

Gender Perspectives in Maritime Security Seminar Report

The “Gender Perspectives in Maritime Security” Seminar was held virtually on June 3-4, 2021 at the NMIOTC in Souda Bay, Crete, Greece. In the beginning Commodore Charalampos THYMIS, the NMIOTC Commandant welcomed the attendees. This year was another unique experience because COVID kept the speakers and participants from attending in person the seminar. However, the seminar was conducted through webinar, but still presented speakers that delivered valuable knowledge and information about recognizing gender inequality and addressing possible solutions, which are necessary for maritime security challenges.

Wendi O. Brown, Lieutenant Colonel U.S. Army Reserve, provided this report. (email 1wendibrown@gmail.com)

Keynote Speaker

LTC Diana Morais

Head of the Office for Equality of the Ministry of Defense in Portugal

Chair-elect of the NATO Committee on Gender Perspectives (NCGP)

The NATO 2030 initiative is intended to ensure that the alliance of nations remains ready to face tomorrow’s challenges. Leaders will make decisions on the substantive and forward-looking NATO 2030 agenda to deal with the expected challenges of the future. In this future, where does maritime security stand?

Three Critical Points

- The impacts that the new global geopolitical dynamics are having on the security and defense of the maritime domain.
- The role of women in maritime security.
- How can NATO engage and leverage the integration of gender perspective in maritime security?

The impacts that the new global geopolitical dynamics are having on the security and defense of the maritime domain.

- Recognize unrestrained access to global maritime supply routes for trade or other vital infrastructures (like data-carrying underwater cables) is under pressure from increased geopolitical competition with potentially hostile actors with an increasing global naval presence.
- Address violence at sea as a result of irregular attacks by transnational, non-state actors in the form of piracy, terrorism or other illicit activities and organized crime.

The role of women in maritime security.

- Illegal, unreported, and unregulated (IUU) fishing. These activities decimate fish stocks, erode the maritime environment and put economic hardship on coastal communities, and although it is known that the majority of the forced labor in illegal, unreported and unregulated fishing is conducted by male and children, women are also reported to play a major role in fisheries value chains includ-

ing production, marketing, and the provision of after-sales service.

- Women are also subject to sexual abuse, as the “fish-for-sex” phenomenon has shown us, where women engage in sexual work with fishers in order to obtain fish to sell and support their families.

- Piracy against ships threatens the economy by interfering with international maritime trade. Women are joining piracy gangs; it should also be noted that piracy gangs require

support structures and networks for their operations that are essential to their success. This results in the involvement of women through multiple tasks such as cooking and cleaning for the piracy gangs or the hostages during lengthy negotiations.

How can NATO engage and leverage the integration of gender perspective in maritime security?

- In recent years NATO has been implementing the women, peace and security agenda aimed at protecting civilians in armed conflict, countering human trafficking and preventing and responding to conflict-related sexual violence. It has worked to incorporate the gender dimension of security (including operational, moral, political, and legal considerations) into NATO operations, including maritime operations.

- Despite all efforts, the integration of gender perspective in the development of NATO’s strategic documents is something that should require further attention.

- Maritime strategies and policies should respond to a human security approach, addressing, inter alia, actions against the illicit acts against women and girls at sea in addition to gender-balanced and trained navies, that include gender experts – male or female -, that will be able to better protect them from gender-based violence but also to empower these women and girls.

SESSION 1

Gender Perspectives in Maritime Security Policy

Lecture: Is Maritime Security Gender-Blind?

Dr. Ioannis Chapsos

Assistant Professor in Maritime Security at CTPSR - Coventry University

- UN Resolution 1325 on Women, Peace and Security: no reference to the maritime domain
- Existing literature focuses on the links between gender and security / human security but the maritime domain is largely overlooked

Three contemporary maritime security challenges:

- Maritime Piracy
- Illegal, Unreported and Unregulated (IUU) fishing
- Fisheries Crimes

Three main categories:

- Security providers
- Crime perpetrators
- Victims

Security Providers

The STATE as the primary security provider

- Masculinity largely governs the role of states' security providers in the maritime space
- Women first allowed to join the Royal Navy in roles other than nurses and do 'men's jobs' at sea in 1993
- In 2019 women were approximately 10% of the Royal Navy's workforce - the Royal Navy named as one of the UK's top employer for women
- First ever women allowed to start training with the Royal Marines as late as 2019
- Women increasingly gain a standing and closing this employment diversity gap.

