

GENDER SENSITISATION MANUAL


FOR THE SHIP
RECYCLING
INDUSTRY



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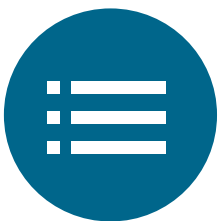
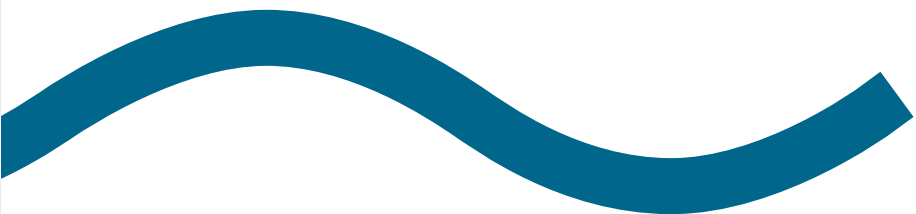


Published in 2024 by the IMO-Norway SENSREC Project
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Please cite this publication as: IMO-Norway SENSREC Project, 2024, Gender Sensitisation Manual for the Ship Recycling Industry



CONTENTS

- Introduction..... 4**

- Chapter 1: Gender Diversity Insights: Addressing Challenges and Opportunities..... 6**

- Chapter 2: Increasing Gender Sensitivity in Ship Recycling Site Management 12**

- Chapter 3: Building Synergy in the Ship Recycling Workforce 18**

- Chapter 4: Opportunities for Women in Ship Recycling 24**

- Chapter 5: Recommendations for Companies to Establish an Inclusive Workplace..... 32**

- Chapter 6: Broad-scale Addressing of Gender-related Issues 38**

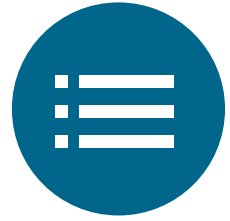


INTRODUCTION

The maritime industry has traditionally been a male-dominated sector. Although the latest surveys show that women's participation in the workforce is between 20% (public sector) and 29% (private sector), there are many differences in relation to types of roles or countries. For example, according to the International Maritime Organization (IMO), women still make up less than 2% of the global seafarer workforce, with the majority found onboard cruise ships. For ship breaking and recycling, data is limited, but it is generally perceived that it continues to be one of the least diversified maritime sub-sectors in terms of gender inclusivity.

Given the numerous advantages that women can bring to the industry, gender diversity and inclusivity should not only be considered as ethical imperatives but also as a strategic necessity to unlock the potential of ship recycling companies. This also entails building a culture that ensures that the behaviours, attitudes, and systems are aligned with the diversity ideals that are being embraced. Recognizing the need for this transformational shift in the industry's approach towards gender, this manual is born out of a commitment to increase the contribution of women and to promote a workplace culture that embraces the richness of diversity by overcoming gender-based barriers, stereotypes and disparities.

The primary objective of this manual is to stand as a definitive guide, particularly directed at the ship recycling sector, to facilitate the integration of women and achieve a higher degree of gender sensitivity in the workforce. Its central mission is to serve as a catalyst for a profound transformation in attitudes, practices, and policies within this sector. By actively tackling gender disparities and fervently advocating for inclusivity, this manual is positioned to be a driving force behind creating a ship recycling industry that is harmonious and marked by innovation and growth.



Chapter 1: Gender Diversity Insights: Challenges and Opportunities

This chapter highlights the importance of breaking down gender stereotypes, promoting an inclusive work environment based on skills and qualifications, as well as outlining the benefits that may be rendered by gender equality. The chapter continues to explain the main types of challenges and barriers faced by women in the ship recycling sector.

Chapter 2: Increasing Gender Sensitivity in Ship Recycling Site Management

This chapter is aimed at managers of ship recycling facilities. It highlights in detail the benefits of hiring women and of gender diversity in the workforce. It also presents practical strategies to mitigate biases and enable a gender-sensitive environment that ensures fair treatment and opportunities for all.

Chapter 3: Building Synergy in the Ship Recycling Workforce

Examining the broader ship recycling workforce, this chapter highlights the benefits of workforce integration, offering dos and don'ts for a unified team.

Chapter 4: Opportunities for Women in Ship Recycling

This section focuses on the specific opportunities available for women in ship recycling, reviewing various roles, and presenting examples of transferable skills. It outlines suitable professional experiences or academic backgrounds and provides clear steps for aspiring women to initiate and advance their careers in the ship recycling industry.

Chapter 5: Recommendations for Companies to Establish an Inclusive Workplace

Offering a set of guidelines, this chapter advises ship recycling companies on initiatives to boost inclusivity. It addresses family-friendly policies, equal opportunities, and workplace safety, emphasizing the importance of monitoring and accountability in creating an inclusive ship recycling workplace.

Chapter 6: Broad-scale Addressing of Gender-related Issues

This chapter takes a comprehensive view of the ship recycling sector, exploring ways to address gender-related issues on a broad scale. It emphasizes the importance of creating an inclusive workplace and suggests methods for monitoring and evaluating progress. Additionally, it directs attention to the role of governments, projects, and other stakeholders, encouraging their active participation in promoting and supporting the incorporation of women into the ship recycling industry. The chapter concludes by highlighting the significance of building an industry that champions gender sensitivity for sustained success and equity.

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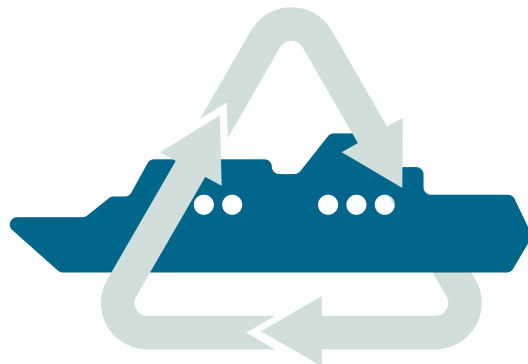


GENDER DIVERSITY INSIGHTS: ADDRESSING CHALLENGES AND OPPORTUNITIES

The Importance of Gender Equality

Gender equality in the workforce is crucial for harnessing the full spectrum of talent and perspectives. Integrating women into various sectors promotes diversity, enabling innovation and creativity. It enhances organizational resilience by tapping into a broader pool of skills and experiences. Furthermore, gender equality is not just a moral imperative; it is an economic driver, contributing to increased productivity and sustainable economic growth. Embracing gender equality transforms workplaces into inclusive environments with equal opportunities to thrive and contribute meaningfully. Developing a gender-sensitive ship recycling sector is not merely a matter of ethics; it is also a strategic move with manifold advantages for the industry.

Understanding the intricacies of gender diversity marks the foundational step towards cultivating a gender-sensitive ship recycling sector. By acknowledging and respecting the diverse spectrum of gender identities and actively confronting stereotypes, we lay the groundwork for a more inclusive, equitable, and peaceful workplace. Embracing gender sensitivity not only benefits individual employees but also positions the maritime industry as a whole for a more prosperous, sustainable, and promising future.





HOW DOES GENDER DIVERSITY IMPACT INNOVATION IN THE WORKPLACE?

Financial performance: A study by the Peterson Institute for International Economics found that companies with gender-diverse leadership, such as gender-diverse teams, experienced increased profit margins.



Innovation and Productivity: Research by the Boston Consulting Group (BCG) indicated that gender-diverse teams demonstrate 25% above-average profitability and a 38% increase in innovation revenue, highlighting the business rationale for gender diversity in achieving improved business outcomes.



Risk management: A study published in the Strategic Management Journal found that firms with more gender-diverse boards were less likely to engage in corporate misconduct. McKinsey's "Women Matter" report suggests that gender-diverse executive teams are better positioned to mitigate risks associated with corporate governance and compliance issues.



