



# The Impact Of Gender Sensitization Training For Candidates Undergoing Pre-Sea And Post-Sea Competency Courses – A Case Study Of Training Ship Rahaman

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**Abstract:** The research paper examines the impact of Gender Sensitization training for candidates undergoing pre sea and post sea competency courses in Training Ship Rahaman.

Gender Sensitization training has become crucial to addressing biases, fostering mutual respect, and creating a more inclusive environment for all. Gender sensitivity is a concept that aims to remove the barriers created by discrimination and gender prejudice. Creating a gender-sensitive setting fosters mutual understanding among people of all genders. This course will focus on addressing key concerns and bring about thought and conversation on aspects that will be critical to gender sensitization in the maritime industry. Less than 1.28% of seafarers are women (as per BIMCO/ICS 2021 Seafarer Workforce Report) and much can be done to increase this percentage to a healthier balance. In India, we are still evolving and currently women seafarers represent only 0.7% of active Indian seafarers. (Directorate General of Shipping, 2023)

*Index Terms - Gender Sensitization, Maritime, Women, Empower, Training.*

## I. INTRODUCTION

### Gender Sensitization

Gender Sensitization is the teaching of gender sensitivity and encouragement of behaviour modification through raising awareness of gender equality concerns. Gender discrimination refers to biased treatment of women or girls as well as men and boys which in turn is a consequence of deep-rooted normative beliefs about usual traits, behaviour and roles of women and men. (Pareek, 2022)

**Women in Maritime History:** Factually, women have faced barriers for entering into the maritime industry. The only available route for them to join ships was via marriage or by being born as captain's daughter. (Directorate General of Shipping, 2023)

**Women on board in history:** Traditionally, women were not wanted on board of a ship; superstition rather saw them as bringing bad luck. However, main captains of ten took their wives and families along. In the early 20th century few pioneering women even started seafaring trainings; some in boy disguise (Feldkamp 2017).

### **Women in Indian Maritime**

Prior to 1988, there was a limited opportunity for female sailors to create a name for themselves in the maritime sector. When the International Maritime Organization (IMO) launched a global initiative for the Integration of Women in the Maritime Sector, it was the first constructive move toward embracing them as an integral member of the community. In 1991, the doors to women to enter into seafaring profession were opened by the Government of India. Since then, the number of women seafarers has been growing consistently and at present, there are about 1,600 active women seafarers. These include 186 certificated officers, 96 officer trainees and about 1,300 women working on Cruise Liners / Passenger Ships. Women seafarers have risen to all ranks right up to the captain of the ship, Chief Engineer, Electro-technical Officer, Ship's Medical Officer, Chief Cook and Chief Steward, etc. (Directorate General of Shipping, 2023)

### **Why is gender important in teaching?**

Gender is a constitutive element in organisational structures and disciplinary cultures of science and research since the science system is historically male-dominated. Disciplinary cultures comprise the cultural order, symbolisms and practices of a discipline, dynamic processes, which form values, patterns and behaviours of the members of a discipline and which, furthermore, have an impact on the teaching and learning culture. Prevailing concepts of femininity and masculinity and respective role expectations have been recognised to be the barriers in academic career development for women. (Britta Thege, 2020)

### **Empowering women in Maritime Role:**

Thanks to the international campaigns, including the United Nations (UN) Millennium Development Goals (MDGs) in 2000 followed by the Sustainable Development Goals (SDGs) in 2015, the importance of encouraging women to work in the maritime sector has been generally acknowledged across countries. The IMO launched a publicity video to promote positive change for women seafarers, called 'Women at the Helm', 2 and the Busan Declaration was adopted as a conclusion to the conference, requiring a further advancement of unified efforts to support women seafarers. Such efforts were followed up by the IMO's World Maritime Day (WMD) 2019 theme: 'Empowering women in the maritime community' by corresponding to SDG 5 (Achieve gender equality and empower all women and girls. In recent years, more Maritime Education and Training (MET) institutions have opened their doors to women for enrolment in navigation and marine engineering courses.