The private security sector as a contemporary trend in security provision

- Industry overwhelmingly dominated by male operatives
- Security Industry Association: approximately 10% of the workforce is female, albeit mainly in land-based roles (leadership development, executive, mentoring and increasingly in IT)
- Stereotypes and prevailing assumptions about masculinity and femininity preoccupy images of who can actually be Privately Contracted Armed Security Personnel (PCASP)
- Who would expect to see a female PCASP providing armed security services against pirate attacks onboard vessels transiting the Indian Ocean?
- Female PCASP Ruth Tiik at interview: '... I think they are shocked, as they often haven't seen a female doing security before... I hear about other girls doing CP stuff, but only on land, I have never bumped into any others doing the maritime stuff down here' [The Circuit magazine for security & protection specialists (2018): 'Women in Maritime Security']

Crime Perpetrators

- Stereotypes preoccupy images of who can be pirate ... or even a victim!

- Piracy a 'man's job/ crime'; women are not expected to go at sea, due to religious, cultural or even physical endurance issues.

- Women with very active/ land-based roles in Somali piracy: relationship facilitators, resource dealers, care workers, financial investors etc.

- In Indonesia, Eva Novensia named as 'Pirate Queen' by her country's mainstream media in one of the most infamous domestic cases of piracy - 7,5 years in prison for facilitating piracy, when the ship she owned was used in an attack on the Singaporean-flagged MT Joaquim, in the Malacca Strait in August 2015. [Fenton, A.J. & Chapsos, I. (2019) 'Prosecuting Pirates: Maritime Piracy and Indonesian Law', Australian Journal of Asian Law, Vol. 19, No. 2, pg 9-10].

Victims

- Piracy victims predominantly males - as of 2019, women represented only 2% of the world's 1.2 million seafarers (IMO, 2019).

- Women as both direct & 'indirect victims' of piracy – exploited in Somalia as sex workers, hostage carers, etc. / caring for family when men taken hostage -> vulnerable

- Fishermen often victims of piracy – offshore fishing another 'men's job' / women can hardly be found onboard fishing vessels in the high seas, their roles in the fishing industry are limited closer to the coast and even more on land

- In 2014, women accounted for 19% of all persons directly engaged in capture fisheries and aquaculture and represented about half of the estimated 56.6 million people working both on land and on board the over 4.6 million fishing vessels that exist globally (FAO 2016)

- In 2015, more than 2,000 fishers were rescued in 2015 in Indonesia from modern slavery conditions, all males. [Chapsos, I. and Hamilton, S. (2019) 'Illegal fishing and fisheries crime as a transnational organized crime in Indonesia'. Trends in Organized Crime, 22 (3): 255-273]

- Trafficked fishermen away from home for extended period of time (usually for years) – indirect effects on women who are left behind to look after and provide for the family hence become more vulnerable

- Women in forced labour conditions in seafood processing industry ashore; female exploitation 'sex for fish'

Conclusions

- Maritime delimitations and zones largely define and affect the relationship between gender and maritime security.

- Both men and women can be identified as security providers, as well as perpetrators and victims of maritime crimes but men are predominantly active at sea while women on land. Maritime crimes occur at sea but infrastructure, networks and support on land make them possible à land-sea nexus and land dimensions of maritime

crimes à both genders play active roles

- Gender approaches to security should consider the maritime dimensions

Lecture: Women in Maritime Security Frameworks: Expanding the UNSCR 1325 at Sea

Dr. Marianthi Pappa

Assistant Professor in law at the University of Nottingham

United Nations Security Council Resolution (UNSCR)1325

- UNSCR 1325: dedicated to women, peace and security.
- Dual scope: to protect women during conflict and to increase women's participation in peace processes.
- Through eighteen points, it calls for the prosecution of crimes against women and the increased representation of women at all decision-making levels of conflict resolution. It also outlines the actions which the Security Council, the Secretary General, the UN departments and member States should take in order to 'mainstream gender' into the peace and security agenda.
- Unanimously adopted by the Security Council on 31 October 2000.

Should the UNSCR 1325 be expanded at sea?

- The current maritime security frameworks are unable to address the challenges which women face at sea. The UNSCR 1325 promotes a gender-sensitive approach in the security sector.
- The UNSCR 1325 can contribute in 3 ways:
 - by acting as an 'umbrella' framework, it can extend the principles of gender equality (as these exist for land contexts) in maritime settings and enhance harmonization among the relevant (national, international) developments in the maritime domain.
 - it can offer a collective response to gender inequalities in land and maritime security and encourage the development of good practices in individual sectors (e.g transnational organised crime, IUUF, human trafficking).
 - it can promote gender mainstream in decision-making processes of maritime security, as it does on land.