Challenges Faced by Women

Despite the advantages, women in ship recycling management may encounter challenges such as gender bias, stereotypes, or a lack of inclusivity. Physical demands and safety concerns may also pose unique hurdles. Identifying and addressing these issues is crucial to creating a supportive and equitable work environment. The table below outlines the main barriers and challenges faced by women in the workplace.





UNCONSCIOUS BIAS



In the ship recycling sector, as in any industry, individuals may unknowingly harbor deep-seated unconscious biases that profoundly influence their perceptions, decisions, and actions. Unconscious bias refers to the deeply ingrained attitudes and stereotypes that people develop over time, often based on societal conditioning and personal experiences. These biases can have a pervasive and enduring impact on how individuals interact with colleagues, make hiring decisions, allocate responsibilities, and evaluate performance, among other critical aspects of the workplace.



Gender-Role Stereotyping:

This bias involves assuming that certain roles within the ship recycling sector, such as deck officers or engineers, are inherently better suited for men, while administrative or hospitality roles are considered more fitting for women. For example, the presumption that physical strength is paramount in deck officers or engineers can unjustly limit opportunities for women, despite their qualifications and abilities.



Maternal Bias:

The unconscious assumption that women may be less committed to their maritime careers due to family responsibilities or the expectation that women should naturally assume a greater share of caregiving duties. This bias can negatively impact women's career advancement prospects and contribute to an unequal distribution of family responsibilities.



Halo Effect:

This cognitive bias involves attributing overwhelmingly positive qualities to individuals of one gender while overlooking the very same traits in individuals of another gender. Such bias can lead to imbalances in performance evaluations and opportunities for career growth, perpetuating gender disparities within the ship recycling sector.



Performance Expectations:

Unconscious bias can manifest in the form of expectations regarding behavior and characteristics. For instance, there may be a tendency to expect greater assertiveness or competitiveness from men while simultaneously expecting women to exhibit nurturing or passive qualities. These expectations can unfairly influence promotion decisions and create unequal workplace dynamics.



MICROAGGRESSIONS



Microaggressions are subtle, often unintentional, and indirect acts or statements that subtly demean or marginalize individuals based on their gender or other attributes. Although seemingly minor, these behaviors can have a cumulative and deeply harmful impact on employees, resulting in feelings of exclusion and contributing to the creation of a hostile work environment.



Dismissive Remarks:

These microaggressions involve disregarding or belittling ideas or contributions made by individuals of a particular gender. By diminishing the value of these contributions, such remarks effectively silence voices and undermine the confidence of those targeted.



Gender-Based Jokes:

Microaggressions can also manifest through the use of jokes or comments that perpetuate gender stereotypes or reinforce harmful gender norms. This contributes to a culture of insensitivity and discrimination within the maritime workplace.



Second-Guessing Competence:

Another form of microaggression is the unwarranted questioning of the competence of individuals in roles that are typically dominated by the opposite gender. This undermines their professional abilities and hinders their career progress, creating a hostile work environment.





HARASSMENT AND DISCRIMINATION

Harassment and discrimination based on gender are not only grave ethical concerns but also significant threats to the overall health of the work environment. In the ship recycling sector, it is essential to be vigilant against any form of harassment or discrimination, which can manifest in various ways:



Sexual Harassment:

This involves unwanted advances, comments, or behaviors of a sexual nature that create a hostile work environment, compromising the safety, well-being, and dignity of victims. Such incidents can have severe psychological and emotional consequences.



Gender-Based Discrimination:

Gender-based discrimination entails treating individuals unfairly based on their gender, resulting in unequal opportunities, lower pay, or denial of promotions. This perpetuates systemic inequalities within the ship recycling sector.



Retaliation:

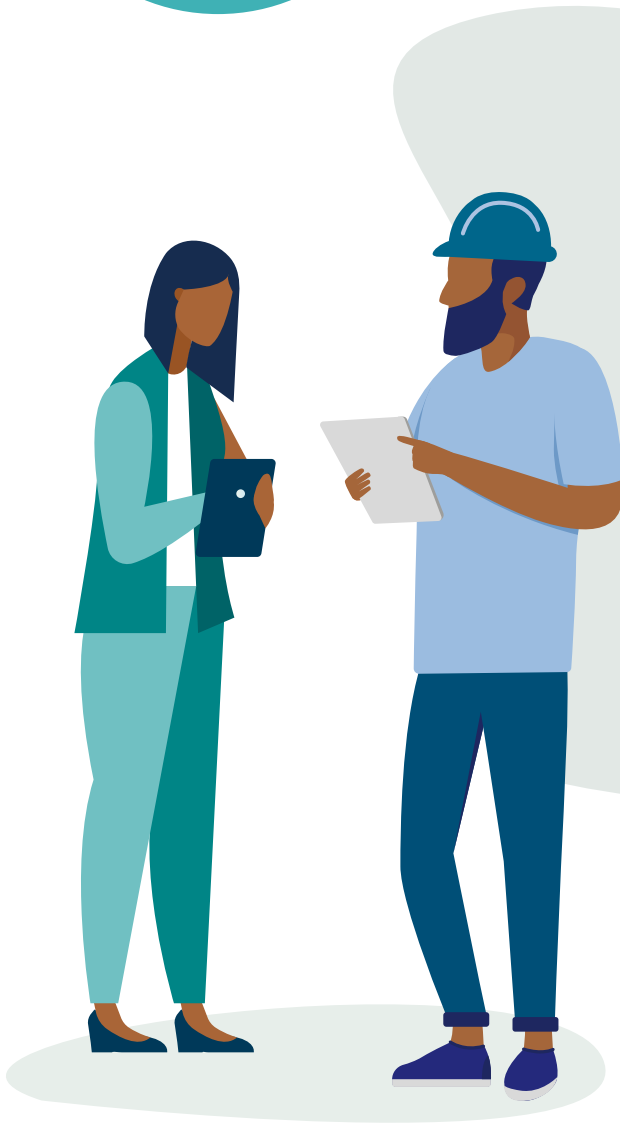
Employees who report incidents of harassment, discrimination, or bias should not face adverse consequences for doing so. Retaliation is a harmful practice that involves taking punitive actions against individuals who seek justice, thereby creating a climate of fear that discourages reporting and perpetuates wrongdoing.



Gender-Based Violence:

Gender-based violence encompasses any form of physical, psychological, or emotional violence directed at individuals solely because of their gender. Such violence is a grave violation of fundamental rights and dignity and must be unequivocally condemned and addressed within the ship recycling sector.

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In ship recycling, site managers play a pivotal role in overseeing operations. Integrating women into these roles is not just a matter of equality but a strategic imperative that should bring competitive advantages. This chapter delves into the benefits of having women in ship recycling management, the challenges they may encounter, and practical solutions, outlining essential dos and don'ts for building a gender-sensitive workplace.



INCREASING GENDER SENSITIVITY IN SHIP RECYCLING SITE MANAGEMENT

Benefits of Women in Ship Recycling Management

Having women in ship recycling site management brings diverse skills, perspectives, and problem-solving approaches. This diversity stimulates innovation, enhances team dynamics, and contributes to a more robust and resilient operation. Women's inclusion in decision-making processes reflects positively on the industry's commitment to equality and sustainability.



Improved Safety Culture: Women often bring strong communication and interpersonal skills to the workplace, which can contribute to a more open and safety-conscious culture within ship recycling companies. Studies have shown that diverse teams are more likely to identify and address safety concerns effectively, leading to reduced accidents and incidents.



Effective Risk Management: Women in management positions can bring diverse viewpoints and experiences to the table when it comes to v and management in ship recycling operations. Their input can lead to more comprehensive risk mitigation strategies and decision-making processes, reducing the likelihood of incidents and financial losses.



