

Women & blue skills/careers/jobs – In the MED !

CASE STUDY OF LEBANON – PRESENTED BY VERA NOON – 22/09/2021



Union for the Mediterranean
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الإتحاد من أجل المتوسط



Sweden
Sverige

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- 2. WOMEN IN MARITIME SECTORS IN LEBANON**
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1. PROJECT OVERVIEW

THE PROJECT

Women and blue skills/careers/jobs - **Lebanon**

DURATION:

- June – November 2021

OBJECTIVES:

1. To identify women's participation in various **blue economy** sectors
2. To define challenges and identify needs for blue skills
3. To explore connections with job opportunities
4. To identify tools that can help empower women
5. Future opportunities for capacity building : What's the way forward?

THE PROJECT: Type of activities

- Desk based research



- Online consultations/
Focus groups



- Webinar



- *Final report*

Desk based research

- Statistics from various reports (UNWOMEN, Ministry reports, HRW, NCLW, UfM, WEF...)

EDUCATION

EMPLOYMENT

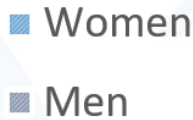
ENTREPRENEURSHIP

POLITICS

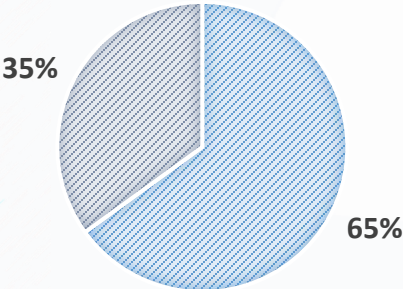
- Gaps:

- **Data:** Little to no published information specific to women in marine sectors in Lebanon, plus the need for updated and gender specific information.
- **Guidance:** Lack of effective gender sensitive career guidance framework despite different specialized institutions. Moreover, orientation and educational guidance activities focus on increasing enrolment rather than paying attention to gender issues (Avis, 2017).

