

SESSIONS

WOMEN IN SHIPPING VIRTUAL SUMMIT DAY 1 - 20/09/2021

Women in Shipping Summit

20 - 21 September 2021

Live & On-demand

BYO coffee & exploring the digital platform

08:00 - 09:00

One thing we are sure you will not miss while attending Women in Shipping Virtual, is conference coffee. So, brew a cup of great coffee and log in. Take some time to familiarize yourself with the platform functionality and say hi to other participants and speakers

Chair's Opening Remarks

09:00 - 09:10

All Delegates

Keynote + Interview Women in Maritime: Amplifying our Voices

09:10 - 09:45

All Delegates

There is a good deal of talk about diversity but talking on its own makes little sense. What we've learned through our Women in Maritime series is that we need to highlight the role of women throughout the maritime industry and enable them to spread that message far and wide.

Through this series of ongoing interviews, we've started to build a knowledge base of women's experiences around the challenges and successes they've seen. What's more, women bring a unique viewpoint to the maritime industry and we've taken time with each interviewee to explore their perspectives on the now and the future and where we should be focusing our attention. This presentation will take you through key learnings from across the interviews, like what it's been like to run a port through a global pandemic or how we should be working towards attracting more women to the industry.

Top Three Takeaways for Audience

1. An example of a initiative designed to bring female voices to the forefront of the maritime industry.
2. Key learnings from the interview series and how we're looking to build this into the ongoing initiative.
3. A handful of stories from the interviews that highlight the importance of connection and sharing.

Participants

Eva Savelsberg - Senior Vice President, INFORM

Setting the Scene: Tracking gender equality through data collection - a review and the case of the port sector

09:45 - 10:00

All Delegates

Improving data availability and access especially with a view to implementing the Sustainable Development Goal (SDG 5) on gender equality and women empowerment is valuable, including for researchers in the field as well for organizations such as IMO, ILO, UNCTAD. Improving data on gender across the maritime supply chain sector is key in this regard.

Participants

Christa Sys - BNP Paribas Fortis Chair on Transport, Logistics and Ports, Department of Transport and Regional Economics, University of Antwerp

Sisangile Nduna - Assistant Researcher, University of Antwerp, Dep. Transport and Regional Economics

Resilience of Women in the Maritime Careers: En-route to sustainable maritime workplace

10:00 - 10:15

All Delegates

Women had been placing in the global maritime industry since the beginning of 1900s where they worked in different roles of shipping, chartering, brokerage, seafaring, technical departments, and naval architecture. Climbing up the ladders in their career paths had full of big challenges. The evolution of the challenges on maritime careers has transformed by years; with the pandemic situation, it has changed more than the expected.

While job descriptions have been changing, the power's definition is also in a change where it is called 'Resilience'. Resilience is typically defined as the capacity to recover from difficult life events and the importance of resilience in the maritime workplace has become more crucial.

As SheFarers Platform, we would like to enlighten how the resilience will become an asset for women's career in the maritime industry on the way to a sustainable maritime workplace and maritime companies' future.

Participants

Capt. Capt. Ayse Asli Basak - Port Captain / Co-Founder, Mid-Ship Group / SheFarers Platform

Hulya Guler - Co-Founder / Chief Officer, SheFarers Platform Turkey Unlimited/ Container Vessels

Towards a sustainable people policy; the roadmap

10:15 - 10:30

All Delegates

Participants

Margareta Jensen Dickson - Group Head of People, Stena Line

Building a diverse workforce at the UK Hydrographic Office

10:30 - 10:45

All Delegates

For the UK Hydrographic Office (UKHO), having a diverse workforce is key to ensuring we have the broad range of skills and approaches needed to support commercial shipping and enable safe, secure and thriving oceans.

That's why we've been taking significant steps to attract, retain and nurture a diverse range of people across the organisation. This includes offering support to women returning to work after career breaks; taking measures to eliminate gender bias in recruitment; our award-winning STEM outreach programme (of which 69% of our STEM ambassadors are women); and our Women's Network steering group at the UKHO.

In this talk, Cathrine Armour, UKHO Chief Customer Officer, will discuss the impact of these initiatives in addressing the gender balance, how these efforts have been sustained during the pandemic, and how the organisation will continue to support the Ministry of Defense's Diversity and Inclusion agenda.