Increased Innovation and Problem-Solving: Gender-diverse management teams in ship recycling companies can stimulate innovation and creativity by offering a broader range of perspectives and approaches to problem-solving. This diversity of thought can lead to the development of more efficient processes, technologies, and strategies to address industry challenges and stay competitive.



Enhanced Reputation and Brand Image: Maritime companies that demonstrate a commitment to gender diversity and equality in their management teams are likely to enhance their reputation and brand image. They may be viewed more positively by customers, investors, and other stakeholders as progressive and socially responsible organizations.



Talent Attraction and Retention: By promoting gender diversity in management, maritime companies can attract and retain top talent from a wider pool of candidates. Women aspiring to leadership roles may be more inclined to join and stay with companies that offer equal opportunities for career advancement and professional development.



Compliance and Regulation: In regions where gender diversity initiatives are encouraged or mandated by regulations, having women in maritime company management positions can ensure compliance with legal requirements. This can help companies avoid penalties, reputational damage, and other negative consequences associated with non-compliance.



PIONEERING WOMEN IN THE MARITIME WORLD



M.T. Swarna Krishna – First vessel in the world with all women officers

In 2021, M.T. Swarna Krishna, an oil tanker owned by the Shipping Corporation of India, became the first vessel with an all-women crew. This move by the Shipping Corporation of India moved the perception of shipping being a male-oriented profession and was seen as a significant move in empowering women in the Merchant Navy.



Source: JMDI Academy. Inspiring Indian Woman Seafarers.

<https://jmdiacademy.com/inspiring-indian-women-seafarers/#:~:text=Sonali%20Banerjee%20is%20the%20first,a%20batch%20of%201500%20students>.

Leadership Involvement: The Cause of Change

The leadership of an organization wields tremendous influence in shaping its culture and values. To foster gender sensitivity within the ship recycling sector, organization (or company) leaders must proactively champion inclusivity and gender equality through tangible actions and commitments:

a) Set Clear Expectations: Leaders should communicate, in unequivocal terms, the organization's commitment to gender sensitivity and the consequences of discriminatory behavior. Clear expectations lay the foundation for a respectful and inclusive workplace culture.

b) Lead by Example: Leadership must consistently embody gender-sensitive behavior in their interactions with employees, clients, and external stakeholders. Modelling respectful behavior serves as a powerful catalyst for reinforcing gender sensitivity across the organization.



PIONEERING WOMEN IN THE MARITIME WORLD



Pooja Chathoth is a naval architect and ship surveyor working for Lloyd's Register in India, one of the main global classification societies. Ship surveyors play a key role in the life of a ship, as they are the persons tasked with monitoring throughout the build, drydocking and recycling phases to ensure they adhere to the established standards.

You can read more about Pooja's story in this article:

[Meet Pooja Chathoth, India's first and only female ship surveyor, ET Infra \(indiatimes.com\)](#)

c) Supportive Policies: Advocate for, institute, and actively enforce policies that promote work-life balance, parental leave, and opportunities for professional growth for all genders. Leadership's active support for such policies signals the organization's unwavering dedication to gender equality.

d) Diversity in Leadership: Actively champion and facilitate the representation of diverse genders in leadership positions. Diverse leadership not only inspires but also empowers individuals from underrepresented genders to aspire to and attain leadership roles themselves, reinforcing a culture of inclusivity.

Solutions for Gender Sensitivity

To overcome the challenges highlighted in Chapter 1, and to increase and improve the participation of women in mid and top-level positions in the industry, there are a number of measures that can be implemented to address gender biases and create a culture of inclusivity by encouraging open communication and awareness.

a) Training and Awareness: Regularly conduct training sessions to increase awareness of unconscious biases and their profound impact on decision-making processes. These sessions empower individuals to recognize and counteract these biases in themselves and others.



b) Inclusive Recruitment Practices: Implement blind recruitment processes whenever feasible, which involves removing gender information from initial application assessments. This ensures that candidates are evaluated solely based on their qualifications and competencies, free from gender bias.

c) Diverse Hiring Panels: Ensure diverse representation on hiring panels to minimize the influence of individual biases and promote fair evaluations of candidates based on their merit alone. Diverse perspectives on candidate selection can lead to more equitable outcomes.

d) Reporting Mechanisms: Establish confidential reporting mechanisms for incidents of harassment, discrimination, or bias, ensuring that victims can safely report violations without fear of retaliation. Such mechanisms should be well-publicized and accessible to all employees.

e) Education and Accountability: Promote ongoing education on gender issues and hold employees accountable for their behavior. Reinforce the importance of a respectful and inclusive workplace culture through regular initiatives, training programs, and consistent enforcement of policies.

f) Mentoring opportunities: Seek mentorship from experienced professionals in the field who can provide guidance, advice, and insights into building a successful career in ship recycling.

The identification and mitigation of gender biases are of paramount importance for creating a gender-sensitive ship recycling sector that genuinely values diversity, fosters inclusivity, and promotes a culture of respect and equity. By recognizing and actively confronting unconscious biases, addressing microaggressions, and implementing robust mechanisms to prevent harassment and discrimination, the maritime industry can cultivate a more respectful, supportive, and ultimately more productive work environment for all its employees.

DOS AND DON'TS FOR GENDER SENSITIVITY

Facilitate an inclusive culture that values diverse perspectives by providing equal opportunities for professional development and advancement and addressing any incidents of gender bias or discrimination promptly and transparently. Female workers should have a safe space and resources to give them confidence to not tolerate inappropriate behavior or language, for reporting gender-based stereotypes when given tasks or responsibilities, or for highlighting gender-specific safety considerations.



3

This chapter focuses on the workforce within the ship recycling sector, highlighting the benefits of a seamlessly inclusive team. It explores the advantages and underscores the importance of a cohesive and diverse workforce within ship recycling operations, as well as offering practical dos and don'ts.





BUILDING SYNERGY IN THE SHIP RECYCLING WORKFORCE

Advantages of an Inclusive Workforce in Ship Recycling

A diverse and integrated workforce within ship recycling brings a range of strengths, combining varied skills, perspectives, and problem-solving approaches. This unity fosters innovation, enhances workplace dynamics, and contributes to a resilient and thriving ship recycling environment.

Benefits Beyond the Ship Recycling Workplace

An inclusive workforce strengthens ship recycling operations internally and enhances its external reputation. A diverse and inclusive team is more adaptable, attracting top talent and fostering positive relationships with clients and stakeholders specific to the ship recycling sector.

By championing an integrated and inclusive workforce within ship recycling, the sector can tap into the full spectrum of talent, drive innovation, and cultivate a workplace where everyone feels valued and empowered regardless of background. This chapter navigates the nuances of

DOS AND DON'TS FOR A UNIFIED SHIP RECYCLING WORKFORCE

Encourage open communication and collaboration among team members. Recognize and celebrate the diverse talents and backgrounds within the ship recycling workforce. Provide equal opportunities for professional growth and development. Avoid tolerating discriminatory behavior or language and making assumptions based on stereotypes when assigning tasks or responsibilities. Pay attention to the importance of inclusive policies that consider the diverse needs of the ship recycling workforce.





WOMEN IN SHIP RECYCLING – ALANG



The ship recycling industry in Alang, India, involves a significant number of women workers. These women are often involved in downstream activities such as handling e-waste, mooring ropes, and other scrap materials. The Grieg Foundation and SEWA (Self Employed Women's Association) have initiated a project to empower and improve the working conditions of women workers in the ship recycling downstream industry in the Bhavnagar city of Gujarat, which is located near Alang, the world's largest shipbreaking facility. The project aims to enhance the safety, efficiency, and collective bargaining strength of the women workers, as well as to highlight their contribution to the circular economy, climate change mitigation, and household economy. The women workers are typically self-employed and face poor working conditions, exposure to hazardous materials, and a high risk of injuries. The project includes activities such as providing occupational safety and health (OSH) trainings and forming cooperatives to strengthen the women workers' position in the industry.

promoting workforce inclusiveness within ship recycling operations, ultimately contributing to a more unified and successful ship recycling industry.

