



SEANERGY

DECALOGUE FOR PROMOTING GENDER EQUALITY AND WOMENS' PARTICIPATION IN THE MARITIME SECTOR



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1

SHOWCASING THE GENDER-NEUTRALITY OF EXPERTISE

Expertise is not defined by gender. The outdated notion that men are better suited for maritime careers needs to be regularly challenged. The focus must be placed on the diverse set of skills, knowledge and experience that women can develop and bring to thrive in maritime-sector careers.

Introducing maritime careers to children's minds at an early age is key. Parents, educators, tutors and role models play a vital role in sparking curiosity and enthusiasm for the maritime sector, regardless of gender.

2

RAISING CHILDREN AWARENESS OF THE MARITIME WORLD

3

EMPHASIZING THE SKILL-BASED RATHER THAN PHYSICAL STRENGTH. MARITIME JOBS

Aptitudes, not physical strength, are the foundation of success in the maritime industry. Today's maritime professionals need a diverse skill set that includes IT, critical thinking, and entrepreneurship. By focusing on these competences, we can open up new opportunities for women and debunk the prejudices and challenge the traditional image of the maritime worker.

We need to integrate maritime-related topics into the curriculum at all levels, from primary school to higher education. By making maritime careers a visible and attractive option for girls, we can help them envision a rewarding future in this exciting field.

4

INCULCATING THESE VIEWS IN ALL LEVELS: FROM PRIMARY SCHOOL TO HIGHER EDUCATION

5

PROCURING EQUITABLE HIRING PRACTICES WHERE QUALIFICATIONS AND EXPERTISE ARE CENTRAL NOT GENDER

Provide development opportunities and optimise employment. Hiring processes should be transparent, objective, and free from gender bias. The most qualified candidates must be chosen regardless of gender, background or family situation.

Set targets for gender representation in maritime positions. Implement initiatives to attract and retain women in the maritime industry.

6

ADOPTING MORE POLICIES THAT ACTIVELY PROMOTE A DIVERSE WORKFORCE

7

EQUAL HIRING POSITIONS, BECAUSE YOU ARE LOOKING FOR AN EXPERT WITH A SPECIFIC PROFILE

We should aim at recruiting the best talent, regardless of gender. Evaluate candidates based on their skills, experience, and qualifications. Promoting a merit-based hiring system that rewards excellence benefits the whole maritime sector.

Celebrate and promote women in maritime leadership roles. Always support women aspiring to leadership positions. Break down barriers and create pathways for women to break the glass ceiling.

8

ENHANCING VISIBILITY AND OPPORTUNITIES FOR WOMEN IN LEADERSHIP POSITIONS

9

STRIVING FOR AN ADEQUATE BALANCE BETWEEN PROFESSIONAL AND PERSONAL LIFE

Flexible work arrangements and family-friendly policies should be encouraged, acknowledging the importance of work-life balance in achieving career success and partnering with women to manage their professional and personal responsibilities.

Women's contributions, regardless of their family status, should be recognised and valued. Nurture an inclusive and supportive work environment where women feel empowered to pursue their career goals while balancing motherhood. Guarantee an inclusive and welcoming workplace culture for all.

10

EMPOWERING WOMEN TO FLOURISH IN THEIR CAREERS, REGARDLESS OF MOTHERHOOD