Lecture: Mainstreaming Gender in Maritime Security Research

Ms. Eleanor Braithwaite

Office of the NATO Chief Scientist

The focus of this lecture was centered on the first NATO Chief Scientist Research Report, which was published in May 2021. This report is an aggregation of the collaborative, cross-national research conducted by the NATO Science & Technology Organization (STO) over 20 years examining issues affecting women serving in the armed forces. This wide-ranging and valuable research is broken down in the report into four main areas as follows:

- Employment and Integration
- Sexual violence and harassment
- Kit and Equipment
- Health

You can read the full report here: <https://bit.ly/32RjJbX>

Below, four research activities which were detailed in the lecture are profiled. The following information has been taken directly from the report.

Integration of Women into Ground Combat Units

This System Analysis and Studies (SAS) research team formed to research the social, cultural, and psychological factors that impact gender integration in military organizations, focusing on integrating women into ground combat units.

Main Objectives

- To identify the influence of social, cultural, and psychological factors of gender integration in ground close combat units and their impact on combat effectiveness.
- To identify effective processes and strategies for the integration of women in ground close combat units.
- To identify appropriate methodologies for monitoring, measuring, and assessing integration.
- To share best practices through collaboration.
- Critical Findings
- Operational effectiveness can be enhanced by the participation of women in combat teams.
- Leaders play an essential role in promoting inclusion to ensure that unit cohesion remains strong and that marginalized and underrepresented members are effectively integrated.
- Task cohesion has a more significant impact on team performance than social cohesion.
- Targeted recruitment efforts are an essential step in ensuring that interested and capable women will have an opportunity to engage in ground combat roles as their military career choice.

Multinational Military Operations and Intercultural Factors

This Human Factors and Medicine (HFM) research team came together to consider the impact of intercultural factors that influence multinational military collaboration.

Critical Findings

- Culturally-rooted gender differences in multinational military operations can contribute to tension or misunderstanding, both in the interaction between contingents as well as between contingents and the host population.
- Differential treatment between deployed men and women may interfere with effective operations and successful

mission accomplishment.

- Cultural sensitivity and awareness may wish to be promoted through pre-deployment programs and training for all military personnel.

Gender component

Factors discussed in the literature that may create tension or the possibility of misunderstanding in multinational military operations include:

- Stereotypes
- Hierarchical rigidity
- Differences in interaction and serving status
- Ethnic and religious groupings
- Cultural and religious attitudes toward women
- The composition of military contingents that vary on the basis of gender

Civilian and Military Personnel Integration and Collaboration in Defense Organizations



Figure 2: NATO Allies are deploying more women on operations and missions (Credit: NATO)

This Human Factors and Medicine (HFM) research team was formed to research strategies and approaches for effective personnel management of military and civilian workforces in defence organizations.

Main Objectives

- To review and assess current knowledge and research in the area of civilian and military personnel work culture and relations in defense organizations.
- To extend the understanding of civilian and military personnel work culture and relations in defense organizations through theoretical analysis and empirical studies
- To develop and test a conceptual model of military and civilian work culture and relations, identifying challenges and enablers of effective civilian-military interaction and collaboration in defense organizations
- To generate recommendations for best practices for effective personnel management of both military and civilian workforces.

Approach

Existing data sources, databases, as well as policy and strategic documents were examined in order to understand and compare military and civilian workforces within

defense organizations, and the policies and directives that guide their management. The Military-Civilian Personnel Survey (MCPS), administered to nearly 8,000 civilian and military personnel working in departments or ministries of defense in 11 Allied and Partner nations, was also developed to identify critical aspects of military-civilian working relations.

Critical Findings

- Women constitute a lower percentage of the military workforce compared to their representation within civilian defense workforces.
- Male military and civilian members report a more positive military-civilian workplace environment compared to female military and civilian members.
- The study's overall results were mixed, perhaps reflecting other factors such as national culture and local workplace dynamics.

Combat Integration: Implications for Physical Employment Standards (PES)

This Human Factors and Medicine (HFM) research team came together to identify best practices for the development of Physical Employment Standards (PES) in Combat Integration.

Main Objectives

- Develop a research framework for designing PES to eliminate the potential for gender bias and develop agreed usage of terminology.
- Provide advice and guidance on injury prevention and physical training strategies linked to PES for Combat Integration, specifically:
 - Facilitate international research efforts to monitor Musculoskeletal risk through longitudinal investigations.
 - Identify female-specific training strategies for achieving and maintaining PES.
 - Produce a final technical report with practical recommendations for designing PES to support Combat Integration.