Challenges and Promoting Inclusivity in Ship Recycling

Acknowledge and address potential challenges within an integrated ship recycling workforce, such as communication barriers or cultural differences. Implement training programs that foster cultural sensitivity, inclusivity, and mutual respect. Establish mentorship opportunities to facilitate understanding and support among ship recycling team members.

Implementing Gender-Sensitive Practices: Action for Equality

Promoting gender sensitivity is not confined to rhetoric; it demands concrete actions that address existing disparities and proactively create an inclusive workplace. Consider implementing the following gender-sensitive practices within the ship recycling sector:

a) Pay Equity: Regularly review and ensure pay equity across genders to eliminate wage gaps and guarantee that individuals are compensated fairly for their work, irrespective of gender. Addressing pay disparities is pivotal in achieving gender equality.

b) Flexible Working Arrangements: Where possible, extend flexibility in work hours and offer remote work options to accommodate diverse needs and responsibilities. These measures support a more inclusive and accommodating work environment, especially in the context of evolving work dynamics. Any working arrangements should not affect employee's opportunities for career advancement.



- c) Diverse Recruitment Practices:** Implement inclusive recruitment strategies that prioritize diversity and actively seek to attract and hire individuals from underrepresented genders. This may involve partnering with educational institutions, community organizations, and industry associations to expand the talent pool and reach a more diverse range of candidates.
- d) Mentoring and Sponsorship:** Establish mentoring and sponsorship programs aimed at supporting the career growth and advancement of individuals from underrepresented genders. These programs provide critical guidance, advocacy, and opportunities for professional development.
- e) Family-Friendly Policies:** Introduce family-friendly policies that help employees balance their work and caregiving responsibilities. This includes providing and encouraging parental leave, childcare assistance, and flexible scheduling options to accommodate the diverse needs of employees with families.
- f) Inclusive Facilities:** Ensure that facilities, including restrooms, changing areas, and living quarters, are designed and maintained to accommodate the needs and safety of all genders. Physical inclusivity is a fundamental aspect of gender sensitivity.
- g) Gender-Inclusive Language and Communication:** Cultivate respect and inclusivity by using gender-inclusive language in all communications and materials. This includes avoiding gendered terms and pronouns whenever possible and ensuring that all employees feel valued and included regardless of their gender identity.
- h) Equal Opportunities for Advancement:** Create equal opportunities for career advancement and professional development for individuals of all genders within the ship recycling sector. This involves establishing clear pathways for promotion, providing access to training and mentorship programs, and actively supporting the career growth and aspirations of employees from diverse backgrounds.
- i) Transparent Performance Evaluation:** Implement transparent and unbiased performance evaluation processes that assess employees based on their skills, qualifications, and contributions rather than gender. This helps to mitigate the impact of unconscious bias and ensure that all employees are treated fairly and equitably in matters of performance assessment and recognition.
- j) Diversity and Inclusion Training:** Conduct regular training sessions on diversity, inclusion, and unconscious bias for all employees within the ship recycling sector. These training programs help to raise awareness, challenge stereotypes, and promote a culture of respect and acceptance among team members.
- k) Employee Resource Groups:** Establish employee resource groups or affinity networks that provide a platform for employees to connect, support, and advocate for issues related to gender diversity and inclusion. These groups can serve as valuable forums for sharing experiences, fostering camaraderie, and driving positive organizational change.
- l) Promote Work-Life Balance:** Encourage and support work-life balance initiatives that prioritize employee well-being and mental health. This may include offering wellness programs, flexible work



arrangements, and access to counseling and support services to help employees manage stress and maintain a healthy work-life balance.

m) Regular Diversity Audits: Conduct regular diversity audits and assessments to track progress, identify areas for improvement, and ensure accountability in promoting gender sensitivity within the ship recycling sector. This involves collecting and analyzing data on workforce demographics, representation, and experiences to inform targeted interventions and initiatives.

n) Partnerships with Gender Equality Advocates: Forge partnerships with gender equality advocacy organizations, NGOs, and other stakeholders to leverage expertise, resources, and networks in advancing gender equality and inclusivity within the ship recycling sector. Collaborative efforts with external partners can amplify impact and drive meaningful change on a broader scale.

Workplace Safety

Ensuring the safety of all employees, regardless of gender, is of utmost importance in the ship recycling sector. It's essential to address the specific safety concerns faced by women and take proactive measures to create a secure and supportive environment. The following steps are essential in achieving this:

a) Gender-Specific Training: Providing gender-specific training on personal safety, security, and self-defense for all employees, especially those in potentially hazardous environments, is crucial. This training equips individuals with the knowledge and skills to protect themselves and their colleagues.

b) Reporting Mechanisms: Establishing confidential and accessible reporting mechanisms for incidents related to safety concerns, harassment, or discrimination is essential. Creating a safe space for reporting ensures that incidents are addressed promptly and appropriately, fostering a culture of trust and accountability.

c) Safe Living Quarters: Ensuring that living quarters and accommodations are designed and maintained with the safety and privacy of all genders in mind is vital. This includes adequate security measures and facilities that cater to the needs of women, such as well-lit paths, gender-neutral restrooms, and private changing areas.

d) Comprehensive Safety Policies: Implementing comprehensive safety policies that explicitly address gender-specific safety concerns is crucial. These policies should cover areas such as handling heavy machinery, navigating confined spaces, and preventing ergonomic injuries, ensuring that all employees are adequately protected.

e) Regular Safety Audits: Conducting regular safety audits and inspections to identify potential hazards and areas for improvement is essential. These audits should include input from employees of all genders to ensure that safety protocols are comprehensive and inclusive.



f) Accessible Safety Equipment: Providing easy access to safety equipment, such as personal protective gear and emergency response kits, is vital. Ensuring that this equipment is available in various sizes and fits comfortably for all employees promotes adherence to safety protocols.

g) Emergency Response Training: Offering training in emergency response procedures, including evacuation drills and first aid training, is essential for all employees. This training should be tailored to address the unique needs and challenges faced by women in emergency situations.

h) Supportive Workplace Culture: Cultivating a supportive workplace culture that promotes open communication, mutual respect, and zero tolerance for harassment or discrimination is critical. Encouraging teamwork, collaboration, and mentorship opportunities fosters a sense of belonging and promotes overall well-being among employees of all genders.

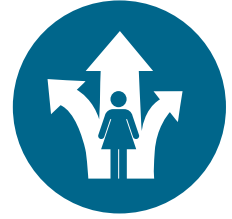
With the implementation of these additional measures, the ship recycling sector can further enhance workplace safety and create an inclusive environment where all employees can thrive. These proactive initiatives promote a culture of respect and equality, mitigating potential risks associated with gender disparities. Prioritizing diversity and inclusivity ensures that every employee feels valued and empowered, improving morale, productivity, and efficiency. The sector can drive innovation and long-term success by attracting top talent from diverse backgrounds.



4

The maritime industry has experienced a notable rise in women's participation across roles, yet ship recycling, or shipbreaking, remains an area with limited female representation. This chapter explains the different types of roles available in the ship recycling industry, and it also outlines steps for aspiring women to initiate a rewarding career in this pivotal sector of maritime operations.





OPPORTUNITIES FOR WOMEN IN SHIP RECYCLING

Women in Maritime: Pioneering in Ship Recycling

Despite being historically male-dominated, women have been breaking barriers in the ship recycling industry. A few pioneering women have made significant strides in this field, demonstrating that gender is not a limiting factor in excelling in shipbreaking operations.

Women can enter and excel in diverse roles within this sector by leveraging transferable skills and following strategic steps. They bring unique skills and experiences that make them ideal candidates for various job roles in ship recycling, ranging from supervisory positions to environmental engineering and health and safety roles. Embracing gender diversity in the ship recycling industry contributes to more inclusive workplaces and fosters innovation and sustainable practices, ultimately benefiting the ship recycling sector.

