

Fall 2006



Women reach for high notes in male world

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As WISTA's Singapore conference takes a practical theme, writes James Brewer, Ginger Rogers always matched the punishing pace of her dance partner Fred Astaire. He was the choreographer in the perfect screen duo, but Ginger injected those thrilling extra steps - in high heels, too.

Today, when women are contributing that little extra pizzazz on the commercial scene, the partnership is rather out of kilter. In European boardrooms, women occupy just 8.5% of the seats. A similar intentional or unintentional quota probably applies to the maritime sector worldwide. Many women have qualified for and hold responsible jobs in shipping and other branches of the law, but in insurance, on the high seas and in certain specialised sectors including shipbroking, they are very much a minority.

One of the brightest women in the industry, Malin Andersson, believes she had to spend twice the amount of time as any man would have done in the junior ranks before joining Wallenius Wilhelmsen and becoming the company's first female shipmaster.

Women are bringing talent and enthusiasm to industries that sorely need them. They are reaching top positions and filling specialities all along the line, but there remain obstacles - for instance, the glass ceiling, the glass cliff (the first scenario where there is a secret embargo appointing women to high posts, the second where they are deliberately pitched into the most tricky positions) - even in this year of grace, 2006. The imbalance is being addressed by some targeted measures, but more practically by the ladies getting on with it and showing they can handle complex and arduous jobs as well as, or better than, the men.

Symbolising the latter approach is the title of the 2006 annual conference of the Women's International Shipping & Trading Association. The organisation's leaders spurned a gender theme and went for the following: Feeding the Asian Dragon - The Challenge for Shipping. In other words, the gathering, at Singapore's Swissotel the Stamford, will largely address practical and economic themes in its three days of talking sessions and technical and company visits, from September 27 to 29. WISTA has gone from strength to strength since it emerged from a Christmas party of London brokers and traders in 1974. Its mixture of

educational events and networking has led it to convene its first international conference in Asia, appropriately in Singapore, where a plethora of female ability and acumen has been recognised, more so than in most other countries.

WISTA's conference has ventured outside Europe only twice before, to New York and to South Africa, and the latest voyage is just as exciting as it will increase the focus on an area with a huge potential for membership growth. Too many women are far too modest, says Norwegian marine insurance expert Marita Scott, currently president of Wista International. Wista can help them. Equally, women are determined to rely on their own strength. One woman we met told us that as a teenager, the men scoffed at her ambition to be a shipbroker. "You had better start smoking, drinking and swearing and wearing a tie," miserable males told her. She stood her ground and replied: "No - I want to retain my femininity and my personality."

This special report is the second from Lloyd's List that seeks to celebrate some of the 'unsung heroines' as well as the 'sung heroines' on a worldwide basis. We might be criticised for omitting some very special people, but, dear readers, we could have included many thousand more.

One of the focus areas this time is women who spend, or have spent, much of their time at sea. When the UK based officers' union Numast carried out a survey and published a report called Fair Play six years ago, it found some awful examples of harassment and bad treatment. The union had sought to pinpoint problems after a study by the International Transport Workers' Federation highlighted instances of discrimination and prejudice suffered by many women transport workers.

Numast has continued to campaign for the industry to adopt meaningful guidelines to deal with the problem, and Mark Dickinson, the union's assistant general secretary, has driven the equal opportunities policies that were developed for the UK in direct response to the report and then extended across the European Union.

Yes, most companies officially have equal opportunities policies, but there is a lack of dedication sometimes over their implementation. Numast has joined with the employers' body, the Chamber of Shipping, to pursue higher training goals. A spokesman for the union says: "We certainly believe women need to be encouraged by the industry, and this represents a good opportunity for shipowners to help tackle the growing skills shortage."

Agreement with the latter view comes from Neera Malhotra, who is in charge of all crew-related matters in the Directorate General of Shipping in Mumbai. Ms Malhotra says that India has gained prominence in the world maritime industry by providing well-trained seafarers. "There is a great talent in the country which can be channeled effectively into shipping. Globally, there is an acute shortage of manpower on board the vessels, and this is the right time to promote women in this field."

