

UNESCO CHAIR CONFERENCE 2025

GENDER, DISASTER AND WELL-BEING



INSPIRATION FOR FEMALE SEAFARERS FROM THE OFFSHORE WIND INDUSTRY

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Outline

- 01** Introduction & Methodology
- 02** Career Development and Considerations for Female Seafarers
- 03** Career Inspiration from the Offshore Wind for Female Seafarers
- 04** Findings and Recommended Actions



01 Introduction: A New Frontier for Women at Sea

Traditional Shipping:

Female seafarers often faced gender discrimination, isolation, and limited career mobility.



(Carballo Piñeiro & Kitada, 2020; Commission et al., 2020; Guo & Liang, 2012; Guo, 2019; Hansen & Jensen, 1998; Jewan, 2023; Justesen & Javornik, 2023; Kate Pike & Zhang, 2021; Laura Carballo Pineiro, 2020; Lim, 2023; Magramo, 2012; Mathew, 2015; Narayanan et al., 2023; Ozabor et al., 2023; Pike, 2016; Pike et al., 2021; Tang, 2023; Tseng & Pilcher, 2024; Zhao et al., 2017).

Offshore Wind:

Taiwan ranks first in the world for female representation in the offshore wind industry.



(According to a study by the Women in Business Network of the British Chamber of Commerce Taipei and the UK Renewables Committee),

Might the offshore wind sector offer a more inclusive environment for female seafarers?

01 Introduction: A New Frontier for Women at Sea

The research questions:

1. What are the career development patterns and key considerations for female seafarers?
2. How does the offshore wind service sector serve as a source of career inspiration for female seafarers?
3. Through what pathways can the offshore wind industry empower female seafarers?

Qualitative Research

This study is based on in-depth interviews and analyzes the data using the grounded theory. Basic Information of the seven Interviewees details are shown in the table above.

ID	Age	Work Experience
FW01	43	Bulk carrier, container ship, offshore wind barge
FW02	28	Oil tanker, maritime engineering vessel (AHTS)
FW03	34	Container ship, research vessel, offshore wind Service Operation Vessel (SOV)
FW04	35	Bulk carrier, LNG carrier, offshore wind Crew Transfer Vessel (CTV)
FW05	36	Bulk carrier, offshore wind Ocean Construction Vessel
FW06	37	Passenger ship, container ship, offshore wind Crew Transfer Vessel (CTV)
FW07	34	Bulk carrier, offshore wind Service Operation Vessel (SOV)

01 Introduction: A New Frontier for Women at Sea

AHTS

Anchor Handling Tug Supply Vessel

A specialized vessel for anchor handling and towing, commonly used in offshore energy sectors.



SOV

Service Operation Vessel

A vessel designed for long-term operation and maintenance of offshore wind farms, with accommodation facilities and dynamic positioning systems.



CTV

Crew Transfer Vessel

A smaller, fast vessel for daily transfer of technicians between shore and wind turbines.



Ocean Construction Vessel

A large vessel used for offshore foundation construction and subsea cable installation.



Career Development and Considerations for Female Seafarers

02 Career Development and Considerations for Female Seafarers



Early Career Realities

- Salary was the key motivation
- Fewer job opportunities for women
- Cautious navigation of workplace dynamics
- Weighed dignity vs. job security in harassment cases

