

# A JOURNEY TO MARITIME WOMEN LEADERSHIP: PROJECT MENTORESS\*



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# \*MENTORESS



(Maritime Education Network To Orient and Retain (Women) for Efficient Seagoing Services) Erasmus + KA2 – 203 Strategic Partnerships for Higher Education)



# WHAT IS MENTORESS?



MENTORESS is a project which aims to equip women with qualifications to put up with the demanding and challenging conditions caused by not only the harsh life onboard a ship but also the hardships of working in a male-dominated job.

# MENTORESS

The project is accepted by the Turkish National Agency under the scope of Erasmus+ Key Action 2 Strategic Partnerships.

MENTORESS is designed with the contributions of four different countries, which are Turkey, Romania, Bulgaria and Poland.



# MENTORESS

Piri Reis University – TURKEY



Nikola Vaptsarov Naval Academy - BULGARIA



Akademia Marynarki Wojennej - POLAND



Mircea cel Batran Naval Academy - ROMANIA



## AIM

- To design a syllabus and to import it to the Leadership and Management curriculum of maritime faculties to help prospective female staff cope with the hardships they are likely to encounter in seagoing services and maritime jobs.



PRU • MBNA • NVNA • PNA



## MAIN OBJECTIVE

- to develop, test and implement an identical 1- semester extracurricular programme to give necessary leadership and intercultural communication skills to female cadets.



## OBJECTIVES

- to increase the number of women in maritime jobs,
- to raise awareness for the presence of women on-board the ships,
- to create a women friendly atmosphere which requires elaborate behaviours and language,



## OBJECTIVES

- to encourage appropriate behaviour among personnel and to foster good friendship,
- to provide the participants with awareness and cultural considerations with regard to gender.



# STEPS TOWARDS THE GOAL

1. Diversity Management in Maritime
2. Gender Equity Problems in Maritime
3. Leadership for Women in Maritime
4. Integration of Women into Maritime Professions



# DATA COLLECTION



## QUESTIONNAIRE FOR THE PROJECT MENTORESS

This questionnaire is prepared to assess the situation, problematic cases and expectations of the women in maritime industry. Please mark the most suitable choice considering your experiences. Thanks for your time.

# DATA COLLECTION

- A 50-statement questionnaire
- 761 people – 513 Men - 248 Women



# DATA COLLECTION

 Erasmus+    **MENTORESS PROJECT** 

Funded by the Erasmus+ Program of the European Union

Pîrî Reis University cordially invites you to

**INTERNATIONAL CONFERENCE**

"Work Place Diversity Management For Women in Maritime"



