Women’s Participation in Ports & Corridors

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Women participation in Ports and Corridors?

- Whereas maritime history is filled with stories of great sailing ships plying the oceans and run by strong masculine sailors in a male dominated and defined world, women are still part of this rich history.

- That history dates to centuries back when women determined to work aboard ships could conceal their identity just to get the job, but their careers often reached a dead end once they were discovered by captains and fired.
Women participation in Ports and Corridors?

- Until quite recently women were non-existent in maritime historical accounts.

- But human kind’s relationship with the sea has changed radically over the past few centuries and women’s roles continue to change with it.
The integration of women into all levels of political, economic and social development has become a major objective within the United Nations system over the past 34 years.

The International Maritime Organization’s has been active in promoting the participation and advancement of women in all areas of the wider maritime sector.
Part of the reason has been in line with the objectives of the third Millennium Development Goal (MDG) “Promoting gender equality and empowering women.”

The International Maritime Organization’s IMO Women in Development (WID) Programme was launched in 1989 with the following developmental objectives:
To integrate women into mainstream maritime activities.

To improve women’s 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.
These goals were the same ones highlighted at the Fourth United Nations Conference for Women held in Beijing in 1995; they are seen as fundamentals for achieving political, social, economic, cultural and environmental security among all people.
Through the IMO WID Programme, a number of women maritime associations have been started. These include:-

- Pacific Women in Maritime Association (PacWIMA).
- The Network for Professional Women in the Maritime and Port Sectors of the West and Central Africa Region.
The Arab International Women’s Maritime Forum for the Middle East and North Africa.

Women in the Maritime Sector of East and Southern Africa Association (WOMESA) catering for East and Southern Africa.

During the 22nd Session of the African Union Conference of Ministers responsible for Maritime Transport in held in October, 2009 in Durban- South Africa, the African Maritime Transport Charter was adopted.
African Maritime Charter

- The Charter provides at Chapter XIII, Article 37 on gender balance and participation of women states the following:
  - Member States agree to promote policies that create opportunities for the advancement of gender equality in the maritime sector;
  - to adopt policies that vigorously promote economic opportunities; recruitment, placement, promotion and progression of women in the maritime sector;
Member States shall endeavour to enact relevant legislation to give effect to the acceleration of women empowerment in the maritime sector including encouragement of specific education, mentoring training of women at all levels.
STCW Manila Conference

- During the recent Diplomatic Conference for parties to the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers, 1978, held at the Philippines, Manila, in June, 2010, nineteen resolutions were made including one for:
STCW Manila Conference

- the ‘Day of the Seafarer’ which was fixed on 25th June of every year subject to IMO Council concurrence,
- accommodation for trainees in ships,
- attracting new entrants in maritime industry and
- the promotion of participation of women in the maritime industry.
WOMESA- A CASE STUDY

- Womesa -(Women in the Maritime Sector of East and Southern Africa Association )
- was founded in December 2007 in Mombasa, Kenya, with excellent support of the government of Kenya through the Ministry of Transport and the IMO in order to cater for the interests of female professionals from diverse backgrounds in the Maritime industry.
WOMESA- A CASE STUDY

- Constitutes women from 11 countries who include:
  - Madagascar
  - Mauritius
  - Malawi (Governing Council Members),
  - Mozambique
  - South Africa
  - Namibia
WOMESA- A CASE STUDY

✓ Seychelles
✓ Uganda,
✓ Tanzania,
✓ Zimbabwe and
✓ Kenya who is currently the chair.
The association was formed to fulfill the following objectives:

- Integrate women in the mainstream maritime activities.
- Promote women’s access to the maritime sector through education, training and career opportunities.
- Lobby for increasing the percentage of women at the senior management level within the maritime sector.
OBJECTIVES OF WOMESA

✓ Promote women’s access to quality employment in the maritime sector.
✓ Enhance the inclusion of women in the maritime sector through partnership collaboration with development partners.
✓ Promote co-operation, friendship and understanding through the exchange of knowledge and the dissemination of information.
WOMEN IN ACTION

• Despite the fact that the shipping industry has been traditionally regarded as a male preserve it is important to acknowledge the increased active participation of women in ports and corridors in the following ways:-

✓ Implementation of IMO regulations:
Ports & Corridors: Women in Action

- Decision making
- Monitoring issues of ports and corridors
- Policy making
- Participation in negotiations & conflict resolutions
- Advocacy and sensitization
- Enhancing trade
Ports & Corridors: Women making a difference

✓ Poverty alleviation and socio-economic development
✓ Strengthening the maritime capacities in the sub-region
✓ Human resource strategies and capacity building
✓ Education and and training
CHALLENGES

- Although there is growing interest among women in joining the maritime industry the ratio is still low.
- On average, the enrolment for maritime studies among female students in Kenya is no more than 10% of the total intake but their high scholarly performance proves their enormous potential to contribute to the advancement of the maritime industry in Kenya and in Africa as a whole.
“A SHIP’S CAPTAIN”

the usual perception...
Changing the Perceptions
Changing the Perceptions
Women at Work
CHALLENGES

- Only a small percentage of the global workforce of sea farers are women.

- The relevance of sea experience to many shore based jobs means that the resource of women with appropriate skills is limited and will continue as a constraint on the representation of women in the maritime sector as a whole.
CHALLENGES

- Cultural resistance to women working outside the home in that the principal objections to employing women at sea is centered on the lack of adequate separate facilities for women on board and the physical requirements inherent in the work.

- The traditional perception that seafaring is a man’s job has led to lack of training and work experience for women compounded by employers’ reluctance to appoint these women that are trained.
Conclusion

• Full understanding of the aspects of gender dimensions can bring inestimable benefits to the development of our ports and corridors as well as increase women's participation in the same.

• In preparing national development plans, women’s interests should be taken into account to ensure their incorporation into action plans, export strategies and other trade related poverty reduction strategies.
Conclusion

“As women we do not only have the right, we have the capability to contribute so much more in this area if only the appropriate structures, practices and culture that empower us to do so are created.”

Pamela Tansey- Deputy Director, IMO
THANK YOU