Mid-Career Turning Points

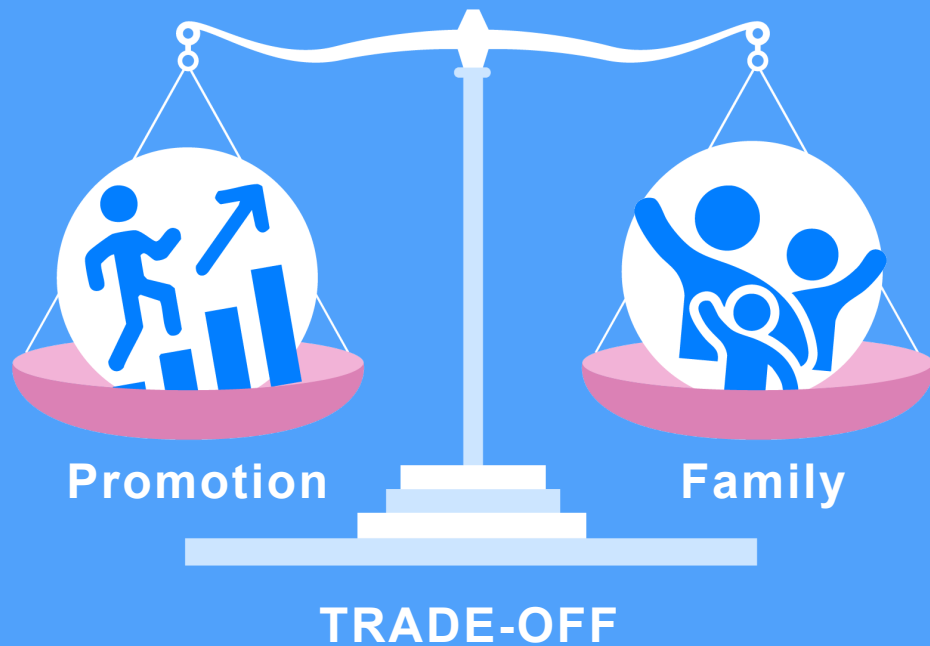
- Gained sea-time and savings (“first pot of gold”)
- Faced gender bias in promotion systems
- Family considerations prompted shift to shore jobs or offshore wind sector

Key Factors Shaping Career Paths

Salary, Promotion opportunities, Family values

* The importance of each factor shifts with age and career stage.

02 Career Development and Considerations for Female Seafarers



Core Argument

1. Salary, promotion, and family values shape all seafarers' career planning
2. For female seafarers, promotion and family often exist in "trade-off" — advancing one may limit the other.

Structural Barriers in Taiwan's Maritime Industry

- No formal discrimination, but gender-friendly policies are lacking
- Key issues:
 - Limited and unstable female quotas
 - No clear promotion pathway
 - Weak response to sexual harassment
 - Poor support for shore-based transition

02 Career Development and Considerations for Female Seafarers

Push Factors: Limitations in Commercial Shipping

- **Sexual Harassment & Power Imbalance**
Verbal and physical harassment by senior officers (FW03, FW05, FW07)
- **Career Barriers**
Denied contracts or full employment due to gender (FW06)
- **Emotional Stress & Isolation**
Lack of support systems; common across all participants (FW01–FW07)

Pull Factors: Offshore Wind as a Game-Changer

- **Stable Work & Living Conditions**
Day-based operations; better routines and accommodation (FW06)
- **Technical Career Transition**
Skills in DP systems, HSE, and offshore operations (FW03)
- **Inclusive Workplace Culture**
Emphasis on teamwork; less gender bias under foreign management
- **Career Growth & Respect**
A “second spring” for women; recognition beyond traditional background (FW05)