Critical Findings

- Designing PES that accurately reflect the job/task will reduce sex-based differences compared to traditional fitness testing metrics and represent a more valid selection of the right performer for the job.
- The introduction of PES that reflect the physical demands of a job-role will result in a reduction in MSKI risk and positively influence job-related physical training.
- Compared to men, women experience some performance-enhancing benefits resulting in better preservation of lean mass and faster recovery following stressful long duration Military Field Exercises.
- Additional research is needed to better understand physiologically-appropriate timelines for return to duty and the implementation of safe physical training programs during

Lecture: Gender intelligent strategies to attract, promote and maintain women within the broad military maritime domain
Captain Silvia Stanciu ROU(A), “Carol I”
National Defense University Bucharest

Gender Intelligence is based on three dimensions

- Biological dimension - uses the brain science findings
- Social dimension – studies the social status and its implications associated to each gender
- Cultural dimension – organizational culture, leadership commitment, diversity and inclusiveness attitude

All three dimensions provide accurate understating of behavioral tendencies and determine main human thinking processes such as decision making, problem solving, conflict resolution, stress resistance, emotions management and communication which are under gender influence.

Background Information

- 2% of the world’s seafarers are women
- The Navy - the most underrepresented service
- NATO – women represent less than 15% of staff within this service category
- Maritime sector – still largely perceived as of male resort
- Target: multinational, integrated maritime force

Gender Intelligent Strategies

To Attract:

- Authentic role models – both women and men.
- Better use of media channels to give substantial information on the opportunities of a Navy career.
- Expand talent pool selection by insisting on diversity.
- Employ Navy leaders as Champions of Change – and actively promote them as stakeholders in gender mainstreaming.
- Align your military organization to the expectations of the society you need to secure.

To Promote:

- Lead by example.
- Have male formal and informal leaders guarantee their strong support and career mentoring for female staff.
- Offer constant feedback – surpass the minority complex.
- Networking and coaching on the challenges regarding the full spectrum of aspects that comprise the Navy career.
- Develop specialized military curricula regarding the proficiency of gender diversity within matters regarding social life and career - at peace or during missions / operations.
- Take all the necessary measures for the armed forces to prevent and respond to gender-based discrimination and sexual harassment.

To Retain

- Support all staff in the quest of balancing both professional and personal dimensions of life.
- Leaders need to commit to learning and leading gender intelligent teams.
- Ensure an inclusive working environment where diversity of the human resource is 100% capitalized.
- Further insist on representation of women – niche for career advancement.
- Implement strategies that focus on flexible achievement of career milestones.

Conclusion

Gender Intelligence – provides greater career opportunities, open to everyone on the principle that great minds think unlike and basically implies men and women, working and striving to succeed together, in terms of being equal in value not in numbers.

SESSION 3

Engendering Contemporary Maritime Security Challenges

Lecture: Human security in the South Pacific – between the legal consequences of ocean change and gender perspective

Dr Joanna Siekiera

Postdoctoral Fellow Faculty of Law, University of Bergen, Norway

Climate change differently men and women because of their gender role in villages, local communities, church parishes etc. In the Pacific these different gender roles are influenced by culture, social systems, local institutions and religion, and it varies across the Pacific Islands.¹

- Pacific Women face persistent inequality relative to men within the patriarchal society, including access to decision-making, high rates of sexual and gender-based violence, poor working conditions, increased risk of HIV/AIDS and STIs, declining access to customary land rights and property right,² along with limited economic opportunities, which all makes them more vulnerable to climate change impacts.
- Women are raised with gender specific roles and responsibilities in their families and communities.
- Adopting gender-responsive approaches is essential in achieving cost-efficient adaptation measures, disaster risk reduction and sustainable development for the region.³

Yet, we can observe the slow change, accelerated nomen omen by ocean change. Women become active agents of change and their unique knowledge and skills should be acknowledged and integrated into any projects/policy to develop resilience strategy towards the effects of sea-level rise.

Another institution that exists in communities is the

churches. This system, even though men are heads of the organizations, women and youth are the most influential; they know everyone, as well as know how to get through people in order to influence decisions. The same goes with civil society organizations, strongly supported by the UN Women: They have established a useful handbook: The Pacific Gender and Climate Change toolkit is designed to support climate change practitioners in the Pacific islands region to integrate gender into their programmes and projects.⁴

As gender relations are influenced by culture, Pacific women are actively involved in the process of performance of traditional dance,⁵ traditional clothes, etc. In addition, most resources are communally owned by men, whereas women have limited access, being however able to generate income by selling handicrafts. This powerful cultural engagement by women is used in addressing ocean change issue, popularizing the topic, familiarizing the broad audience, not necessarily educated, with the matter and their own possible actions. We might even say that the impacts of climate change have introduced a new era in male dominance societies, where women now bring in more income for families and contribution to development projects in their villages, communities, maritime nations.