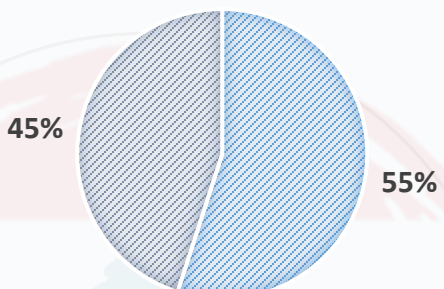
Desk based research: Education



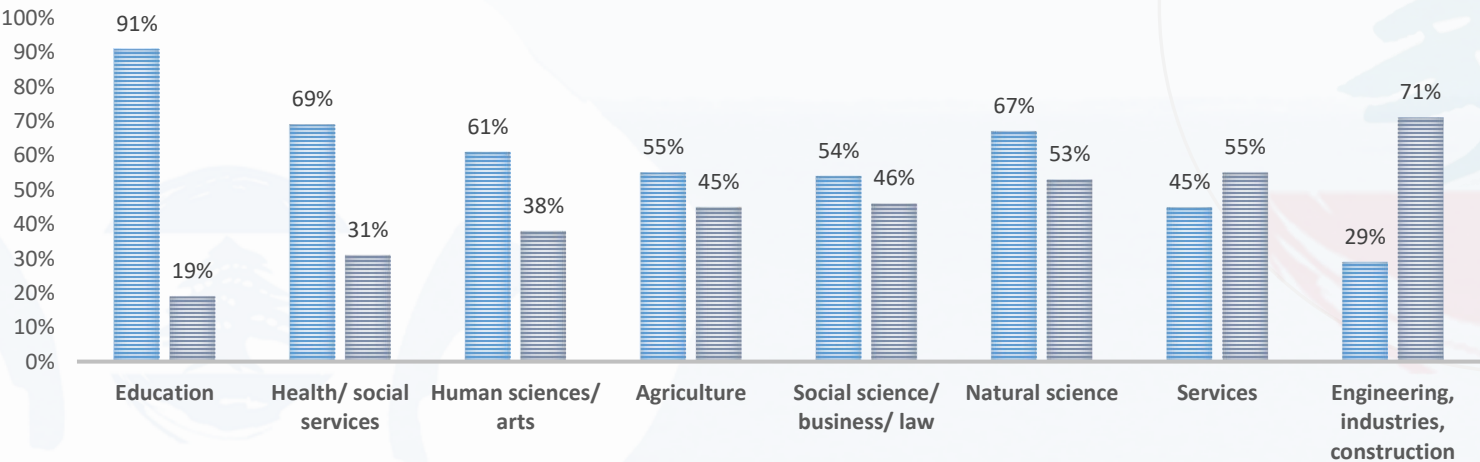
EDUCATION:
PUBLIC UNIVERSITY



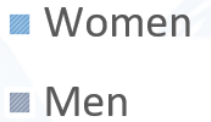
EDUCATION:
PRIVATE UNIVERSITY



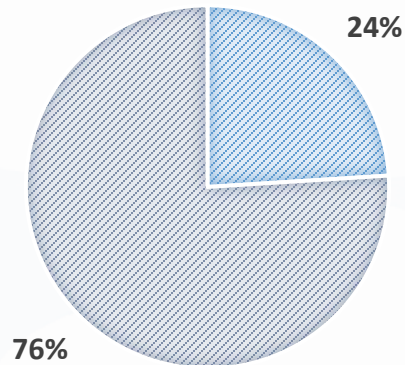
EDUCATIONAL SECTORS BY GENDER



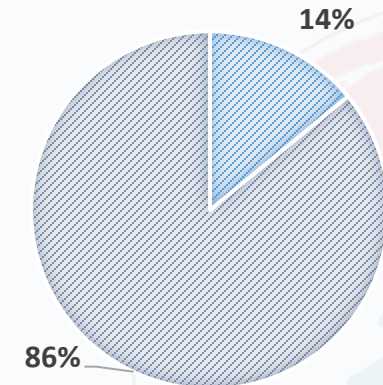
Desk based research: Employment



WORKFORCE



AGRICULTURE, FORESTRY
AND FISHING

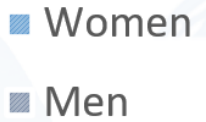


Gender Gap Index : 132/156 (WEF, 2021)

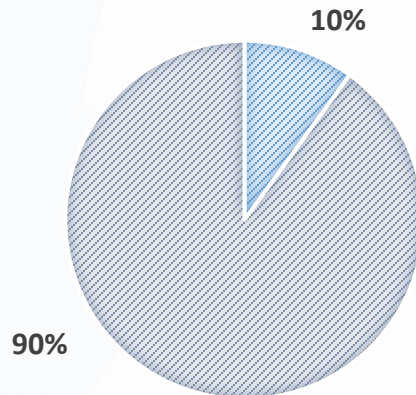
Gap in pay: ~6% average higher pay for men;

Can reach 38% in the transport sector & 24% in industrial sectors) (Toutalian, 2014).

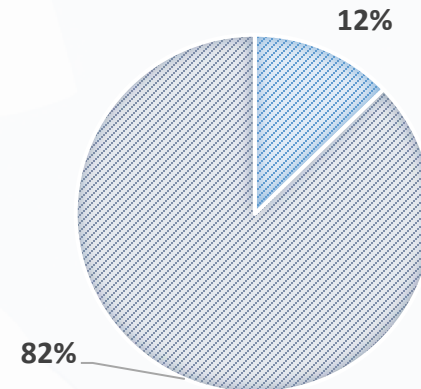
Desk based research: Entrepreneurship



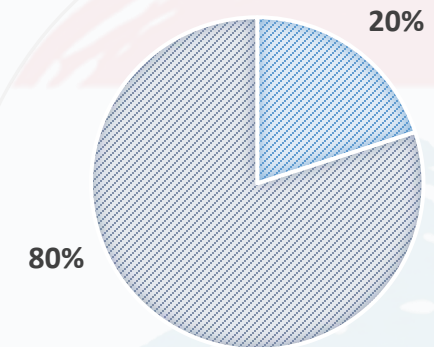
FIRMS OWNERSHIP



MANAGERIAL POSITIONS



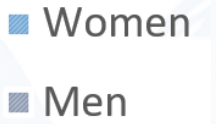
START UPS IN BEIRUT



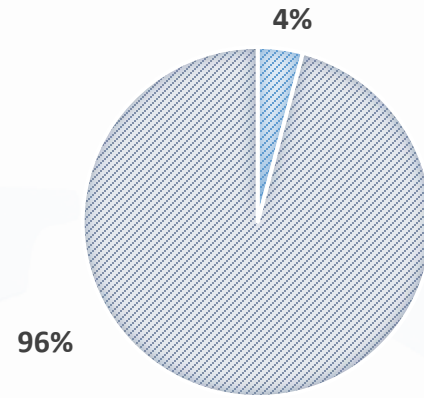
Lebanon ranks **139/144** in women in economic participation and opportunity (WEF, 2021).

Lebanon reported **high levels of innovation among women entrepreneurs**, among top 3 worldwide with 10% product significantly different (Elam et. al, 2019).