Nowadays, women are being trained as seafarers and going out to sea. While numbers are small, they are steadily growing as more and more women are choosing this career pathway. Female seafarers who have sailed and come ashore to work are a good and readymade workforce for technical roles in ship recycling yards. If the transition can be supported, it would be beneficial both to women and the ship recycling yards. In addition, there are a number of job roles that are suitable for women and seem to be within office services or as health and safety officers.

In some countries, while there are cultural and patriarchal norms to consider as well as safety issues to have women work at shipyards (due to the location of the shipyards), the general culture has been perceived as very respectful to women. With regard to safety of women, it has been suggested that if women are hired in groups, it will help the transition. For example, a group of women will find it easier and more comfortable if they have female colleagues. If the more sophisticated yards could lead the way, then it would be more acceptable for other yards to follow suit.



PIONEERING WOMEN IN THE MARITIME WORLD.



SONALI BANERJEE – INDIA'S FIRST WOMAN MARITIME ENGINEER

India's true acceptance of women into the heavily male-dominated maritime sector began in 1999, when Sonali Banerjee became the first Indian woman maritime engineer. Born and brought up in Allahabad, young Sonali had always felt a deep attraction for a seafaring life. The stories of her uncle's travels in the merchant navy further fuelled her dream of seeing the world.

Defying societal pressure, and her own family's qualms, she enrolled in the Marine Engineering Research Institute at Kolkata, the only girl cadet in a batch of 1500 students. All along the way, she had to fight prejudice, scepticism, and doubt, but she successfully overcame all these challenges. Her first job was working with Mobil Shipping Co. which took her across the ports of Sri Lanka, Singapore, Thailand, Australia, Fiji, and Hong Kong.

Life as a seafarer is always difficult, but even more so as a woman. There were several times when Sonali had to work twice as hard to prove herself and be twice as careful than her male colleagues. In an interview with The Times of India, she perfectly captured this sentiment, as she said, "While men can make small mistakes that are ignored, I have to be extra careful not to make one, for it will be noticed and commented upon. In every scenario, it was my determination and perseverance that pulled me through."

In 2001, Sonali made history when she became the first Indian woman to take control of the ship's machine room aboard a vessel of Mobil Shipping Co. Her path-breaking journey inspired countless young girls across India to follow their dreams and join the shipping industry.

Source: S. Gupta

Main Job Groups for Women in Ship Recycling

a) Seafarers in Ship Recycling: Women who have experience as seafarers bring valuable knowledge and skills to the ship recycling industry. Their understanding of maritime operations, safety protocols, and navigational systems makes them ideal candidates for roles such as ship dismantling supervisors, shipyard managers, or health and safety officers. Their ability to navigate complex situations and work efficiently under pressure can significantly contribute to improving ship recycling practices.

b) Environmental Engineers: Women with expertise in environmental engineering can play a crucial role in the ship recycling sector. They can contribute to developing and implementing sustainable recycling practices, pollution control measures, and waste management systems. Environmental engineers are essential in ensuring compliance with international environmental regulations, making them key players in promoting responsible and eco-friendly ship recycling.

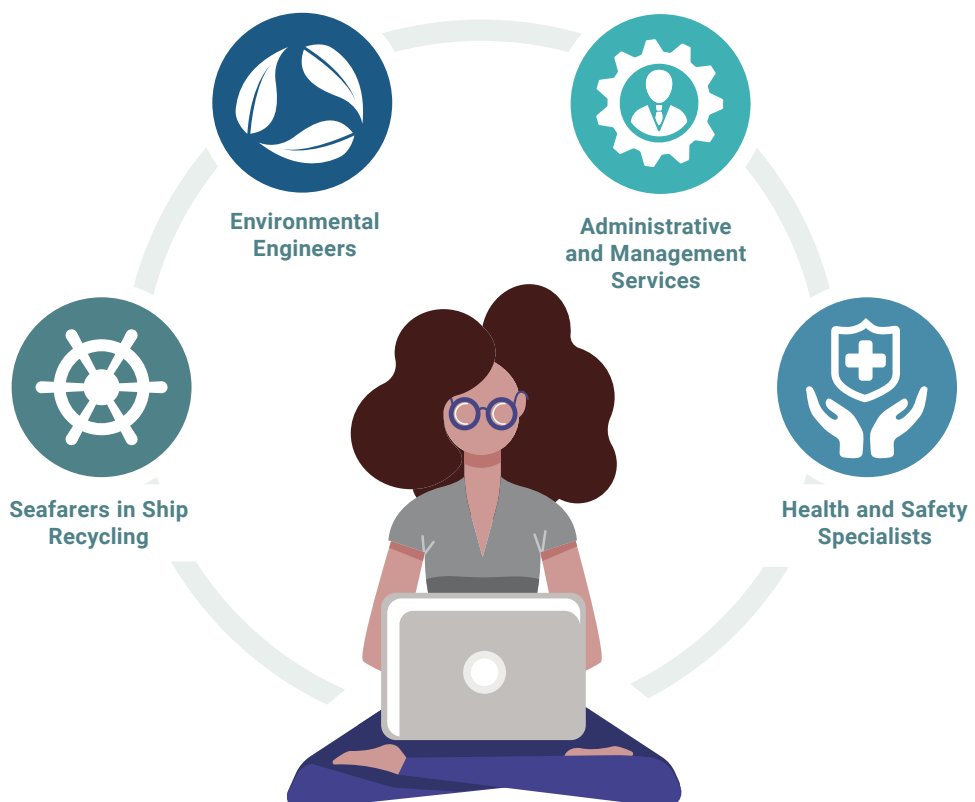


c) Health and Safety Specialists: Health and safety specialists play a critical role in ensuring the well-being of workers in ship recycling yards. Women with a background in occupational health and safety can contribute their knowledge to develop and enforce safety protocols, conduct risk assessments, and provide training to workers. Their attention to detail and commitment to safe working environments make them indispensable asset in ship recycling facilities.

d) Administrative and Management Services: Women can perform a wide range of roles within an office, ranging from administrative assistants and clerks, to HR officers or even full oversight of company managers. This group of roles could be the most suitable as an entry point into the industry in countries where women are not traditionally considered for the ship recycling sector.

Instances of Transferable Skills: Steering a career in ship recycling requires a versatile skill set. Transferable skills such as project management, problem-solving, communication, and adaptability are invaluable. Attention to detail, safety consciousness, and a commitment to environmental sustainability are also crucial in this dynamic industry. Individuals possessing these skills can seamlessly transition into roles ranging from project management and environmental compliance to safety coordination within ship recycling operations.