Participants

Cathrine Armour - Chief Customer Officer / Executive Sponsor for the Civil Service SW & Wales, UK Hydrographic Office / Women's Network

Audience Q&A

10:45 - 11:00

All Delegates

Virtual Coffee Break

11:00 - 11:30

Re-defining work-life balance and the impact of COVID on women

11:30 - 11:45

All Delegates

As some businesses were unable to perform their work, others, such as maritime consultancies, were listed as 'key' or 'essential' services, meaning the impact of restrictions and lockdowns had varied impact on both personal and working life. This session studies the impact of these measures on the work-life balance, specifically of women. The methodology adopted, a casual-comparative quantitative research, based on questionnaire of 45 females employed across the globe, provides insight into global challenges of women in 2020, and long-term impact it may have on the industry.

Participants

Gosia Halliday - QHSE Manager, AqualisBraemar LOC

Public health policies: how do they tip the work-life balance?

11:45 - 12:00
All Delegates

Public health policies have been built on supporting and protecting people. Before COVID-19, policies were initiated during stable times and results were predictable. However, the pandemic needed swift action and regulatory change to protect communities. The turbulent changes between lockdowns resulted in policies which both benefitted and hindered.

Balancing ones professional and personal life was far simpler when employees were able to work in large open plan offices and there were clear cut boundaries. Now, as we work in kitchens, spare rooms and have limits on our personal lifestyles, it is easy to blur those lines. Considering seafarers as an extreme case study emphasizes the need to find real solutions to protect mental and physical wellbeing and ensure the work-life balance is stable and maintained.

We need to actively ensure new policy is not damaging our communities and individuals more than protecting them in the way they were designed.

Participants

Aideen O'Driscoll - Vice President and Director of Corporate Services, Ardmore Shipping

1001 Myths about professional women working in Dubai

12:00 - 12:15
All Delegates

Participants

Jasmin Fichte - Managing Partner, Fichte & Co.

Future of Work - Flexible work arrangements, remote working, homeschooling...buyer's remorse?

12:15 - 13:00
All Delegates

For a long time flexible work arrangements have been considered as a solution to working mothers. 2020 created the perfect test environment, leading all of us to ask what are we going to keep moving forward and what does the future of work look like? What about childcare and paternal leave? What are companies likely to adopt as working routines beyond 2021 and what does that mean for women, mobility and access?

Participants

Jasmin Fichte - Managing Partner, Fichte & Co.

Gabriela Koren - Sales Coordinator for Spare Parts, Filtersafe

Audience Q&A

13:00 - 13:15
All Delegates

Women Seafarers' Wellbeing During COVID-19

13:15 - 13:30
All Delegates

In light of the present COVID-19 situation and severe restrictions on crew changes, the overall health and wellbeing of seafarers has increasingly become a matter of concern. The Re:refresh wellbeing edition is based on the standard Re:refresh survey, but with a particular focus on psychological and social aspects. This presentation will provide some insights on the wellbeing of the 208 female seafarers that participated in the Re:refresh survey conducted during the COVID-19 pandemic. The full survey involved 27 companies generating 16,977 responses from over 87,000 seafarers from all around the world.

Break for Lunch

13:30 - 14:15

Challenges and opportunities for women entering the maritime sector

14:15 - 14:30
All Delegates

A love of travelling and the prospect of a long-term career attracted Ulrika to the maritime sector, with her first role being a tour escort in hospitality in 1994. Since then, she has gained vast experience in the shipping sector with positions including tour manager and executive PA and a stint as a port lecturer specializing in Scandinavian ports. Ulrika's current role sees her managing repairs and administration at SeaTec, part of global ship management company, V.Group.

Ulrika will touch on her experiences to date and discuss how the sector has changed over the years, with safety becoming central to all operations. She will outline the challenges and opportunities that lie ahead and explain why she passionately believes the sector is an excellent career choice for women.

Participants

Ulrika Quist - General Manager, SeaTec Repairs, V.Group

Gender balance in the Cruise Industry

14:30 - 14:45
All Delegates

On a ship of average size and weight in tonnage of 65000 Tons, carrying an average of 2950 persons, including 2200 passengers and 750 crew members, we find that the number of female crew members is only 153 against 597 male crew members. Of these, and this can be extrapolated to a cargo ship, the crew members in positions of absolute responsibility on board a ship, in other words, those who must be employed on board for the smooth running of the ship, are mainly men. In fact, women on board cruise ships are usually mainly in charge of customer welfare, ensuring that the passengers' stay is to their liking and solving any problems that may arise during their stay on board.

Taking into account the above mentioned in this text and remembering that for Covid-19 reasons we did not have passengers on board, we observe that there are no women occupying positions that are indispensable for the basic functioning of the ship.