Consequently, the advancement of women seafarers is slow and it seems that the many initiatives have failed to facilitate the engagement of the industry. (Victor Oyaro Gekara, 2021)

### **Is there a Need for gender Sensitization?**

A major concern in the context of gender stereotype are that these often operate in a subtle manner because these are considered as obvious truths to the extent that it becomes extremely difficult if not impossible to even reckon and decode these stereotype. Most often, these are practiced unconsciously and unknowingly.

For example- Unequal wages are given to women for doing equal and similar work as done by men is a common practice in labour markets. The justification over such unequal wages are given on the ground that women lacks, the required skill, they prioritize family over work. They are more suited for soft jobs as compared to men. Their earnings are considered as secondary source of Income for the household so on and so forth. In order to address this stereotype, one needs to be gender sensitive which basically means being informed about the gender equality concern and act accordingly to this end. Needless to mention that, gender sensitization is an imperative not only for the development of sensitive individuals but also of a society that is devoid of sexist biases. It is however important to mention here that gender sensitivity does not put women against men. Rather it inculcates an open-mindedness which allows an individual to unpack the unseen nuance of gender constructions and to determine the validity of such gender construction and it widens the horizon life choices for both women and men.

### **What is the importance of Gender sensitization.?**

Gender Sensitization enables people to critically review their personal beliefs and opinions they have been socialized into which is very important to flag few gender issues which one should be conscious about for being an informed and gender sensitive individual. Several Studies on violence point out that children who had experienced gender-based violence being committed in the home in their childhood are more likely to consider violence against women as normal. Thus, men absorb to use brutality and women learn to tolerate it. Intimate companion violence therefore is learned social behaviour. Hence, the familiar context is the most important site for gender sensitization for the children learn, whatever is practiced at home.

### **Is there any role of Gender Sensitization in Education?**

Gender stereotypes are mostly learned through socializations processes and perpetrated by the education received since childhood. Schools, colleges and institutions of higher education play an important role in reproducing the gender stereotypes which boys and girls have already imbibed from their familiar environment. The learning materials, text books etc often underscore subtle biases in favour of asymmetric gender roles and characteristics. Often in most disciplines knowledge is produced by man and sometimes for male readers. Male writers tend to select examples from the everyday experiences, illustrations, examples, case studies, presentation of role models etc which is used to substantiate the study content which are frequently rooted in cultural stereotype of gender. As pointed out before, the content of curriculum and the manner in which it is produced is of extreme relevance in the context. The school curriculum should include lessons on psychological and physiological changes of adolescents such that the boys and girls become aware of their bodies. They should also be educated about the difference between sex as biological and gender as social construct. Education must enable them to understand the various facets of gender discrimination in our societies and question the stereotypical construction of masculinity as well as femininity and refrain from engaging in any form of sexual conquests. Fortunately, many business publishers now include instruction writing on gender sensitive lines into their common guidelines.

## Steps which has been taken up by the Government of India for Gender sensitization?

The Ministry of Education has recommended the Government of the state to advocate the gender sensitization. Some of the steps suggested include the following.

1-Re-Examination of text books and curriculum in the light of gender sensitivity, conducting a minimum of 2-3 days of gender module where all the teachers shall be present at the training programs of yearly in service.

2-Adding of an account of gender sensitivity criterions go advanced gender sensitivity in classroom as well as co-curricular activities.

3-Self-defence training for girls in physical education classes from upper primary onwards as the major revisions are in the process in the curricula of all levels and boards. For e.g. -The present physical and health education syllabus for class one to class 10 refined by NCERT, based on NCF 2005 Contains chaptered relating to human anatomy, safety and security, protecting others, health and safety and self-defence. Introduction of gender studies and value-based education has also been proposed under the school syllabus The CBSE (Central Board of secondary education) is also undergoing for the introduction of modules based on gender sensitization. To equip teachers and assist students accord with stereotype concerning women from an early age program of master trainer for analysed and stimulated model teachers and stimulated counsellors, gender sensitive trainers or teachers copy and student activity card from class 1 to class 12. Apart from this, A task force was also constituted by UGC i.e. University Grants Commission in January 2013 to analyse the standards for confirming women safety on various campuses and programs on the topic of gender sensitization. Courses on women's studies gave also been mandated in all universities and colleges across the country with the assumption that such courses would help in instilling gender sensitivity among the young minds through regular academic's programs, workshops, discussions and other such activities. The NCERT also has a Department of Gender Studies (DGS) under its wing which worked towards addressing power relations and gender inclusivity in the Indian society and also advises the centre and the states in executing policies and programs in the area of gender studies. (Pareek, need of gender sensitization, 2022)

## PURPOSE OF THE STUDY:

The main purpose of Gender sensitization Training in Training ship Rahaman is to promote awareness by educating seafarers on gender related issues, biases, and stereotypes in the marine sector and to create a respectful and diverse work place. Enhancing safety and wellbeing of all crew members encouraging inclusive behaviour and developing positive attitudes and behaviour that foster a safe workplace, free of discrimination and harassment. Gender sensitization helps in improving team work and productivity fostering culture, morale and overall efficiency on board. Encouraging more women to join and thrive in the marine sector by bridging the gender gap in maritime industry.

I.

## RESEARCH METHODOLOGY AIM

Gender sensitization training is crucial in Maritime Industry where diversity and inclusion are essential for a safe and productive environment at work. Introducing such training in pre-sea and post-sea competency

courses helps candidates developing respect, awareness of rights and responsibilities and equal opportunities, improve teamwork and overall professional excellence at sea.

## OBJECTIVES

- To promotes awareness and understanding gender related issues biases and challenges face by all genders.
- To foster an inclusive workplace culture, ensure compliance with international standards and prevent discrimination and harassment.
- To helps build more professional respectful and inclusive Maritime industry with the help of gender sensitization training.

## HYPOTHESIS

Relationship between positive impact on participant and gender sensitization course in Training Ship Rahaman.

**H<sub>10</sub>:** There are no positive impacts of Gender Sensitization course on participants at Training Ship Rahaman.

**H<sub>1a</sub>:** There is positive impact of Gender Sensitization Course on participants at Training Ship Rahaman Institute.

## LIMITATION

- There are limited numbers of Maritime Institutes in India.
- My case study is in Training Ship Rahaman because it's known for being one of the best Maritime Institute in India.
- Training Ship Rahaman was nearest and easily accessible Maritime Institute.
- Number of seafarers are very less in India; therefore, we should spread more awareness regarding Maritime Institute and provide Gender Sensitization training to promote awareness and understanding gender related issues, biases and challenges faced by all genders.

## REVIEW OF LITERATURE:

### History of Training Ship Rahaman:

Training Ship Rahaman is established in the year 19K GROUND Orphanage by the Late Haji Ismail Yusuf, it was converted to a Marine School and later College by his eldest son Sir Mohamed Yusuf and has the unique distinction of not only being the first and the only one of its types in South Asia, but also the first to train Indians as Officers for the Merchant Marine. This Nautical Training Institute was later renamed as "Training Ship Rahaman" in 1972 by the late Chairman (Emeritus), Mr. A. Rashid Yusuf, in memory of his father Mr. Abdul Rahaman, the first President of the Managing Board (and the eldest son of Sir Mohamed Yusuf). This pioneering Establishment has over the last nine decades, served the Marine community with dedication. The Institution conducts Pre-Sea Courses besides various other STCW Courses on its premises. The courses are recognised by the Directorate General of Shipping, Ministry of Shipping, Government of India." The Institute has Marine Museum established in 1912, which is now India's oldest marine museum.