Finally, gender is also considered as a priority in The Pacific Adaptation To Climate Change Project held by The Secretariat of the Pacific Regional Environment Programme⁶ examples are planting salt tolerant varieties of plants and locating community-water tanks.

Lecture: International gender obligations and maritime operations linked to irregular migration by sea from a Spanish Perspective

¹ https://gendercc.net/fileadmin/inhalte/dokumente/4_Our_Work/past_projects/Pacific_Islands/Gender_relations_in_the_Pacific_case_studies.pdf

² <https://gsdrc.org/publications/gender-issues-in-the-pacific-islands/>

³ <https://www.unclearn.org/wp-content/uploads/library/unwomen704.pdf>

⁴ <https://www.unwomen.org/en/digital-library/publications/2015/9/pacific-gender-and-climate-change-toolkit>

⁵ UiB project with the University of the South Pacific.

⁶ https://www.sprep.org/news/gender-priority-pacific-adaptation-climate-change-project?__cf_chl_jschl_tk__=61f62e355e2dba4e5851f424d93d4134696e8630-1622455887-0-AW2ZpS1g2YF55pL55sVhobGXZjjHl5-E9RyTHNrFO9XDJK76KNGM0fpJ6B5wxledx-ua4irRBfejwxDc3wRa3CrPhHAXz5uL7QnNmjHrxA5OLZgUzY-iZ0FVsYE34xRkdchTA1hZUSKqdRjCu-GF5JXlIbf5-gQYvMmDBtd-K1ZgNSFABMPOe5kKFPgnUO9CridBjirjHuKUjVgWU6mXlJrV65N-quyK6UavkhJN7Yo9m2x3i4-Yv3jBL2GiKDIWmfqzyHUOox0fCkKT5-OdKu8ph5Pt0zazze_EZUVXl8gxBHGX2WMAZ8a-aLtQqORlrKmbzd-6dUbVF8amVfJn7-G9wye5-GNgfIdS-kGOYWnvMFNaFP1sGuKjpb-derYmkgzoluKOY4O92zcw5nTe5XgUKG4weYlI3sNJPRqcUfgP-8K8Vp2tvK2oDyVN7bNv8MZo8HpVIWtkee5BVqgQ_UvQZdluV-f83aQwv6x57_tKhwiu1

Dr Isabel Lirola-Delgado

Full Professor for International Public Law. University of Santiago de Compostela

Spain as one of the main European Union destination countries for irregular migration from Africa via the Mediterranean and the Atlantic.



Profile and gender issues

- In most cases they come from Black African countries
- Some of them are pregnant
- They often travel in the boat with babies or very young children
- In all cases their journey is linked to the smuggling of migrants
- In many cases they are subject to human trafficking
- In most cases they have suffered assaults, exploitation and sexual harassment at all stages of the journey

Why is it difficult to integrate a gender perspective into maritime operations linked to irregular immigration in the case of Spain?

- Multiplicity of stakeholders: No single protocol or policy on gender issues.
- Invisibility of gender issues during the “operation” versus the moment of disembarkation: Need for coordination

Spain needs to incorporate more intensively its international obligations and commitments on gender issues in maritime operations related to irregular immigration:

- Adoption of contingency planning systems for sea arrivals with a gender perspective, including rescue and interception operations
- Establish coordination between all stakeholders participating in maritime operations
- Incorporate instruments to connect gender issues arising during the maritime operation and after disembarkation

Spanish participation in joint maritime operations can serve to create a number of synergies related to:

- Collection of disaggregated gender data
- Capacity building and training on gender issues

- Integration of a gender perspective into all areas of the operation

Lecture: The gender dimensions of child piracy in Somalia

Miss Lizzy Norman
PhD Coventry University

Gendered roles of child pirates

- Boys are more visible as girls do not go out to sea, but rather engage with pirate networks onshore
- Roles reflect the gender dynamics of Somali society - girls used to carryout domestic tasks and some used for sexual purposes
- Some girls engage in more ‘frontline’ roles on land, acting as stakeouts or guards for female hostages
- Boys are likely to be promoted from land-based to sea-going roles

Why do girls engage with pirate networks?

- Victims trafficked or forced into sexual relationships or marriages with pirates
- Because they are attracted to the status of pirates
- Because they think it offers the financial means to leave
- They have a personal connection to a pirate network
- For the same reasons linked to state fragility as their male peers do

Lecture: New technologies and gender equality

Dr. Nikitas Nikitakos
Professor, Dept. of Shipping Trade and Transport, University of the Aegean

4th Industrial Revolution Technologies favoriot



Four gender related dimensions of 4th Industrial Revolution Technologies

- Structural change
 - When considering women’s future access to quality jobs, it should be noted that although there has been an historical tendency for women to be concentrated in repetitive work, recent trends found women to be outperforming men in entering non-routine jobs requiring analytical or interpersonal skills.
- Change to the nature and quality of work
 - Women remain underrepresented in key growth areas such as jobs requiring science, technology, engineering

and math (STEM) knowledge and skills, accounting for 23% of core STEM occupations in 2017 (WISE 2017).

- This pattern persists despite women successfully moving into previously male-dominated areas such as life sciences and medicine. Their underrepresentation is particularly acute in the ICT sector, where levels of female employment are dropping (to 17% in 2017, from 18% in 2016), and where they tend to be concentrated in the lower-paid sectors (WISE 2017).

- Change to the employment relationship
 - The gendered implications of these changes in the employment relationship are evident from women’s disproportional representation in non-standard forms of employment and solo self-employment.

- Those working in the gig economy (is a free market system in which temporary positions are common and organizations hire independent workers for short-term commitments) currently represent a relatively small share of the workforce, but this type of employment is on the increase.

- Online platforms have international reach and may offer new opportunities to women with limited access to the formal economy, but gendered promises of freedom and flexibility are situated in a context where around 60% of the world’s population – many of them women in low- and middle-income countries – still lack internet access (OECD 2017).

- The majority of these self-employed have been found to have a stable income and to be independent – not working for a single client. However, around two-fifths are classified as low paid and one-fifth receive low or medium pay and are also insecure

- Change to access to work during the period of childbirth and childrearing

- Concerns change in access to work over the period of childbirth and childrearing

- At the same time new technologies could potentially make it easier for employers to accede to requests for flexible working, thereby perhaps reducing the proportion of women pushed into self-employment or the gig economy after childbirth. Again, the issue is not with the technology but the policies of employers

Main Recommendations for Change

- While technology can help facilitate home-based working, to date this has primarily benefitted higher-status, male occupations, while women self-employed teleworkers experience a greater risk of work–life spillover. Rethinking the social relations of gender could transform home-based working to provide wider benefits for women.
- Given the growing demand for STEM knowledge and skills, the issue of low representation of women workers needs to be addressed.
- Increasing levels of non-standard forms of employment and precarious work has been intensified by digitalization, leading to increasing fragmentation. The emergence of

platform-based working and gigs may appear to benefit women.

SESSION 4 Women in the Maritime Domain, Regional Case Studies

Lecture: Women in the maritime: the Danish approach to gender-equality in shipping

Dr Jessica Larsen

Anthropologist and researcher at the Danish Institute for International Studies (DIIS)

Women in the shipping industry: room for improvement

- Only 1-2% are women in global shipping
- Only 3% are women in Danish shipping

The Way Forward: the case of Denmark

Danish Shipping is currently promoting women in shipping through a three-step approach.

Step 1: Task Force

Danish Shipping created a task force to examine how the industry can attract and retain more women in the maritime education system and in the maritime sector and to develop recommendations to shipping companies.

Step 2: Charter for More Women in Shipping

Danish Shipping launched a charter with concrete goals that signatories must follow to: a) increase women in shipping; b) ensure equal opportunities; and c) implement measurable efforts to train, recruit and retain women in shipping.

Step 3: Action Plan

Danish Shipping developed an action plan to hand-feed the industry with best practices and ready-made packages that can be customised to any company's need.

The Action Plan is simple, practical and concrete: it asks management to specify the timeline, targets, deadline and responsible person to ease the success of implementation.

Step 4: Reflection

Added to the three-step approach, Dr. Larsen introduced the need for taking a step back to reflect on some of the unintended consequences or knock-on effects that may come out of the work on gender equality.

Particular attention needs to be paid to the following:

1. Don't only rely on numbers

There are lies, damned lies and statistics – Benjamin Disraeli

When tracking progress on gender equality, numbers can cover up lop-sided developments within the company, or within the industry as such. Look beyond the quantity to

the quality.

2. Avoid pink-washing

Don't tell it, show it – Ernest Hemmingway

It is easy to use the right hashtags and create visibility around a company's gender equality work on SoMe. Make sure it is backed up by real progress.

3. Gender is not only about women

Women's rights are human rights, and human rights are women's rights – Hillary Clinton

Just like we must include the two M's – men and management – in the dialogue on gender equality, we must be aware that gender is a more complex spectrum of self-identification than the male-female dyad.

Lecture: The invisible Woman of the Royal Navy

Miss. Erin Bisset

Assistant Head Efficiency British Army

Recommends the book, *The Invisible Woman* by Caroline Criado Perez.

Investigates the shocking root cause of gender inequality and research

Representation of the world is described by the words according to men. Unfortunately, the point of view from women are not included.

Lecture: Beyond gender rhetoric in African Maritime operations

Ms. Liezelle kumalo

Researcher, Institute for Security Studies in South Africa

Mr. Denys Reva

Research officer, Institute for Security Studies in South Africa

Beyond gender rhetoric in African Maritime operations

- In Africa gender is often understood in term of a binary division between males and females, and most gender equality programs in the maritime sector focus on women
- A proper gender analysis of maritime operations is needed that considers intersectionality of age, race and social status as well as sex
- Part of solution is to understand what drives gender inequality through an intersectional approach, for instance, by using the Moser framework
- The goal is to have gender transformative practices that are reflected in the maritime sector

SESSION 5 Gender Diversity and Equality

Lecture: Gender diversity in maritime industry and the way ahead

Mr. Diogenis Venetopoulos

DPA/CSO Partner Variety Cruise

Variety Cruise has small ship experiences and is very successful in entertaining their customers. Management in the cruise line industry has conducted critical think tank sessions and decided one of their 17 targets of the cruise line industry is to implement and maintain gender equality.

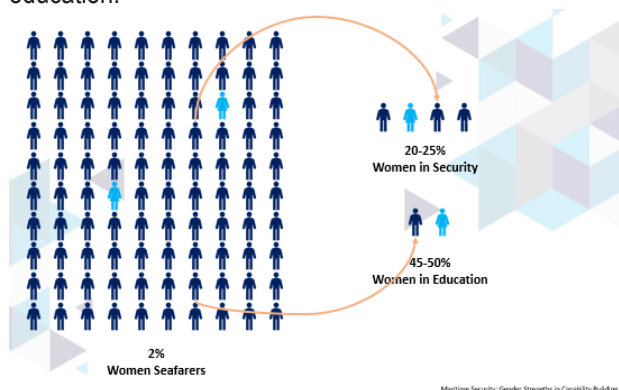
Lecture: Maritime Security: Gender strengths in Capability Building

Mrs. Chrysanthi Laimou
Maritime College manager/Diaplous
Mrs. Lamprini Panagopoulou
Maritime Security Expert

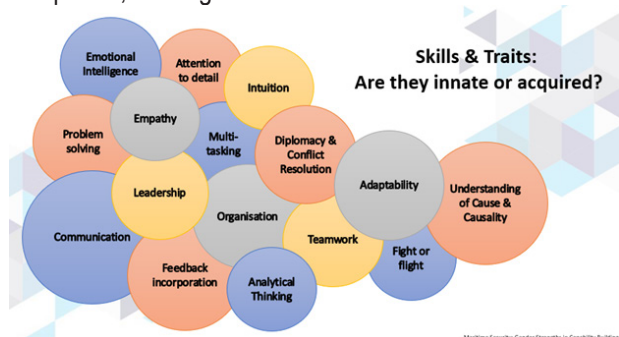
The Diaplous Group – The most reliable global partner of total security services covering any physical or cyber threat against the crew, the vessel, the cargo and the whole value chain

while remaining compliant to all the directives from the International Organizations and the Governmental regulations.

The Diaplous Group recognizes the lack of women as seafarers compared to other industries such as security and education:



Regardless of gender, the focus of the maritime industry can shift towards the existence of various skills, their assessment and finally, cultivation through professional development, training and education.



Lecture: Gender Neutrality, Equity, or Equality in the maritime domain

Mrs. Nikoleta Chalanouli
Legal expert in international law

Gender in the maritime domain is often examined under a

sociological aspect, resting mostly on the participation of women in the maritime industry and the steps that need to be undertaken to achieve a gender balance therein. The presentation under the topic of gender neutrality, equity or equality, presented the topic from a legal perspective. It answered the question of whether the law has a gender biased approach and whether this legislative bias is what leads or contributes to a continuous imbalance in the maritime domain. First it focused on the concept of gender neutrality in the law of the sea and then it proceeded in pondering on whether this concept translates into equality in the maritime domain, and whether an equity consideration is needed in order to achieve gender equality.