The old excuses are crumbling. As Ms Malhotra says: "With improvement in technology, no longer is the work on board arduous in nature, and as a result, it is very easy for women to take up this profession and fare well." Many will agree with her formula for increased representation of women in the maritime sector:

- Promulgating specific policies to encourage women to take up shipping as a profession, by providing assured employment opportunities.
- Effectively propagating the maritime profession by highlighting the positive aspects such as monetary benefits, post-sailing land-based employment opportunities, promotion avenues and the right to maternity benefits.
- Introducing policies to create appropriate employment conditions on board for security and safety, non discrimination, equal employment and promotion opportunities.
- A pro-active role from the shipowners/shipmanagers in ensuring adequate representation of women on each vessel, which will pave the way for easy acceptance of women as part of the maritime industry.
- Representation of women in all the governmental, non governmental and international organisations.
- Trade unions to play a pivotal role in ensuring adequate and appropriate employment conditions for women seafarers.
- Generating an awareness in society of the employment opportunities in the maritime sector.
- Gender sensitisation should be a part of all courses at training institutes for cadets.

In some areas, it will be especially difficult to secure women's rights. Interestingly, many of the campaigners for radical reforms in the shipbreaking industry are women and they have become technical as well as political experts. It is they who have pointed out that while overwhelmingly a male trade, in ship demolition women are often the victims as they are the ones left without a husband, brother or father when accident, disease or illness strikes.

Anyone who writes off the capacity of women from developing countries will be sadly mistaken. Women from the Philippines, for instance, are now proving fine officer material, just as their male counterparts have done. Women of Indonesia as yet provide few seafarers, but the tide is turning. Women in India are taking on the matriarchal heritage of strong administration and governance within their society in place of the subservience once demanded of them.

Ms Malhotra says: "I am sure if a concerted effort is made by governments, shipowners, trade unions and the international and national organisations, the day is not far off when women will play an indispensable role in the maritime industry." She believes that this will provide Lloyd's List with a banner for a future report to replace the rather passive title of Women in Shipping. That will be along the pro-active lines of: How Women are Developing Shipping. *



Maine Maritime Academy Honors Distinguished Alumni

CASTINE, Maine - Maine Maritime Academy (MMA) honored its best and brightest at a ceremony held in early November. The college formally recognized alumni success and achievement, student academic success, and faculty achievement at its annual Celebration of Achievement on Thursday, Nov. 9, 2006.

Included among those recognized were three outstanding college alumni. All were inducted into the college's Wall of Honor. Initiated in 1997, the college's Wall of Honor was created to recognize

alumni, who, through achievements in professional and civic life, have brought honor to themselves and to Maine Maritime Academy. Inductees are selected from nominations made at large by alumni and the public. Selection criteria prescribes that candidates be a graduate of Maine Maritime Academy and own, be a president, chief executive officer, or chair of the board of directors of a company; have been elected to the office of mayor, governor, U.S. House of Representatives or Senate; have achieved the rank of flag officer in a branch of the military; have achieved significant prominence or lifetime achievement in a chosen field. Advanced education, professional awards and honors, community service, and voluntary service to Maine Maritime Academy is also considered for selection. The annual selection process is carried out by a committee comprised of members of the Wall of Honor.

The 2006 Maine Maritime Academy Wall of Honor induction ceremony recognized the career accomplishments of Samuel J. Collins of Downingtown, Pa.; Capt. Deborah Doane Dempsey, of Bellingham, Wash.; and Capt. Stephen W. Dick, of Richmond, Texas.

Capt. Deborah Doane Dempsey, MMA Class of 1976 and a Colombia River Bar Pilot, was cited by the college for her distinguished seafaring career and for her pioneering role in the maritime industry as a professionally licensed woman merchant mariner. Dempsey graduated from Maine Maritime Academy as valedictorian of her class and as the first female graduate of any maritime or service academy in the United States. She began her career with Exxon Co. as a Third Mate. She later moved to Lykes Bros. S.S. Co. where she advanced to Master Mariner, becoming the first American woman to achieve the rank and to command a cargo ship on international voyages. She was the first woman to become a regular member of the Council of American Master Mariners. During the Persian Gulf War, she became the only woman among nine ship captains to earn the U.S. Navy's Meritorious Public Service Award.

Debbie Dempsey, cont.

Debbie Dempsey, cont.

Dempsey gained further public and professional praise for her seafaring ability when she successfully completed a daring rescue of a drifting freighter threatening to crash onto North Carolina's Frying Pan Shoals. As a result of the event, Dempsey and her crew earned the United Seaman's Service AOTOS Honored Seamen Award, The Seamen's Church Institute Lifesaving Award, the American Merchant Marine Seamanship Trophy and a letter of commendation from President Bill Clinton.

