo-Eastern

DESIGNED BY:



Amanda Sequeira

Graphic Designer, Anglo-Eastern



Social Isolation

Maternity Constraints

Misogynist Mindsets

Sexual Harassment

Gender Discrimination



© Anglo-Eastern 2022

