

CONTENTS

Preface	v
Acknowledgements	xi
Terminology	xiii
Abbreviations	xiii
Explanatory note	xv
1 Introduction	1
Objectives	1
Methodology	2
2 Background	5
Women seafarers in history	5
Focus on recruitment	6
Focus on gender	8
3 Women seafarers' participation in world shipping	9
Numbers and distribution	9
Position in the ship's hierarchy	15
The age profile of women seafarers	18
Summary	21
4 The maritime industry: Policies and practices	23
Introduction	23
International organizations	24
The International Maritime Organization	24
The International Labour Organization	26
Governments	27
Employers	29
Shipping companies	29

	Employers' organizations	33
	Trade unions	34
	Individual unions	34
	The International Transport Workers' Federation	36
	MET institutions	37
	Policy	37
	"Appropriate" courses for women	38
	Performance	39
	Women within MET institutions	39
	Prospects in the labour market	40
	The future enrolment of women	40
	Summary	41
5	Policies in practice: The experiences of women seafarers	43
	Early experiences	43
	Reasons for choosing a seafaring career	43
	Family support	45
	Access to maritime education and professional training	45
	Working aboard ship	47
	Acceptance on board	47
	Equal opportunities and promotion	50
	Social relationships	51
	Sexual harassment	53
	Menstruation	58
	Contraception, conception and general medical health	59
	Summary	61
6	Conclusions and recommendations	63
	Women in the workforce	63
	Policies and practices relating to the employment of women	64
	Recommendations	65
	The ILO/trade unions	66
	Companies	66
	Companies and trade unions	66
	Companies/trade unions/the ILO	67
	Companies/trade unions/the ILO/training institutions	67
	Training institutions/trade unions/the ILO/trade and employer associations	67
	Registries	68
	Recommendations for further research	68

Appendices	69
Survey questionnaires:	
I Government agencies	69
II Trade unions	71
III Employers	73
IV MET institutions	78
V Women seafarers	81
Survey interview schedules:	
VI Government agencies	90
VII Trade unions	92
VIII Employers	93
IX MET institutions	95
X Women seafarers	96
XI World Bank country ratings	99
XII International instruments	100
XIII A definition of sexual harassment	107
XIV EU equality of opportunity and treatment in respect of employment and occupation: A summary	108
XV Government policy relevant to women seafarers in China: A summary	112
Bibliography	115
Index	119
Tables	
1 Distribution of women seafarers in a selection of European countries, various years	10
2 Women seafarers employed in cargo shipping companies, 2001	10
3 Women seafarers aboard cruise ships, 2000	11
4 Women's representation in seafarers' trade unions, 2001	12
5 Women students enrolled in MET institutions, 2001	14
Figures	
1 Employment of women by ship type	12
2 WMU enrolment by year of admission	13
3 Female distribution by rank	15
4 Male distribution by rank	15
5 Occupational segregation by gender: A comparison	16
6 Female distribution by region of origin (hotel sector)	17
7 Male distribution by region of origin (hotel sector)	17