As a professional ship pilot on the treacherous Columbia River Bar, Dempsey is responsible for the safe passage of commercial vessels in the area. Dempsey has served as Pilot Commissioner for the Oregon Board of Maritime Pilots and is a Director of the Bellingham Bay Community Boating Center. She is the co-author of the book, "The Captain's a Woman, Tales of a Merchant Mariner" and was featured in the PBS documentary, "Shipping Out: The Story of American Seafaring Women".

In addition to her undergraduate degree from MMA, Dempsey holds a B.A. from the University of Vermont. She was also awarded a doctor of science, *honoris causa*, degree from Maine Maritime Academy in 1994.

His current executive oversight is substantial, including the North Sea, West Africa, The Caspian Sea, the Middle East, India, Southeast Asia, the Far East, U.S. domestic operations, new construction, engineering and technical services, and international marketing.

The 2006 inductees join 48 distinguished alumni honorees with a framed photograph and biographical sketch permanently displayed in the college's Wall of Honor located in the Kresge Room of the Harold Alford Student Center. The display serves to pay tribute to those alumni inductees for their achievement, but also to allow their accomplishments to serve as inspiration to current students and fellow alumni to strive for excellence. ✨

BOATERS MUST NOT OPERATE 121.5/243 MHZ EPIRBs AFTER 31 DECEMBER 2006

WASHINGTON - The Coast Guard reminds all boaters that beginning January 1, 2007, both 121.5 and 243 MHz Emergency Position Indicating Radio Beacons (EPIRBs) are prohibited from use in both commercial and recreational watercraft. Boaters wishing to have an emergency rescue beacon aboard their vessel must have a digital 406 MHz model.

The January 1, 2007, date to stop using 121.5 MHz EPIRBs is in preparation for February 1, 2009, when satellite processing of distress signals from all 121.5/243 MHz beacons will terminate. Following this termination date, only the 406 MHz beacons will be detected by the International Cospas-Sarsat Satellite System which provides distress alert and location data for search and rescue operations around the world. In the U.S., users are required by law to directly register their beacon in the U.S. 406 MHz Beacon Registration Database at: <http://www.beaconregistration.noaa.gov/> or by calling 1-888-212-SAVE. Other users can register their beacon in their country's national beacon registration database or, if no national database is available, in the International Beacon Registration Database at <https://www.406registration.com/>.

Anne Mosness Receives Norwegian Commercial Club King Neptune Award for 2006

The King Neptune award was initiated to continue the recognition of individuals or organizations for outstanding contributions to the North Pacific fishing industry. The award is to honor individuals whose contributions have furthered the economic growth, well being and recognition of the industry. The award is intended to honor long-term commitments and contributions to the industry as well as breakthrough contributions.

Anne Mosness started her career on the Salmon Banks when she wanted to watch her dad bring in his gillnet and he lashed her to the light mast of the F/V Jenny Lou so she wouldn't fall overboard. Though she loved

adventure and helping him, it was an era when girls weren't encouraged to follow in the footsteps of fishing fathers, so she got a university degree. But one summer as a deckhand with her dad in Egegik began a career of 28 fishing seasons on the Copper River Flats, Bristol Bay, and Washington waters.

The tradition of fishing has been strong in the Mosness family: her father continued to come to Alaska until he was 84 and her son began fishing at the age of ten. For four summers there was 70 years between the oldest and the youngest on their Bristol Bay boat. Both of Anne's parents, Pete & Tink, are legendary for their political activism and concern for the fishing fleet. Her son has just bought his first gillnetter and her daughter fabricates wiring harnesses for vessels.

On June 16th, 2001, the same day her boat burned in Alaska, she stepped into a new career as researcher and consultant on marine and fisheries issues with the Institute for Agriculture and Trade Policy, and more recently, Public Citizen and National Environmental Trust.

Anne Received a W.K. Kellogg Food and Society Policy Fellowship, and has represented the fishing industry at a UN World Food Summit and Slow Foods Conference in Italy, and other global and national forums.

As former president of the Women's Maritime Association, Anne worked for passage of safety measures thru Congress, and has spent the last decade fighting against Washington's net ban initiatives, promoting the health benefits of wild fish, and educating media elected officials, conservation groups and consumers about the differences between farmed and wild salmon.

Anne has brought an image of family fishing to interviews with CNN, Christian Science Monitor, Chicago Tribune, NBC, Northwest Cable News, and other national and regional media, and knows that every fishing family has their own story to tell. She believes that the public is intrigued about where foods on their dinner plates come from, and that we have many reasons to be proud of the heritage of fishing, wholesome seafoods we provide, and the values, skills and knowledge that are passed on through generations.

In the summer of 2006 she returned to Egegik as operations manager for Peter Pan Seafoods, dispensing daily run summaries, cookies, weather and fish reports to the fleet.

Anne's contributions to the benefits of wild fish have been enhanced by the developing the Go Wild campaign to educate consumers and help bring up the prices of wild salmon as part of the process. ✨



Scholarships Available for Women in Maritime Careers

WMA has recently become aware of a scholarship that is available for women who are seeking careers in the maritime industry. The source of this money is The Brier Foundation, created by Pinky Brier. Pinky was a pioneer in the aviation industry and through perseverance and hard work, she made a name for herself and achieved financial success. It was always her desire to help other women who wanted to work in transportation, and in 2004 she set up a foundation to provide scholarships to women in the fields of maritime and aviation. The foundation is managed by her niece, Sandy Pinkert. The foundation is rare in that it recognizes that maritime education is not always college accredited. Although a portion of the money goes to maritime academy students, the Brier Foundation also funds hawsepipers, This is especially timely considering all the new U.S. Coast Guard requirements for training. For more information, visit the Brier foundation web site at www.thebrierfoundation.org, e-mail pinkyflies@thebrierfoundation.org, or call 1-866-746-5913 (1-866-pinky1flies)

BRIER FOUNDATION SCHOLARSHIPS FOR WOMEN IN MARITIME TRANSPORTATION.

REQUIREMENTS:

Undergraduate – a Junior or Senior enrolled in a Maritime Academy in a program leading to a career at sea.

GPA of at least 3.25

Graduate – enrolled in a Maritime graduate program in the field of navigation, bridge officer, or naval engineering leading to a career at sea.

GPA of at least 3.25

Non-Academy Merchant Mariner – enrolled in a maritime school for a Merchant Marine License or Merchant Mariner Document

REQUIRED IN THE APPLICATION PROCESS:

Transcript if applicable

Proof of USCG accepted qualifying sea service – if applicable

Essays

Letters of recommendation – 3 professional and 2 personal (not immediate family)

Copy of licenses or certificates currently held – example: maritime document

Signed scholarship agreement

DHS issues TWIC Final Rule- Press Release

WASHINGTON – The Department of Homeland Security (DHS) today (January 3, 2007) announced the issuance of the final rule for the Transportation Worker Identification Credential (TWIC) program, which enhances port security by checking the backgrounds of workers before they are granted unescorted access to secure areas of vessels and maritime facilities. The rule was posted publicly on TSA's web site Jan. 1, 2007 and has been delivered to the Federal Register for posting in the coming days.

The rule lays out the enrollment process, disqualifying crimes, usage procedures, fees and other requirements for workers, port owners, and operators. These guidelines allow the industry, government and public to prepare for the implementation of this important security program.

The Transportation Security Administration (TSA) and the U.S. Coast Guard held four public meetings around the nation and received more than 1,900 comments regarding the initial draft of this federal rule. Comments were filed by workers, port facility owners and operators, small businesses and others who would be affected by the new program. All comments were carefully considered in the development of the final rule.

The rule is expected to impact more than 750,000 port employees, longshoreman, mariners, truckers and others who require unescorted access to secure areas of ports and vessels. Specific measures include:

- Security threat assessment – TWIC applicants will undergo a comprehensive background check that looks at criminal history records, terrorist watch lists, immigration status, and outstanding wants and warrants. If no adverse information is disclosed, TSA typically completes a security threat assessment in less than ten days.
- Technology – The credential will be a Smart card containing the applicant's photograph and name, an expiration date, and a serial number. In addition, an integrated circuit chip will store the holder's fingerprint template, a PIN chosen by the individual, and a card holder unique identifier.
- Eligibility – Individuals lacking lawful presence and certain immigration status in the United States, connected to terrorist activity, or convicted of certain crimes will be ineligible for a TWIC.
- Use – During the initial rollout of TWIC workers will present their cards to authorized personnel, who will compare the holder to his or her photo, inspect security features on the TWIC and evaluate the card for signs of tampering. The Coast Guard will verify TWIC cards when conducting vessel and facility inspections and through spot checks using hand-held readers to ensure credentials are valid. Until card reader technology is tested and a regulation issued on access control, facility owners and operators will not be required to utilize TWIC readers for facility access.

- Cost – The fee for TWIC will be between \$139 and \$159, and the TWIC cards will be valid for 5 years. Workers with current, comparable background checks including a HAZMAT endorsement to a commercial driver's license, merchant mariner document or Free and Secure Trade (FAST) credential will pay a discounted fee, between \$107 and \$127. The exact amount of the fee will be established and published once an enrollment support contract is finalized in early 2007. A subsequent Federal Register Notice will be issued at that time.
- Biometric data – Applicants will provide a complete set of fingerprints and sit for a digital photograph. Fingerprint checks will be used as part of the security threat assessment. Fingerprint templates extracted from the biometric data will be stored on the credential.
- Privacy and information security – The entire enrollment record (including all fingerprints collected) will be stored in the TSA system, which is protected through rolebased entry, encryption and segmentation to prevent unauthorized use. Employees of a vendor under contract to TSA known as "Trusted Agents" will undergo a TSA security threat assessment prior to collecting biometric and biographic data of TWIC enrollees. All enrollee personal data is deleted from the enrollment center work stations once the applicant completes the process.

TWIC enrollment will begin in March of 2007, initially at a small number of ports. The implementation will comply with the schedule established in the SAFE Port Act. Additional TWIC deployments will increase and continue throughout the year at ports nationwide on a phased basis. Workers will be notified of when and where to apply prior to the start of the enrollment period in their given area. After issuance of TWIC cards to a port's workers has been accomplished, DHS will at each port establish and publish a deadline by which all port workers at that port will thereafter be required to possess a TWIC for unescorted access.

While developing the regulation for TWIC in the summer and fall of 2006, TSA completed name-based security threat assessments on port employees and longshoremen. These assessments against terrorist watch lists and immigration data sets were an interim measure and did not include the criminal history records check that will be a part of TWIC.

The final rule is available on TSA's web site at www.tsa.gov/twic and more information on port security is available at the U.S. Coast Guard's Homeport site, <http://homeport.uscg.mil>, by clicking on the Maritime Security link.

Check out our book list on the web: www.womensmaritimeassoc.com

We post new additions to the book list as we become aware of them. Please let us know if you would like to see a book added to the list. Even better- tell us what you thought of it and we'll post your review. Contact us at: info@womensmaritimeassoc.com.

Join the WMA - Women's Maritime Association

Send to: Women's Maritime Association
PMB 743
1916 Pike Place #12
Seattle, WA 98101

WMA dues are \$35.00 annually. Please pay at the beginning of the year, or if joining later, prorate dues at \$2.90 per month and add \$35.00 for the next full year. For Canadian and other foreign memberships, please pay in U.S. funds and add an additional \$4.00 annually for postage.

Yes, I want to join WMA. Enclosed is _____.

I am renewing my membership. Enclosed is _____.

Please fill out the following information being sure to indicate if you'd like to be listed in the next WMA directory. The directory is sent **only** to individual members.

NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE _____ YEARS IN MARITIME INDUSTRY _____

EMAIL ADDRESS: _____

EMPLOYER/SCHOOL: _____

JOB DESCRIPTION: _____


Would you like to be listed in the next directory? _____

We want your photos!

WMA is looking for photographs of women working on their vessels to use on the opening page of our web site: www.womensmaritimeassoc.com.

Please e-mail any digital photographs to info@womensmaritimeassoc.com, or send snail mail to:

WMA
PMB 743
1916 Pike Place #12
Seattle, WA 98101



The Women's Maritime Association is an informational and support network of seafaring women and men. Established in 1980, WMA is based in Seattle, with members from all over the United States and several other countries. Our membership includes women who work on ferries, tugs, fishing vessels, tankers, deep sea merchant ships, yachts and delivery vessels, as well as women who are seeking employment in the maritime and fishing industries, or who are students in maritime training programs.

WMA's purpose is to promote communication among women and men in maritime industries. Our newsletter provides a forum for exchanging information on employment, health and safety, training, and the achievements of our members. As a network, WMA provides mentoring and leadership, historical references, humor and camaraderie.

Check out our MSN group for our own Job Board, General Message Board, Picture Album, Calendar and More!

Our Web site has a new look!
Check it out-
www.womensmaritimeassoc.com

Return to:
Women's Maritime Association
PMB 743
1916 Pike Place #12
Seattle WA 98101