March 7, 2018 09:00-17:00

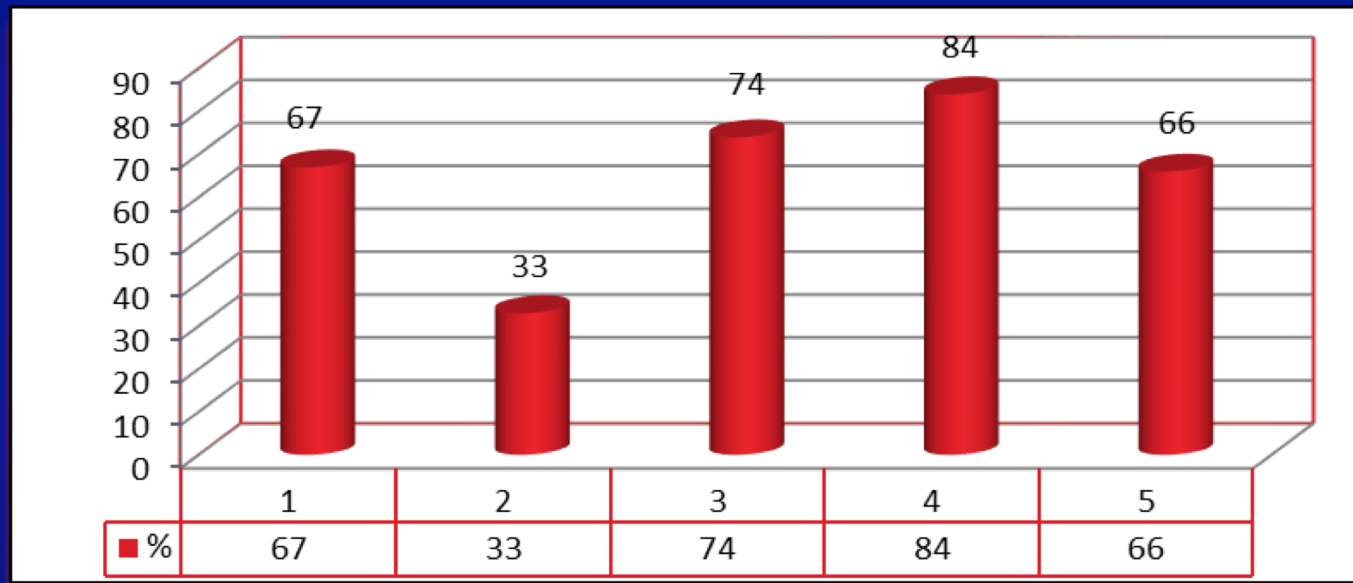
<https://www.pirireis.edu.tr/mentoress-project>

## FINDINGS

Data that shaped the details of the research is made up of four headings:

- diversity,
- leadership skills,
- perceptions and thoughts of women in maritime,
- integration of women into maritime professions.

# 1. Diversity

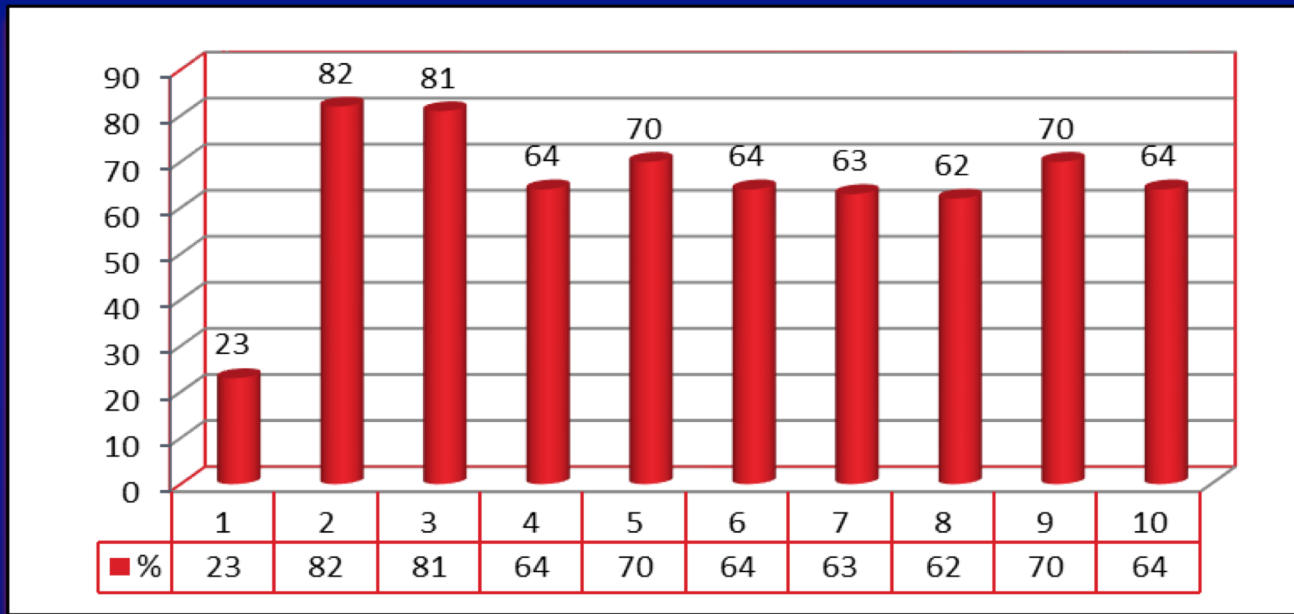


The percentage of responses given by women to the statements related to diversity in maritime.

NO	STATEMENT	% I AGREE
1	The staff are prejudiced against individual differences (such as gender, race).	67
2	There is an atmosphere on board the ship where everybody can express his/her opinion freely.	33
3	There are officers who trust the female crew members, but who still advise them to work onshore.	74
4	It is hard for women to find appointments on board ships because the ship owners are biased against women	84
5	Senior personnel on board the ship want to protect women from the hardships they may experience.	66



## 2. Leadership Skills

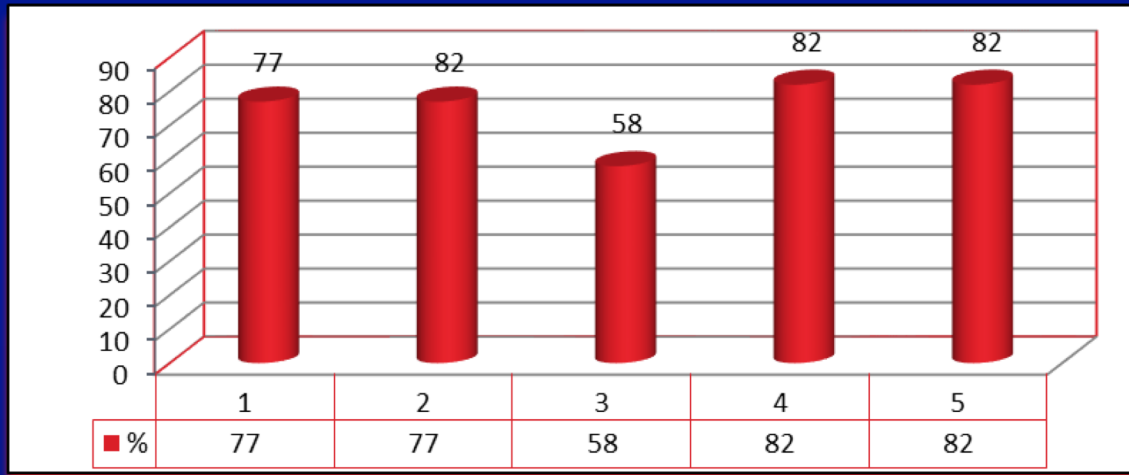


The percentage of responses given by women to the statements related to leadership skills.

NO	STATEMENT	% I AGREE
1	Male staff accepts women as equal on various tasks on board ships.	23
2	Men are preferred even if the female crewmembers have the same qualifications.	82
3	Women in maritime are likely to experience some form of sexual harassment.	81
4	The successful achievements of a female are usually ignored.	64
5	When a female crewmember makes a mistake, the feedback and reaction are exaggerated.	70

<b>NO</b>	<b>STATEMENT</b>	<b>% I AGREE</b>
6	Starting from the entry stages, the women are told and advised about the negative aspects of maritime career.	64
7	The decisions and ideas of female staff are continuously criticized and questioned.	63
8	I feel the women personnel have to work harder to be accepted as equal by the male counterparts and the supervisors	62
9	Women working at sea have less chance to be promoted to higher positions than men.	70
10	I think the behaviour of male staff discourages the female staff to perform better.	64