Participants

Laura Rodriguez Reina - Artist, MSC

Role models for women seafarers

14:45 - 15:00
All Delegates

In this session we discuss the findings obtained through 47 structured online interviews of women seafarers between 201-2018 within GECAMET scientific study. Respondents are women leaders with successful careers on board. Some was data collected from women leaders defined as ex-seafarers working in managerial positions on shore. Results of the interviews provide an excellent scientific source for inspirational leadership.

Participants

Cristina Dragomir - Vice President / General Secretary, European Center for Social Responsibility / WISTA Romania

Exploring potential career opportunities in Marine Autonomous Surface Ships (MASS)

15:00 - 15:15
All Delegates

Marine Autonomous Surface Ships (MASS) are being built and operated at an ever increasing rate as technology continues to develop. The worldwide MASS market is worth \$1.1bn annually and this figure is expected to grow by 6.96% in 2025.

In this session, I aim to explore these new opportunities. From offering a different perspective to seafaring positions, through to emergent roles in marine robotics and engineering. I plan to explore existing barriers and challenges in encouraging and retaining women in the maritime industry and specifically how these new opportunities in the MASS sector can provide long-term prospects for a more equal gender-balance in the maritime industry.

Participants

Ann Till - Ann Till Chief Vessel Operator, Ocean Infinity

Audience Q&A

15:15 - 15:25
All Delegates

Virtual Coffee Break

15:25 - 15:45

Keynote MAKING THE WORKPLACE BETTER FOR WOMEN

15:45 - 16:25
All Delegates

Learn what are the best practices across industries that can make you an employer of choice for women. Understand the impact of language and policies on your employees growth and loyalty. Find ways to assess your workplace culture and welcome more voices and perspectives.

Participants

Eileen Scully - Founder and CEO, The Rising Tides

The Human Touch: The net value of face-to-face interaction at work and in business

16:25 - 17:05
All Delegates

COVID has changed the way we work in many ways and the most poignant is the lack of, or dramatically reduced face to face interaction. In this session we ask our panelists to reflect on the impact of this

- the way we do business: what, if any variances can be observed in the level and quality of business agreements, given that such a central part of business - networking, could not be carried out?
- the way we work with each other: what, if any differences have emerged in the way people interact with peers and business leaders in the context of remote work and a conceivably flatter organization?
- the way we feel about our work?

Participants

Niki Makri - Managing Director, CSM Energy

Audience Q&A

17:05 - 17:20
All Delegates

- How do you measure and assess the impact of your D&I strategy, or how is it done in your organization?
 - How do you ensure your strategy is relevant and meaningful to all the employees in your organization?
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Virtual Drinks & Sharing Stories

17:20 - 18:20

Unfortunately, this time, we cannot offer you a refreshing and well-deserved drink at the end of day so you bring your own drink and we bring the entertainment.

SCHEDULE

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12:00	12:00 - 1001 Myths about professional women working in Dubai 12:15 - Future of Work - Flexible work arrangements, remote working, homeschooling...buyer's remorse?
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SESSIONS

WOMEN IN SHIPPING VIRTUAL SUMMIT DAY 2 - 21/09/2021

Women in Shipping Summit

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Live & On-demand

Virtual Morning Coffee

08:30 - 09:00

Chair's Intro

09:00 - 09:05

All Delegates

Kenote: Why Cognitive Diversity is no longer a competitive advantage

09:05 - 09:20

All Delegates

The macro-challenges we are facing are bringing home the realisation that we cannot solve new problems with old solutions. We need diversity of thought to design a better, more sustainable future. It becomes evident that diversity in the workforce, in other words cognitive diversity, is no longer a progressive nice-to-have, but a condition of survival.

Participants

Jill Carson-Jackson - President, Nautical Institute

Power Talk| How to tell it's time to make the move and where to start?

09:20 - 10:00

All Delegates

2020 has been a seismic year for many of us. Redundancies, organisations going out of business, role restructures and questions on the sustainability of our professions and objectives have dominated last year and reverberate into this one. As such, many of us have found ourselves asking: Is it time to make a change? If so, where to start?

Participants

Jacqueline Zalapa - Partner, Campbell Johnston Clark

JD Rajan - Global Counsel for Cargo Claims and Strategic Support, Maersk

Power Talk| Brand women as leaders today

10:00 - 10:20

All Delegates

If you do find it's time to make a change, one place to start might be to ensure you are presenting yourself in the absolute best light possible and that your achievements and value stand out to potential employers as they do in your own mind. This is called personal branding and it's a great resource to help you move up at every level of your career.