Main Job Groups for Women in Ship Recycling





Examples of job roles suitable for women

Broad-scale Addressing	Job description
General manager (Yard)	<p>To identify and provide adequate resources as and when required. Long term strategic planning.</p> <p>This is a process-oriented task hence women need to be technically qualified to undertake this role. Women who have sailed on ships and then trained at shipyards can take on these roles.</p> <p>Practical issues should be taken into account, particularly in relation to workforce reporting to a woman and accepting authority as a woman in this position</p>
Production Manager	<p>Responsible for overall production/activities of the ship recycling facility.</p> <p>Women can enter this job role if they have a naval or marine background.</p> <p>Practical issues should be taken into account, particularly in relation to workforce reporting to a woman and accepting authority as a woman in this position.</p>
HR and Administration officers and clerks	<p>Work related to human resources and administration. Good understanding of the processes and roles.</p> <p>Low hanging fruit-very possible to have women in this role subject to them having a good understanding of the processes and roles.</p>
HSE officer/ Supervisor	<p>To ensure safer and pollution-free work</p>
Customs and VAT clerk	<p>Office-based documentation and legal work related to customs and VAT</p>
Accounts officer or clerk	<p>Office-based relating to accounting</p>
Electrical/ Mechanical Engineer	<p>Preventive and maintenance work</p>
Production officer	<p>Responsible for production-related work</p> <p>Can be viewed as laborious work and prior experience required in similar roles.</p>



Broad-scale Addressing	Job description
Production Supervisor	To supervise all the production work at the ship recycling facility
Production foreman	To supervise production work at the ship recycling facility
Crane operator	To operate the crane
Winch operator	To operate the winch
Security guard	Work related to security at the facility
Cook	To cook for the staff at the facility
Cutterman	Gas cutting operations
Helper to cutterman	To stay with cutterman for assistance
Wire group	Wire arrangement work at the yard, on the ship and at the shore for cut block pulling
Mud Group	Yard cleaning wok, mud cleaning from cut block received
Bottle Group	LPG and Oxygen Cylinder Handling work
Oil Group	Oil collection from ships tank, tank cleaning work
Welder	Welding work
Welder helper	To stay with the welder for assistance
Fitterman	Pipeline opening and removal, machinery and main engine dismantling from inside of the ship





Steps to Initiate a Career in Ship Recycling

Educational Background

Pursue relevant education in fields such as environmental science, engineering, maritime studies, or occupational health and safety to build a foundational understanding of the industry.



Networking

Engage with industry professionals through networking events, seminars, and online forums to gain insights and establish connections that can open doors to opportunities.



Internships and Apprenticeships

Seek internships or apprenticeships within ship recycling facilities to gain hands-on experience and develop practical skills.



Certifications

Acquire certifications related to ship recycling, such as environmental management or occupational health and safety, to enhance credibility and marketability.



Stay Informed

Keep abreast of industry trends, regulations, and advancements through continuous learning and participation in relevant workshops or courses.



Showcase Transferable Skills

Highlight transferable skills on resumes and during interviews, emphasizing how these skills can contribute to the unique demands of ship recycling roles.

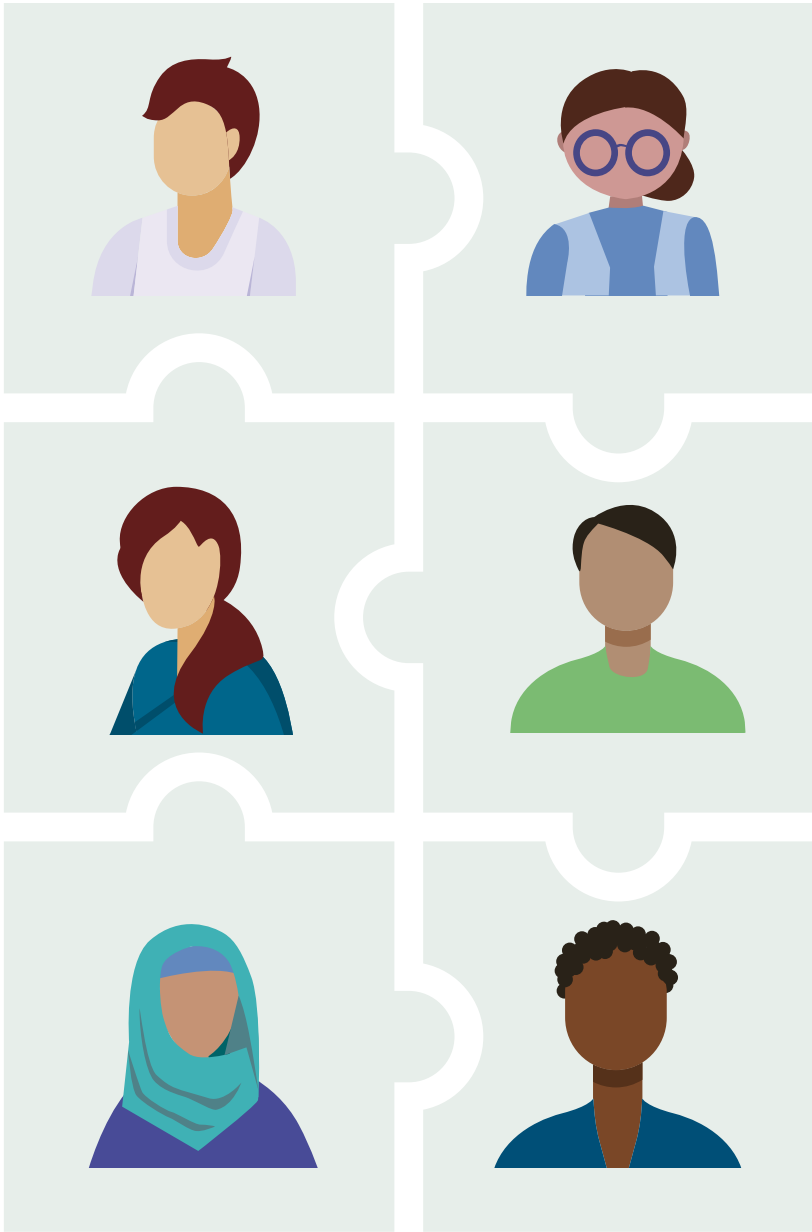


Mentorship

Seek mentorship from experienced professionals in the field who can provide guidance, advice, and insights into building a successful career in ship recycling.



5





RECOMMENDATIONS FOR COMPANIES TO ESTABLISH AN INCLUSIVE WORKPLACE

Inclusive Language: A Foundational Pillar



In the ship recycling sector, language is not just a tool for communication; it plays a potent role in shaping attitudes, perceptions, and workplace culture concerning gender. The use of inclusive language is paramount in creating a more welcoming, respectful, and equitable environment for all employees, irrespective of their gender identity. Here are comprehensive guidelines to foster the use of inclusive language:

a) Gender-Neutral Pronouns: Encourage the widespread use of gender-neutral pronouns such as “they/them” when referring to individuals whose gender identity is unknown or who explicitly prefer non-binary pronouns. This simple linguistic shift signifies profound respect for diverse gender identities and promotes inclusivity.

b) Avoiding Gendered Language: Eradicate gendered terms and replace them with neutral alternatives. This linguistic transformation not only respects the diverse workforce but also dismantles the outdated notion that certain roles are inherently linked to a specific gender.

c) Titles and Salutations: Promote the use of gender-neutral titles and salutations. These titles ensure that individuals are addressed respectfully and without making unwarranted assumptions about their gender identity.

d) Written Communication: Scrutinize official documents, policies, manuals, and communication materials to ensure they employ inclusive language that reflects the entire spectrum of the ship recycling workforce. Revision and re-evaluation are pivotal steps towards dismantling any unintentional gender bias embedded in written documents.



Training and Workshops: Nurturing Awareness and Understanding



Gender sensitization training and workshops serve as invaluable tools for raising awareness and deepening understanding of gender-related issues among employees at all organizational levels. The effectiveness of these programs hinges on various crucial considerations:

- a) Tailored Content:** To maximize impact, customize training programs to align with the specific needs and challenges encountered within the ship recycling sector. Incorporate relevant case studies, real-life scenarios, and industry-specific examples to ensure that the content resonates with participants.
- b) Involvement of Leadership:** Secure the active participation of senior management and supervisors in the training process. Their presence underscores their commitment to promoting gender sensitivity, setting a vital tone for the entire organization.
- c) Interactive Sessions:** Develop a culture of active participation and open dialogue during workshops. Encourage participants to share their experiences, ask questions, and engage in constructive discussions. An interactive approach ensures that the training is engaging, memorable, and effective.
- d) Continuous Learning:** Extend the impact of gender sensitization efforts by conducting periodic follow-up sessions. These sessions serve to reinforce gender sensitivity principles, address emerging issues, and ensure that the momentum for change is sustained over time.