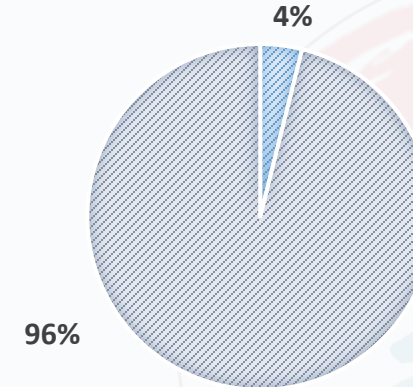
Desk based research: Politics



MINISTERIAL POSITIONS



SEATS IN PARLIAMENT



Lebanon ranked **144/155 in political empowerment** in 2019, but this value **jumped to 112 in 2020**, most likely following the nationwide protests that began in October 2019 (WorldBank,2020)

Desk based research: Impact of COVID & Economic crisis on women

- Increase in unemployment (up to 40%)
- Increase in informal labor (~7% for female labor)
- Increase in domestic abuse and violence
- Slowing down institutional rights advancement
(budgets for women's affairs eliminated)
- Access to education affected



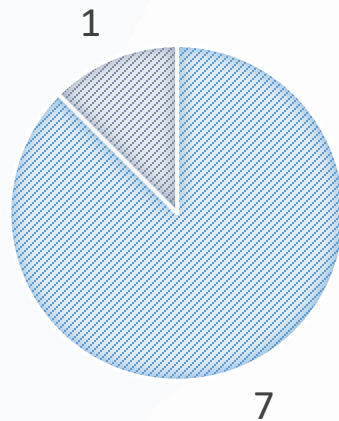
Desk based research: Impact of Beirut Blast on women

- **60% of injuries** were women
- **20% of businesses** within the blast radius were led by women
- 8% of affected households are elderly women living alone
- Women are more likely to report psychological distress

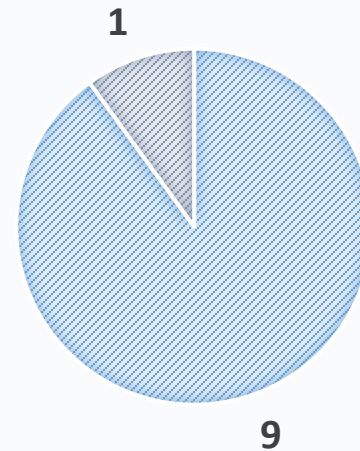


Online consultations & focus groups

ONE ON ONE
CONSULTATIONS

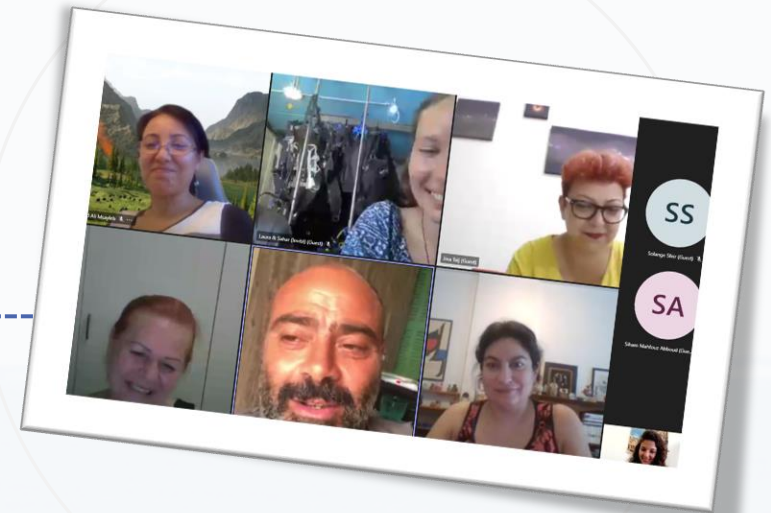


FOCUS GROUP
#1



Women
Men

*Why choose this career?
Gender considerations?
Issues and challenges?
Job opportunities & skills needed?
Recommendations?*



The webinar

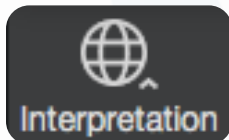
[REGISTRATION FORM!](#)



Friday October 8th, 2021



10:00 - 13:00 (Beirut time)

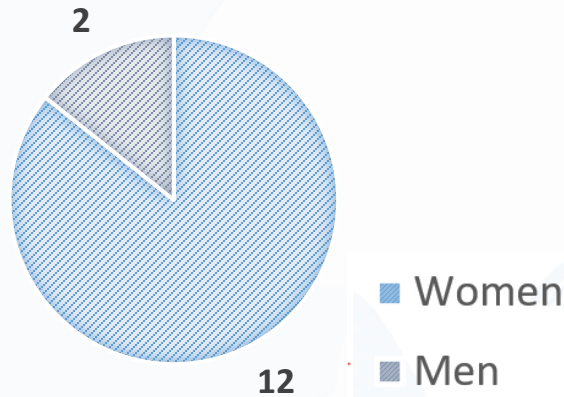


**Simultaneous interpretation :
FR-EN-AR**



The webinar

WEBINAR SPEAKERS



Experience:

From 1 year to 45 years !

The image shows a tilted document with the following agenda items:

- WELCOME AND INTRODUCTION**
 - