Women in the Maritime Domain

Virtual Forum
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Overview:

- Context – Matters for consideration
- Forum Objectives
- Subjects for Discussions:
  1. Challenges facing Women in the Maritime Sector
  2. Women as Assets in Maritime Security
  3. Careers in the Maritime Domain – How to attract all genders
- Conclusion and Summary
Context

Why this is an important and relevant subject matter:

- World is changing rapidly where many traditional roles formally considered careers more suited for women are disappearing. Technology is being embraced and cost savings are a driving force in viability of companies.
- Growth in the maritime industry (blue economy) is opening new career paths.
- The awareness that women are being discriminated against in careers considered traditionally for men.
- The growing need to find ways to overcome the barriers presented.
- How to change the attitude toward women pursuing careers in maritime security.
- The need for women to pivot in this economy where traditional jobs are disappearing.
Forum Objectives:

- Identify existing barriers which deter the entrance of women into the sector.
  - To identify challenges which discourage women from pursuing these careers.

- Identify challenges which stifle growth of women within the sector and how to overcome them.

- Identify how to improve women’s access to the sector:
  - Explore and identify the special assets that women bring to the maritime sector by virtue of their strengths:
  - To illustrate the contribution of women from the maritime sector to the ocean economy
  - How to recruit women in the industry

- Explore solutions to encourage more women to enter the maritime sector.

- Collate all the information garnered by participation in order to effect change through joint effort.
Session Discussions:

Issues will be explored under the following themes:

1. Challenges facing women in the Maritime Sector
2. Women as assets in the Maritime Security
3. Careers in the maritime domain and how to attract more women
Challenges facing women in the Maritime Sector

THEME
International Woman's Day 2021
“Choose to Challenge”

Quotations:
“women need to outperform men to be taken seriously”

“success in the maritime field is much more about using your intellect than your muscles”
Session Discussions

(1) Challenges women face in the sector

1. Do you agree that there are challenges within the sector stifling the growth of women?
2. What has been your experience?
3. What is contributing to these challenges?
4. What are some solutions to breaking down these barriers?
Women as Assets in the Maritime Sector

THEME
International Woman's Day 2021
“Choose to Challenge”

Quotations:
“if we want our society our society to flourish, we need to engage ALL of its talents ALL of its human resources at all levels”

“women are the other half of society and without them like everything else maritime will also be incomplete”
Session Discussions:

(2) Women as Assets in the Maritime Sector.

1. What assets do you identify that make women suited for a maritime security career/ and the sector in general.
2. How can these be marketed to open the way for more women to be employed in the sector.
3. How to increase advocacy for the recruitment of women in the industry focusing on their assets.
Attracting Women to the Sector – How?

THEME
International Woman's Day 2021
“Choose to Challenge”

Quotations:
“you need to see it to be it”

“awareness and opportunities”
Session Discussions:

(3) Attracting Women to the Sector – How?

1. Do you agree that there are challenges attracting women to the sector?
2. What has been your experience?
3. What contributes to the reluctance of women to pursue careers in the Maritime industry?
4. Summary of solutions and recommendations. What can we introduce to attract more women to the sector?
Summary and Recommendations: