

# Present State and Challenges for Women Seafarers in Korea

† Jinsoo PARK · Woolee Jeong\* · Sara PARK

† Professor of Navigation System Engineering, Korea Maritime University,

\*Researcher of Research Institute of Maritime Industry, Third Officer of Hanjin Shipping Co.,Ltd.

**ABSTRACT** : This paper surveyed & analyzed the career path of the 586 female cadets who graduated from the Korea Maritime University. According to the analysis, 154 graduates have the seafaring experience onboard, while 432 have no chance to work onboard. The figure indicated that one of the challenge is the number of female maritime officers who can engage in the boarding works was relatively limited. However, it is significant implication that about 80% of the graduate have been employed in a maritime industry including shipping, shipbuilding, public sectors and etc.

**KEY WORDS** : Women seafarers, Career path, Maritime industry, Category of job, Shipboard career

## Object of the Survey

### Career Path

- **Object of the Survey**
  - Total **586** graduates : 47<sup>th</sup>(graduated 1995) ~ 64<sup>th</sup>(2012)
- **How to survey**
  - Female Student Union (Address book)
  - Telephone
  - KMU Alumni Address Book, published in 2009
- **What to survey?**
  - Shipboard experience, if so, how long ?
  - Their first job and current occupation

## Number of Graduate (1995~2012)

Year	Total	Male	Female	Year	Total	Male	Female
1995	341	340	1	2005	357	339	18
1996	355	350	5	2006	366	334	32
1997	386	381	5	2007	356	326	30
1998	358	341	17	2008	355	297	58
1999	384	361	23	2009	385	330	55
2000	361	329	32	2010	432	382	50
2001	356	306	50	2011	435	374	61
2002	404	356	48	2012	397	336	61
2003	343	323	20	<b>TOTAL</b>	<b>6,735</b>	<b>6,149</b>	<b>586</b>
2004	364	344	20				

1995~2002 : No limitation on the intakes  
 2003~2005 : 5%    2006~2007 : 10%    After 2008 : 15%

## Introduction

- **Go to Sea Campaign by IMO :**
  - Periodic BIMCO/ISF studies have highlighted an anticipated shortage of seafaring officers worldwide, and IMO initiated "Go To Sea" Campaign to attract entrants to the shipping industry.
  - ➔ **Female maritime officers can be an appropriate alternative to solve above problem ?**
- **College of Maritime Sciences of KMU :**
  - Sent out about 600 female graduates from 1995 to 2012, and still sending out about 60 female graduates every year to become maritime manpower.
- **The purpose of this study :**
  - Examine working fields of the female graduates of KMU.
  - Derive further implications through the survey, and
  - Share our experience of MET in Korea

## Category of Job



† 교신저자 종신회원 jspark@hhu.ac.kr

\* 종신회원 wooryj@hhu.ac.kr

## Sample of Raw Data (2)

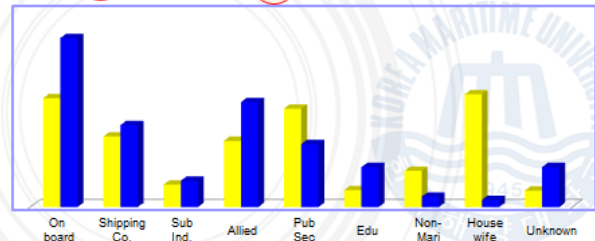
### First Job of Female Graduates

Year	On-Brd	Shipping	Subsidiary	Allied Service	Public Sector	Edu & Research	Non-Marit	Married	Not	Nonfirm	Total
	승선	보통선사	중공업	연인,지속보통선사,해양경찰	선급,공,기타 공직	대학원,연구원	결혼	미혼	비정규	합계	
1995	1										1
1996	2	1									3
1997	3										3
1998	5	2									7
1999	5	1									6
2000	9	5									14
2001	8	13		3	2	2	3	1			26
2002	8	5		1	1	3	9	1	1		20
2003	3	3		1	1	2	3	1			14
2004	2	2		7	1		2				12
2005	4			1	4		1				10
2006	4	3		1	11	4	5				28
2007	9	5		2	6	5	1	5	1		34
2008	14	8		2	14	3	3	1	1		42
2009	15	1		7	1		6	1	2		23
2010	13	19		2	1		2				37
2011	26	6		3	1		5	2	1		43
2012	20	9		2	1		6	2	1		37
Total	151	82	18	55	66	27	44	15	18	24	600
	25.0%	14.0%	3.0%	9.2%	11.0%	4.5%	7.3%	2.5%	3.0%	4.0%	100%

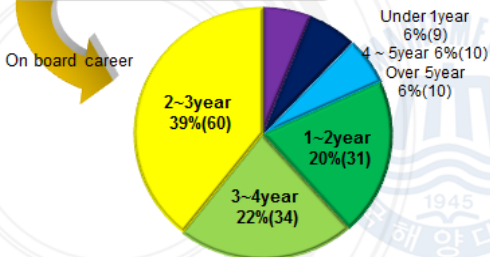
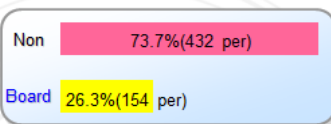
80%

## First Job (Right after graduation)

Year	On-Board	Shipping Co.	Subsidiary Ind.	Allied service	Public sector	Education	Non-Maritime	House wife	Unknown
'95~'06	19.9	12.9	4.1	12.1	18.0	3.1	6.6	20.6	3.0
'07~'12	30.9	15.0	4.8	19.2	11.5	7.3	1.9	1.3	7.3

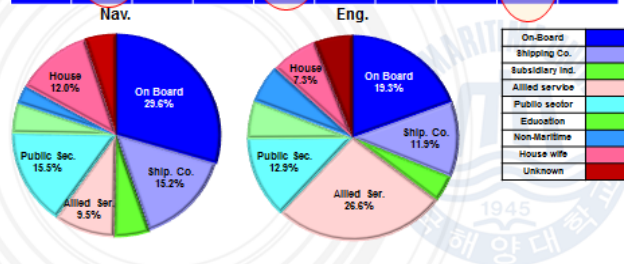


## Shipboard Career (586 persons)



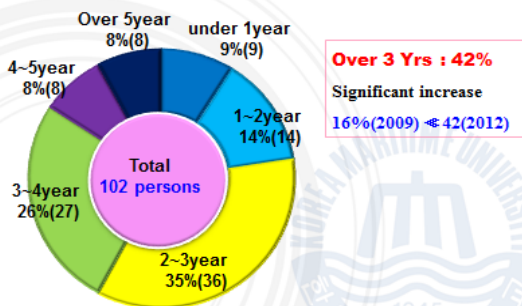
## Where they work (Deck : Engine)

Major	On-Board	Shipping Co.	Subsidiary Ind.	Allied service	Public sector	Education	Non-Maritime	House wife	Unknown
Nav.	29.6	15.2	5.5	9.5	15.5	4.8	3.0	12.0	4.9
Eng.	19.3	11.9	4.2	26.6	12.9	5.9	6.0	7.3	5.9



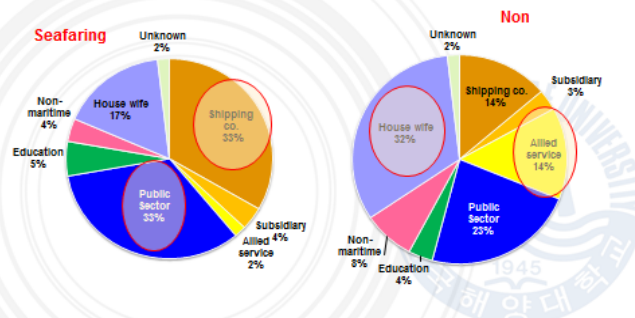
## Shipboard Career

(Except of individuals embarking now)



## What they do now? ('95~'06 Graduates=Mature group)

### Shipboard Career vs Non-experienced.



## IMO Secretary General

On 15 October  
2010. at KMU

Seafarers play crucial role in smooth running of international trade and overall performance of the global economy



Keynote Speech  
Opening of IAMU  
Assembly at KMU

- It is widely predicted that shipping will soon face a manpower crisis
- Seafaring is a passport to a huge variety of related jobs ashore

## Summary (1)

- 1) About 80% of the female graduates got their first job in the maritime industry including on-board, shipping, shipbuilding, public sector and etc. This figure indicates that Female officer training policy is successful.
- 2) After 6~7 years of Graduation, however, the marriage rate increased significantly (10.2 to 30.7%). Consequently the job rate in maritime industry has been decreased from 80% to 60%.
- 3) About 1/4(26%) of the female graduates has an seafaring experience on board, and their average sea service period is about 2.5 years
- 4) The percentage to work on-board more than 3 years as ships' officers has increased significantly from 16% to 42%.

## How to Secure the qualified Maritime Manpower ?



## Summary (2)

- 5) It is clearly identified that "Seafaring experience" guarantee better job opportunity for female graduates too.
- 6) However, the number of female maritime officers who can engage in the boarding works was relatively limited. It is time to share our ideas to improve this challenge.
- 7) Female graduate found new place of working in Shipyard, Engine/Parts manufacturer, Classification society. (34p to 74p)
- 8) It is recommendable that MET Institutes undertake the survey periodically. And it would help undergraduate students to find out better career path in their life.