This is an interesting approach, since the law of the sea has traditionally been considered as one of the most well-established and technical areas of International Law, relying on a robust convention such as the UNCLOS and landmark cases such as the Lotus and the North Sea Continental Shelf ones. Rules such as those regarding coastal delineation, fisheries, and flag states for example have been viewed as operating beyond gender considerations, implying at least to some extent gender neutrality (Isabel Lischewski (JCL 18 (2020), 652)). The first part of the presentation pondered on this gender-neutral aspect of the law of the sea in the maritime domain. And indeed, the aspects mentioned above, fall under a technical category, that would make it challenging to attribute gender bias to them. At the same time, authorities in international law, such as Chinkin, have indicated the research of sociologists such as Gilligan, who have highlighted that the female approach to justice relates more to the “ethic of care” and sees “things in terms of relationships, responsibility, caring, context, communication;” while a male approach relies “on an “ethic of rights” or “justice” and analyze[s] problems in abstract terms of right and wrong, fairness, logic, rationality, winners and losers, ignoring context and relationships.” (Hilary Charlesworth, Christine Chinkin & Shelley Wright, AJIL 85 (1991), 615). If that theory is to be followed, simply having male dominated negotiating teams when developing law, would translate into a de facto gender-biased legislation. When examining UNCLOS, it is often indicated that the words used in it make for masculine assumptions. Words such as fishermen instead of seafarers are used and “shipmasters, operators, contractors, members of the Governing Board and the Director-General of the Enterprise, members of the International Tribunal for the Law of the Sea and its President, as well as the Secretary-General of the United Nations, are all assumed to be male.” (see Articles 47, 51, 61, 62 and Papanicolopulu (ed.), Gabriele Goettsche-Wanli, (2019), p. 51). However, Scovazzi (Papanicolopulu (ed.), Tullio Scovazzi (2019), p. 147) questions whether such teleological importance should be given to words and indicates the change that happens in the Spanish text of UNCLOS, when the sea becomes the high seas (el mar to la alta mar).

Hodson further indicates that concepts such as that of the high seas, as that has been determined in the Lotus case of the International Court of Justice, entail a feminist aspect. It allows for a lack of specific State control and for a feminist use of the construct. Hodson delves into how the high seas for example, can be used to allow for women to ensure control over their own bodies and reproductive rights; women who would otherwise be unable to obtain a legal abortion, can do so in the high seas, through a specific NGO who has taken advantage of the lack of sovereignty in the high seas under the law of the sea (Papanicolopulu (ed.), Loveday Hodson, (2019), 135).

The debate surrounding the neutrality of the law of sea and the gender imbalance in the maritime domain and its industry, indicate that there is a disconnect between the theoretical gender neutrality that a technical field of law should bring and its actual implementation. The current male domination in the maritime industry and maritime security indicate that gender equality has not been achieved despite the fact that the law has not been specifically developed to discriminate between gender roles. When such a gender imbalance however, exists, simply applying quotas, or changing pronouns or words when referring to seafarers does not achieve gender equality. This is where equity becomes relevant. It is not a matter of determining the rights and obligations of women in the maritime domain and attribute an equal piece of a pie. It is a matter of pinpointing gender vulnerabilities and intervening in an affirmative manner in order to achieve the sought-after equality. This exercise might appear to be an imbalanced one; equity is different than equality because it concerns itself with fairness. Equality requires equal amounts. The first can be understood to be a bridge to achieving the latter. And while the law can assist in changing preconceived notions, it is not the only actor. Gender equality in the maritime domain requires a multidisciplinary approach and an attitude change from all involved actors.

As a conclusion it was the presenter's view that the legal field under examination, when seen on its own, is not a discriminatory one; it is a field that, at least in its inception,

has striven for answering fundamental technical questions. At least this appears to have been the effort of one of its most influential authorities, Elisabeth Mann Borgese, a woman.

Lecture: Gender Parity in Maritime The invisible barriers and systemic errors that need correction

Mrs. Kate Bollanou
Executive & Leadership Coach Maritime Diversity & Inclusion

The three steps towards sustainable gender parity

- Creating Awareness
 - o Meetings between leaders and female team members
 - o Reciprocal mentoring programs with junior female members of staff
 - o Upward mentoring programs
- Collaboration And Understanding
 - o Managing inequality moments when they happen
 - o Actively manage women's careers
 - o Entry interviews
 - o Allyship programs
- Taking Action
 - o Define what "good" means to you
 - o Equality as an annual KPI
 - o Thorough selection of employees, partners and suppliers

CLOSING REMARKS

With a prominent keynote speaker and 18 powerful lectures from established maritime security experts and academic professionals, this seminar successfully addressed and discussed the lack of females in maritime security and emerging solutions to close the gender gap.