### Material and Methods:

- **Primary data:** Data is collected with the help of questionnaire which was carried out in Mumbai Marine Institute with the following Matrix.
- A Questionnaire will be distributed online to TSR Candidates and staffs with around 80 samples in google form regarding their opinion and knowledge about Gender Sensitization training. ii) Observation
- **Sample selection:** purposive sample section/Random
- **Sample size:** 100
- **Secondary Data:** Google, Internet, Books, Research

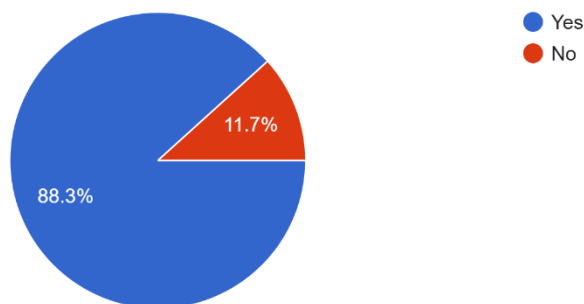
## IV. RESULTS AND DISCUSSION

Based on my Survey from candidates, staffs and observed behaviour changes 81% of the Population in Training Ship Rahaman are Male and 18% is Female. It is very much important to spread awareness through Gender Sensitization training for pre-sea and post-sea candidates in Maritime Training Institutes to increase awareness of gender related issues, biases, and workplace challenges after undergoing training.

### DATA ANALYSIS

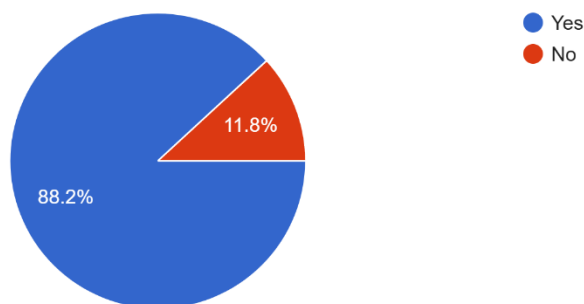
Do you know what is Gender Sensitization ?

77 responses



Can education help break the cycle of gender -based discrimination?

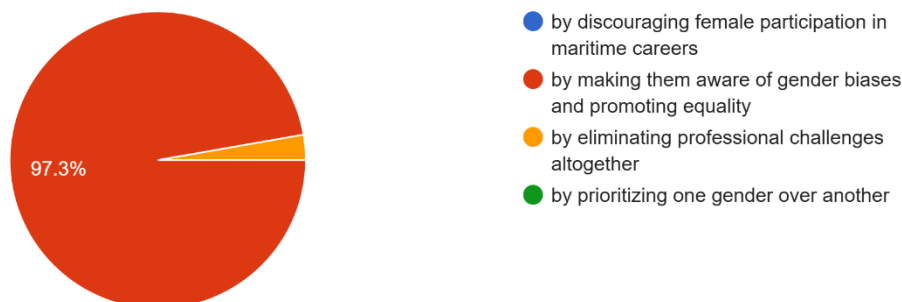
76 responses





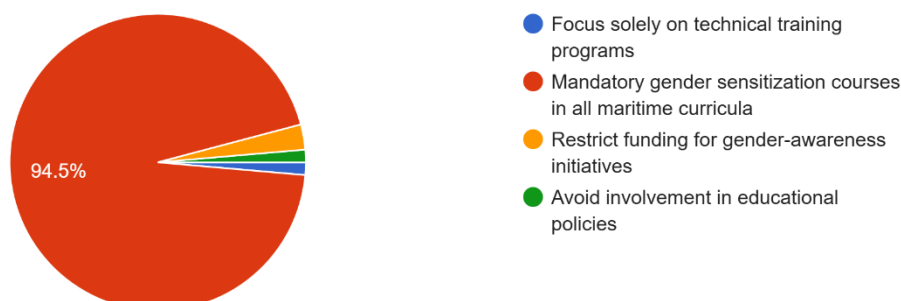
how can gender sensitization courses benefit cadets in maritime institutes?

73 responses



Which of the following should the government implement to promote gender sensitization in maritime institutes?

73 responses



## CONCLUSION:

Gender sensitization training has a significant positive impact on maritime professionals, particularly in fostering awareness and enhancing inclusivity. Continuous reinforcement, institutional commitment and cultural shifts are essential for long-term success. By integrating gender sensitization training into education and workplace we can create a respective environment where everyone is treated with dignity and respect regardless of gender. Training, policy implementation and leadership support will ensure sustainable progress in achieving gender equality in the maritime industry.

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