Participants

Gina Panayiotou - Concept Founder, It's ALL about Shipping

Career Clinic - What you wish you had known about career planning, training and transition

10:20 - 11:05

All Delegates

Our panel of seasoned professionals reflect on their trajectory so far to determine what shortcuts they might have missed, or knowing what they know now, how it would influence their choices. We invite our audience to participate with their experiences or questions.

Participants

Phaedra Gibson - Global Service Training Director, Smiths Detection

Angie Hartmann - Executive Vice President - Crew Affairs, Starbulk

Claudia Paschkewitz - Managing Director, Hanse Bereederung GmbH

Audience Q&A

11:05 - 11:20

All Delegates

Participants

Gina Panayiotou - Concept Founder, It's ALL about Shipping

Jacqueline Zalapa - Partner, Campbell Johnston Clark

JD Rajan - Global Counsel for Cargo Claims and Strategic Support, Maersk

Virtual Coffee Break

11:20 - 11:45

Mental Hygiene - the key to a balanced lifestyle

11:45 - 12:00

All Delegates

Mental hygiene is highly effective for maintaining resilience on board, but it is often overlooked and undervalued. Good mental hygiene - just like a healthy diet and regular exercise - has a tremendous impact on how we deal with our emotions and crisis situations. Knowledge about mental health tools and the correct way to apply them is vital for cultivating mental strength in the face of adversity.

Participants

Sophia Onken - Partner, Mental Health Support Solutions

Nutrition and Mental Health

12:00 - 12:15

All Delegates

Even though one of modern life's well-established truths is that nutrition is closely linked to mental and physical health, it is also something that is often neglected or ignored. In a time when our routines have drastically changed, it's time to go back to nutrition school.

Participants

Nichole Stylianou - Nutritionist, MCTC

Boost your confidence: what is really blocking you?

12:15 - 12:30

All Delegates

To take your career to the next level, talent and knowledge is not enough. You need to have confidence to speak in social situations, convince senior management and present in front of an audience.

Following Pauliina's spirited talk, you will be able to:

- Know what the most common fears causing anxiety and lack of confidence are
 - Understand what is really blocking you PERSONALLY to get to even higher leadership position
 - Have more clarity on what you want to achieve
 - Discover three main points in my method to overcome fears
 - Take three simple, actionable steps to implement straight away in the workplace
-

Vaccination, travel restrictions and insecurity - best practices and advice for dealing with anxiety

12:30 - 13:15

All Delegates

Anxiety over the vaccine, the pace of vaccination and what it means for the future of work and life at large, insecurity over jobs in the short and long-term, the impact of the crisis on kids, their health and prospects, isolation, depression - all of these have become commonplace. In this session we talk about tools that have proven effective and how to build and keep a healthy support system.

Audience Q&A

13:15 - 13:30

All Delegates

Break for Lunch

13:30 - 14:00

Digital coaching & mentorship - does it work? What are the limitations?

14:00 - 14:15
All Delegates

Switching to remote work and operations means the majority of training and professional development has become digital. What does this mean for mentorship and coaching programmes? Can meaningful relationships be built and developed in the absence of face to face interaction?

The digital company and your profile: Making the most of the equal access to people in your organisation

14:15 - 14:30
All Delegates

The transition to remote working is shaping up to be a double-edged sword for visibility and and personal profile. How to avoid slipping into anonymity and instead, leverage the flattening of organizations as a consequence of prolonged remote working?

The post COVID landscape for women in maritime: new opportunities for gender equality?

14:30 - 14:50
All Delegates

COVID-19 has had a profound impact on societies and industries worldwide and none more so than in shipping, the instrument of globalisation. COVID is having a regressive impact on gender equality generally, setting women further apart from men across a range of metrics. COVID has also negatively impacted the image of shipping employment with many seafarers experiencing unprecedented extended contracts and others left uncertain about continued employment. These issues combined are acting as barriers to attracting young diverse talent into the industry.

We now need to think of a post COVID world and the future of seafaring recruitment. This presentation will be asking what does it take to create an attractive, smart and sustainable working environment in the EU Shipping sector?

Participants

Kate Pike - Director / Associate Professor Emeritus, Field-Research / Solent University

Sue Terpilowski OBE - Managing Director, Image Line, President of WISTA UK & Chair Maritime UK - Women in Maritime Taskforce and Executive Editor Sea News

Cadets Panel: Young men and women reflecting on the industry and their own career plans and hopes

14:50 - 15:35
All Delegates

In this session we invite a group of young people to tell us how they see the industry, what their career plans and hopes are and what diversity means to them.

Audience Q&A

15:35 - 16:05
All Delegates

Wrap up

16:05 - 16:15
All Delegates

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