Voices from the Field

FW03: Chose seafaring for the high salary over land-based jobs	FW04: Faced systemic barriers just to get an internship	FW07: Harassed by a captain, did not report due to fear of being labeled “troublesome”	FW01 & FW06: Some companies stopped hiring women after harassment cases	FW02: More women on low-paying ships—men don’t apply	FW05: Reached second officer, but left due to family-care conflict
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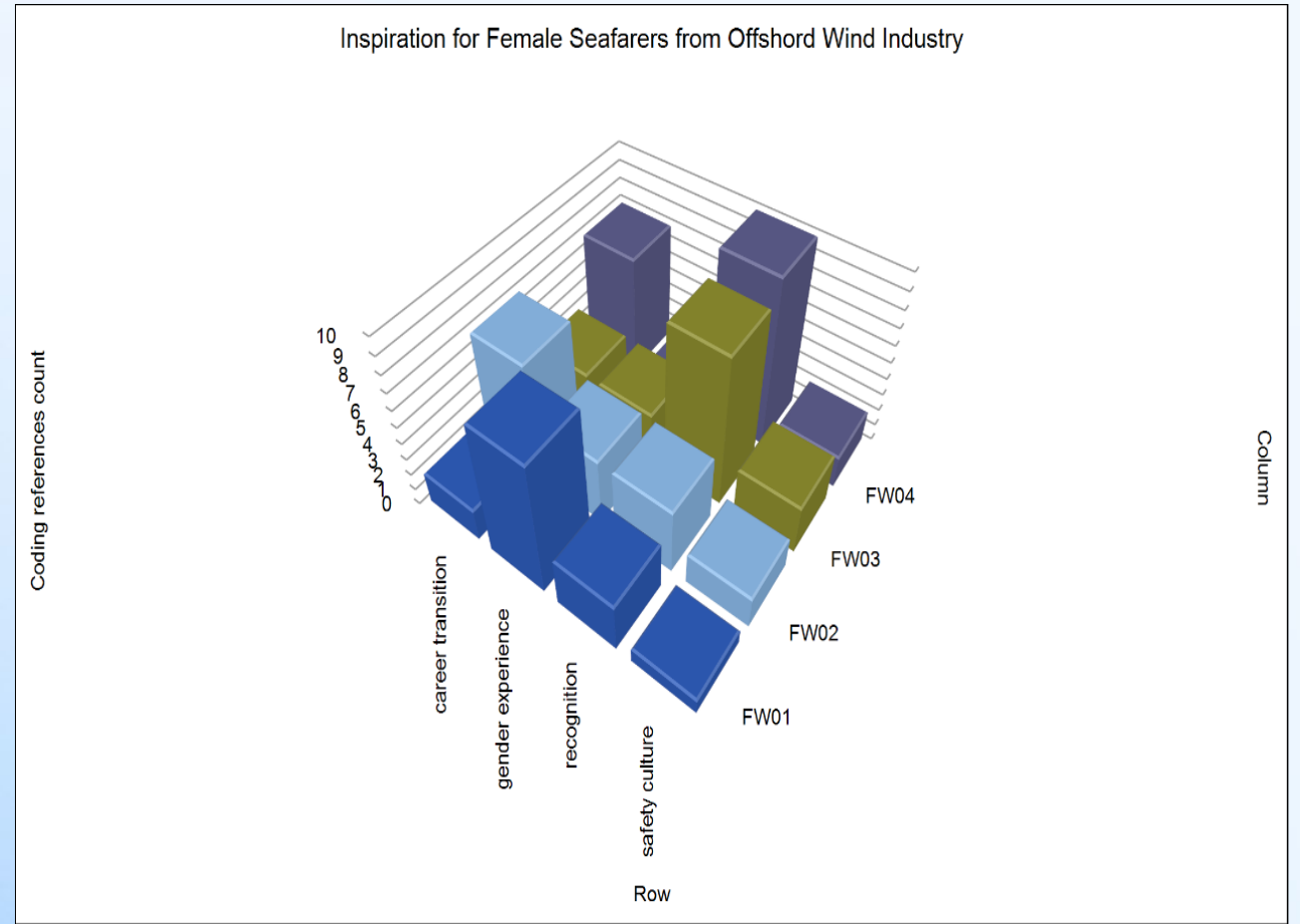
Career Inspiration from the Offshore Wind for Female Seafarers

03 Career Inspiration from the Offshore Wind for Female Seafarers

Matrix Coding Results (NVivo 11)

Analyzed across four key themes:

- Career transition
- Gender experience
- Recognition
- Safety culture



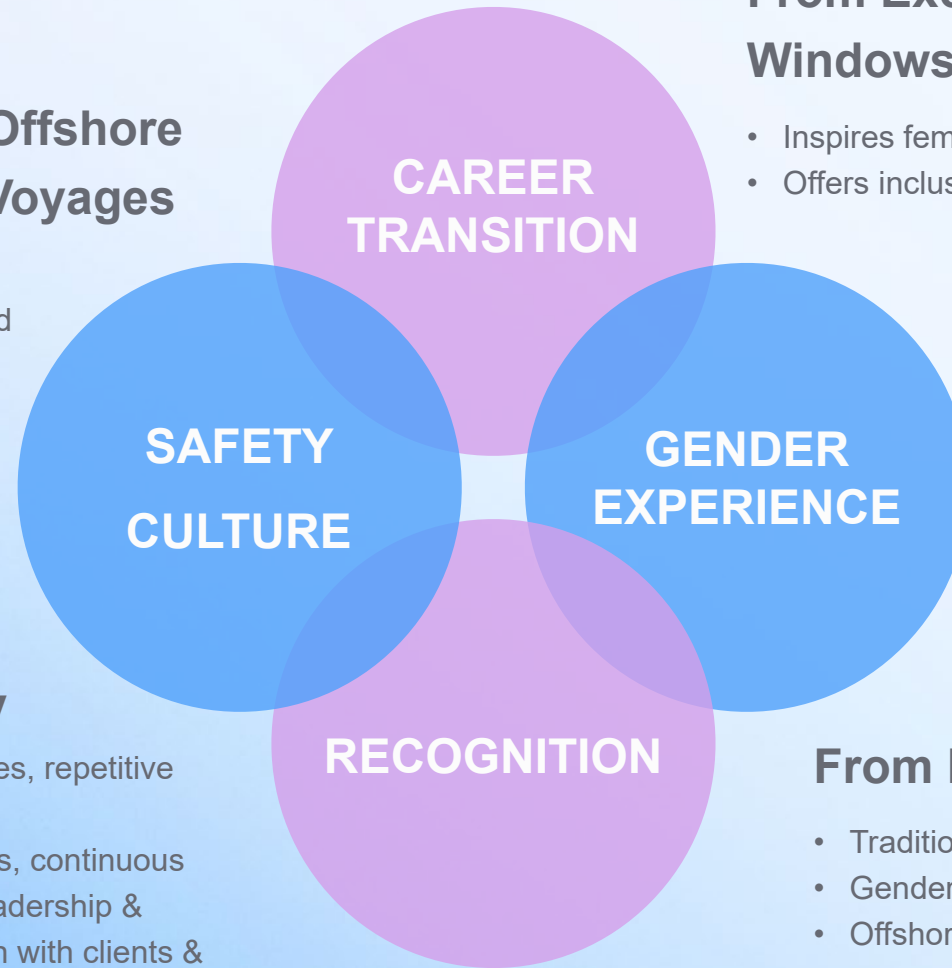
03 Career Inspiration from the Offshore Wind for Female Seafarers

Structural Advantages of Offshore Wind and Short-Duration Voyages

- Shorter rotations
- Work is specialized and safety-focused
- Strong emphasis on HSE standards
- Promotes a zero-tolerance stance on harassment

Reconstructing Professional Identity

- Traditional shipping: rigid roles, repetitive routines
- Offshore wind: dynamic tasks, continuous learning: Technical skills, Leadership & coordination, Communication with clients & technicians



From Exclusion to Opportunity Windows

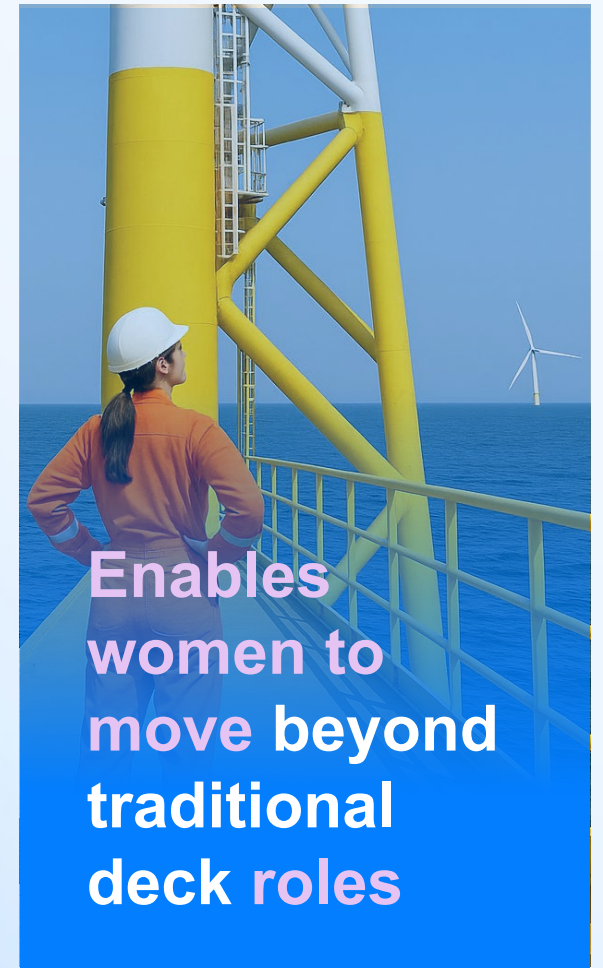
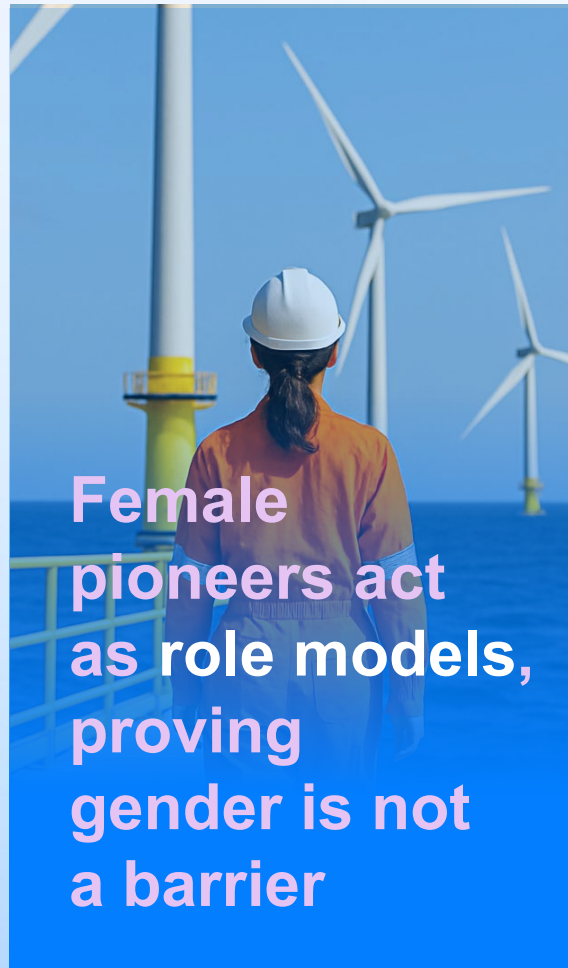
- Inspires female seafarers to move beyond traditional roles
- Offers inclusive, skill-driven career pathways

From Endurance to Agency

- Traditional shipping is male-dominated and highly isolating
- Gender bias is a common experience for female seafarers
- Offshore wind offers a more equitable and less hostile environment

03 Career Inspiration from the Offshore Wind for Female Seafarers

Offshore Wind: Redefining Career Possibilities



Findings and Recommended Actions

04 Findings and Recommended Actions



Gender Equality Potential

- Offshore wind offers shorter shifts, regular land access, and **inclusive culture**.
- Interviewees described a more open and **respectful work environment**.

Career^vAdvancement Potential

- Offshore wind values tech **skills** (e.g., DP, data analysis, AI-based safety tools).
- **Shift** from physical strength to professional expertise **benefits** women.
- Female seafarers gained **promotions** and **recognition** based on capabilities.
- Offshore wind offers a fresh **career pathway** for those facing stagnation.

04 Findings and Recommended Actions

Expand Female Training Programs

Launch offshore wind training courses

Promote Gender-Equitable Culture

Integrate gender into HSE policies; enforce anti-harassment measures.

Run Media Campaigns

Showcase female role models to break stereotypes and boost visibility

Conclusion:

- 01 Offshore wind represents a transformative opportunity for female seafarers, offering a more inclusive and skill-based career path.
- 02 Shorter contracts, safety-oriented culture, and gender neutral work environments reduce traditional barriers.
- 03 Female professionals are gaining recognition through expertise, not physical strength.
- 04 Continued support through training, policy reform, and visibility campaigns is essential to sustain this progress.



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THANK YOU FOR YOUR ATTENTION.

**We sincerely appreciate your interest in promoting gender equality
in the maritime and offshore wind sectors.**

5/27/2025