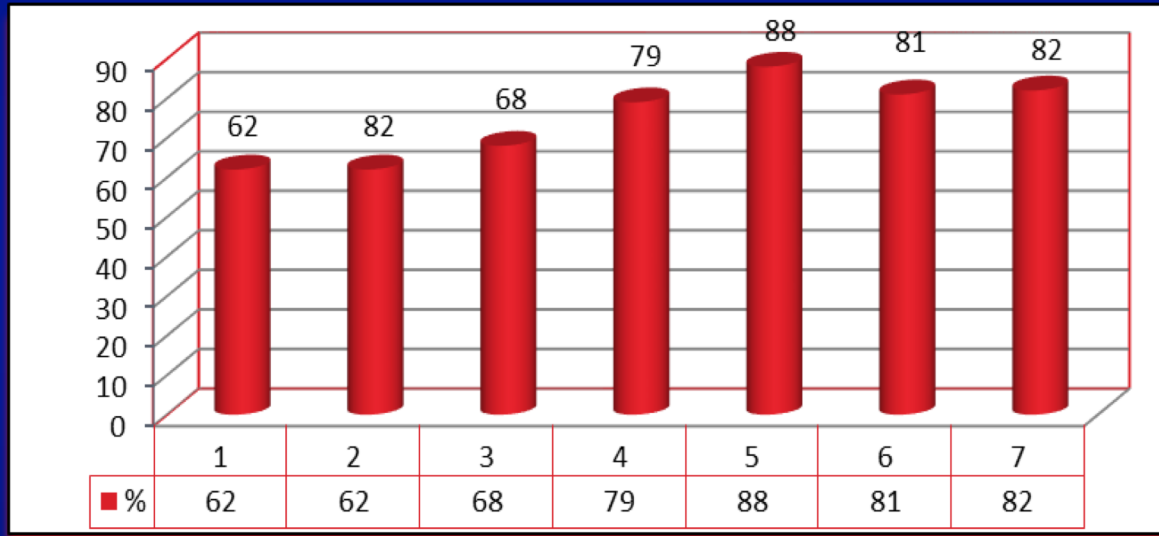
### 3. The perceptions and thoughts of women



The percentage of responses given by women to the statements related to the perceptions and thoughts of women about various situations in maritime.

NO	STATEMENT	% I AGREE
1	After their first experiences, the female crew still want to stay to serve on board.	77
2	I would encourage other women to work in maritime sector.	77
3	The female crew members feel lonely and helpless onboard the ship.	58
4	I would prefer at least another women to work with me on a ship.	82
5	Female professionals could perform better if they are given prior education on working in a male dominated workplace.	82

## 4. Integration of Women into Maritime Professions



The percentage of responses given by women to the statements related to integration of women into maritime professions

NO	STATEMENT	% I AGREE
1	I feel men think that female participation in jobs aboard a ship is not suitable for maritime culture.	62
2	The mistakes and errors made by the female staff are continuously reminded to them.	62
3	The male counterparts perceive the female crew members as threat in competition for better positions.	68
4	Men prefer working with other men because they think women aren't strong enough to work onboard a ship.	79
5	Men think the presence of women onboard will limit their behaviours.	88

NO	STATEMENT	% I AGREE
6	When a woman succeeds in her job, male staff will be jealous of her.	81
7	The male colleagues believe that the presence of females onboard a ship will cause trouble there.	81





# METHODS

## • Workshops

- ✓ adaptation of creative strategies to effectively handle workplace diversity.
- ✓ gender equity problems for employment and problems encountered during duties.
- ✓ leadership and coping with social, cultural and practical obstacles.
- ✓ integration of women in the maritime professions.

## METHODS

- Evaluation of the results.
- Discussions for the betterment of the content and pedagogy.



## METHODS

- Formation of the course material and pedagogy
- Papers to present the findings on the topics are written and shared with stakeholders.



# CONCLUSION AND DISCUSSION

- A "Gender Identity Management and Leadership in Maritime Professions" common syllabus.



## CONCLUSION AND DISCUSSION

- A Charter for Gender Equity for Maritime Professionals.
- A network among seafarers by mentoring or e-mentoring programs and role models.



## CONCLUSION AND DISCUSSION

- **MENTORESS** Virtual Network.
- A syllabus expected to be commonplace in the schools where women are prepared to work in male-dominated work places.



# MENTORESS PROJECT



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