Monitoring and Evaluation: The Compass of Progress



To gauge the effectiveness of gender sensitization efforts and ensure ongoing progress, continuous monitoring and evaluation are indispensable components of the strategy. These measures encompass:

- a) Collecting Data:** Gather gender-disaggregated data to monitor and track the representation and experiences of different genders within the ship recycling sector. Data-driven insights enable targeted interventions and facilitate evidence-based decision-making.
- b) Surveys and Feedback:** Regularly conduct surveys and solicit feedback from employees to understand their experiences and perceptions concerning gender sensitivity within the workplace. This practice empowers employees to voice their concerns and provides vital insights for improvement.
- c) Addressing Issues:** Swiftly and transparently address any reported incidents of harassment, discrimination, or gender-related biases. Employees must feel confident that their concerns are taken seriously and that the organization is committed to maintaining a safe and equitable workplace.



Family-Friendly Policies



Recognizing that employees have diverse caregiving responsibilities outside of work, it is essential for the ship recycling sector to implement comprehensive family-friendly policies that not only support work-life balance but also promote inclusivity and employee well-being. The following policies exemplify the sector's commitment to these principles:

- a) Flexible Working Hours:** To accommodate the various personal commitments of employees, such as childcare or eldercare responsibilities, offering flexible working hours can make a significant impact. This flexibility empowers employees to manage their work schedules in a way that aligns with their caregiving duties, reducing stress and allowing them to be more productive.
- b) Parental Leave:** An integral part of family-friendly policies is the provision of generous parental leave for both mothers and fathers. This ensures that employees have the necessary time and support to care for their children during critical stages of development. By encouraging fathers to take advantage of this leave, gender roles in caregiving can be redefined, promoting greater equality within families.
- c) Remote Work Options:** In today's technologically advanced world, remote work has become a viable option for many roles. Where feasible, providing opportunities for remote work offers employees the flexibility to balance their work and personal lives effectively. This not only benefits employees but can also lead to increased retention rates and improved job satisfaction.
- d) Child Care Support:** The ship recycling sector can take a proactive approach by partnering with local childcare providers to offer on-site or subsidized childcare facilities for employees' children. By doing so, the sector not only makes it more convenient for employees to access childcare but also demonstrates a commitment to supporting employees' family needs.

Equal Opportunities



Promoting equal opportunities within the ship recycling sector is paramount for creating an inclusive workplace that values individuals based on their skills, qualifications, and potential. The following strategies are pivotal in achieving this goal:

- a) Transparent Promotion Processes:** To ensure that promotions are fair and based on merit and performance rather than gender, it is crucial to have transparent promotion processes in place. Clearly communicating promotion criteria and assessing employees objectively can help eliminate biases that may exist.
- b) Training and Development:** Equal access to training and professional development opportunities should be provided to all employees, regardless of their gender. By investing in the growth and skill development of all staff, the ship recycling sector ensures a level playing field for career advancement.



Key policies for establishing an inclusive workplace





c) Mentorship and Sponsorship: Establishing mentorship programs to support the career growth and advancement of individuals from underrepresented genders can be transformative. Mentorship fosters a sense of belonging and provides valuable guidance, helping employees reach their full potential.

d) Affinity Groups: Encouraging the formation of affinity groups or employee resource groups dedicated to gender diversity can create a sense of community and support for individuals of different genders. These groups can serve as platforms for networking, sharing experiences, and advocating for gender equality within the workplace.

Monitoring and Accountability



To ensure the effectiveness of efforts to create an inclusive workplace, it is crucial to establish robust monitoring and accountability mechanisms. This helps track progress and holds individuals and organizations accountable for promoting gender sensitivity. The following steps are essential in this regard:

a) Key Performance Indicators: The ship recycling sector should establish key performance indicators (KPIs) related to gender diversity and inclusivity. Regularly tracking progress against these KPIs allows organizations to measure the impact of their initiatives and adjust strategies as needed.

b) Diversity and Inclusion Committee: Forming a dedicated committee responsible for monitoring gender-related issues, proposing initiatives, and overseeing their implementation is instrumental. This committee should comprise diverse voices and have the authority to advocate for change at all levels of the organization.

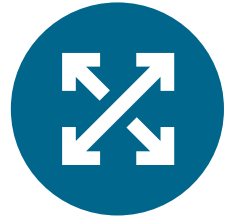
c) Regular Assessments: Conducting regular assessments of workplace culture, employee satisfaction, and the effectiveness of gender-sensitive practices is essential. These assessments provide valuable insights into areas that may require improvement and ensure that the ship recycling sector remains committed to its inclusivity goals.

Creating an inclusive workplace in the ship recycling sector involves a holistic approach that encompasses family-friendly policies, equal opportunities, workplace safety, awareness campaigns, and a culture of monitoring and accountability. By actively promoting gender sensitivity and embracing diversity, the maritime industry can attract and retain a talented and diverse workforce. Building an inclusive workplace requires the collective efforts of all stakeholders within the ship recycling sector, and the rewards of a diverse and harmonious work environment are well worth the investment. As the sector continues to evolve and adapt, its commitment to inclusivity will drive positive change and contribute to a more equitable and prosperous future for all employees.

6



Dealing with gender-related issues requires a multifaceted approach that encompasses the establishment of effective complaint mechanisms, the utilization of mediation and conflict resolution, the provision of gender sensitivity training for managers, the empowerment of employee resource groups, and the promotion of gender sensitivity beyond the workplace. By actively addressing and resolving gender-related challenges and fostering a supportive and inclusive environment, the ship recycling sector can become a beacon of gender equality. Such initiatives inspire positive change not only within the sector but also in the broader community. Embracing gender sensitivity benefits not only individual employees but also the industry as a whole, contributing to its growth, prosperity, and positive reputation as a leader in promoting gender equality and inclusivity.



BROAD-SCALE ADDRESSING OF GENDER-RELATED ISSUES

Complaint Mechanisms



A robust and confidential complaint mechanism is an indispensable pillar of creating a workplace that addresses gender-related issues promptly and effectively. In navigating this complex terrain, it is vital to establish a structured process for reporting incidents of harassment, discrimination, or gender bias. The following comprehensive steps should be considered when establishing a complaint mechanism:

- a) Accessibility:** Ensuring the complaint mechanism is easily accessible to all employees is paramount. This includes providing clear and straightforward instructions on how to report incidents. Accessible reporting empowers employees to come forward without hesitation.
- b) Confidentiality:** Guaranteeing the confidentiality of complainants and witnesses is essential to encourage openness and protect individuals from potential retaliation. Knowing that their identity and concerns will be safeguarded promotes trust in the reporting process.
- c) Impartial Investigation:** Upholding the principles of fairness, complaints should be thoroughly and impartially investigated. In cases where multiple departments are involved, cross-departmental collaboration can provide a comprehensive perspective on the matter at hand.
- d) Timely Resolution:** Aim to resolve complaints promptly while maintaining a fair and transparent process. Timely resolution not only minimizes the impact on the affected parties but also underscores the organization's commitment to addressing gender-related issues swiftly.



Mediation and Conflict Resolution



In situations where conflicts arise due to gender-related issues, mediation can be a valuable tool for facilitating resolution. Mediation is a voluntary process that involves an impartial third party who helps the involved parties communicate and reach a mutually acceptable resolution. The following steps can enhance the effectiveness of mediation:

- a) Trained Mediators:** Designate trained mediators who possess a deep understanding of gender sensitivity and conflict resolution techniques. These individuals can guide discussions towards constructive outcomes while ensuring a safe and respectful environment.
- b) Voluntary Participation:** Ensure that participation in mediation is entirely voluntary. It is essential that all parties involved feel comfortable with the mediation process and perceive it as a constructive means of resolving their issues.
- c) Confidentiality:** Maintaining the confidentiality of mediation proceedings is critical to create a safe space for open and honest communication. The assurance of privacy encourages participants to express their concerns and explore potential solutions openly.
- d) Follow-up and Support:** Offer ongoing support to employees involved in the mediation process. Effective follow-up ensures that the agreed-upon resolutions are working effectively and allows for adjustments if needed. It also demonstrates the organization's commitment to the well-being of its employees.

Gender Sensitivity Training for Managers and Supervisors



Managers and supervisors hold pivotal roles in maintaining a gender-sensitive workplace. Providing them with specialized training in gender sensitivity equips them with the knowledge and skills necessary to foster a respectful and inclusive environment. Comprehensive training should address the following key areas:

- a) Recognizing Biases:** Educate managers and supervisors about unconscious biases and how these biases can impact decision-making and employee interactions. Awareness of biases is the first step towards mitigating their effects.
- b) Conflict Resolution:** Equip them with tools and strategies to address and resolve gender-related conflicts within their teams effectively. Effective conflict resolution skills are vital for maintaining a harmonious work environment.
- c) Leading by Example:** Encourage managers and supervisors to lead by example, modeling behaviors that promote gender sensitivity in their interactions and decision-making. Their actions set the tone for the entire organization.



d) Empathy and Active Listening: Develop their ability to empathize with and actively listen to the concerns and experiences of their team members. Empathetic leadership fosters trust and open communication within teams.

Empowering Employee Resource Groups



Employee Resource Groups (ERGs) or affinity groups can be powerful allies in promoting gender sensitivity within the ship recycling sector. These groups offer a space for individuals from diverse genders to come together, share experiences, and propose initiatives to enhance inclusivity. To support ERGs effectively, consider the following actions:

a) Recognition and Support: Acknowledge the importance of ERGs and provide them with the necessary resources and funding to support their initiatives. ERGs are often at the forefront of driving positive change within an organization.

b) Collaboration: Encourage ERGs to collaborate with management to implement gender-sensitive policies and practices. Their unique perspectives and experiences can contribute valuable insights to decision-making processes.

c) Representation: Ensure that ERGs have meaningful representation in decision-making processes within the organization. This ensures that their voices are heard and their initiatives are taken seriously.

Promoting Gender Sensitivity Beyond the Workplace



Promoting gender sensitivity in the ship recycling sector extends beyond the confines of the workplace and encompasses interactions with stakeholders, partners, and the broader community. To achieve this holistic approach, consider the following strategies:

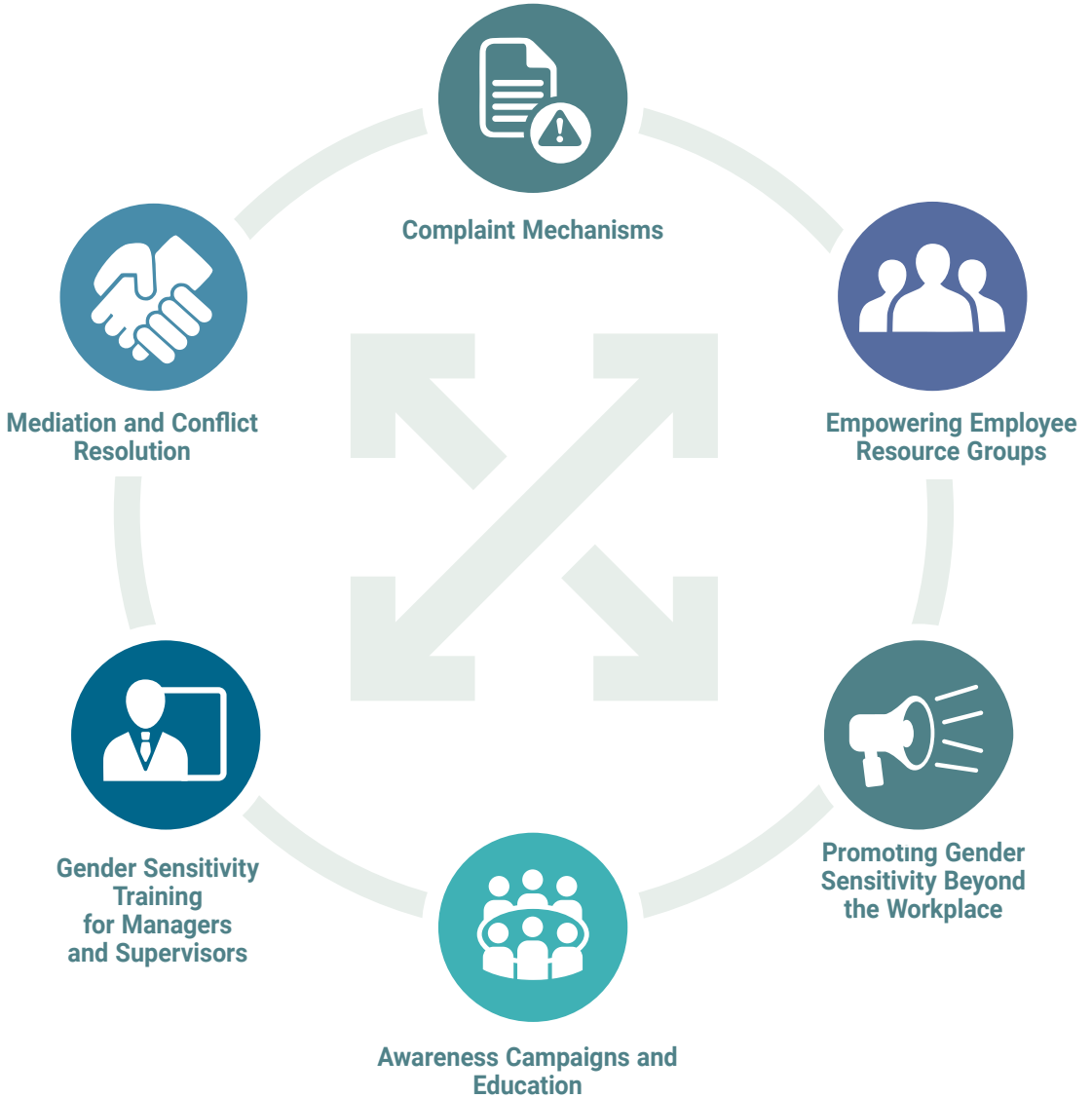
a) Gender-Sensitive Outreach: Ensure that marketing and communication materials avoid reinforcing harmful gender stereotypes. By portraying a diverse and respectful image in external communications, the sector contributes to changing societal perceptions.

b) Partner Engagement: Encourage partners and stakeholders to adopt gender-sensitive practices and policies. Collaborative efforts with partners can amplify the impact of gender sensitivity initiatives and promote positive change across the industry.

c) Community Initiatives: Participate in community initiatives that promote gender equality and diversity. Engaging with the community not only fosters goodwill but also demonstrates the sector's commitment to being a responsible and inclusive member of society.



In-house strategies for addressing and preventing gender-related issues





Awareness Campaigns and Education



Building gender sensitivity and inclusivity requires continuous efforts in raising awareness and providing educational initiatives throughout the ship recycling sector. These initiatives help create a workplace culture that values diversity and respect. Consider the following strategies:

- a) Gender Sensitivity Workshops:** The ship recycling sector should continue conducting gender sensitivity workshops and training programs to reinforce the importance of inclusivity and address evolving challenges. These workshops promote empathy, understanding, and open dialogue among employees.
- b) Educational Materials:** Distributing informational materials, posters, and pamphlets that promote gender sensitivity, diversity, and respect in the workplace can be a constant reminder of the sector's commitment to inclusivity. These materials serve as educational tools and encourage conversations about gender-related issues.
- c) Events and Forums:** Organizing events, seminars, or webinars that feature guest speakers and experts discussing gender-related topics and experiences in the ship recycling sector can be highly impactful. These forums provide opportunities for employees to learn from experts and engage in meaningful conversations that promote inclusivity.

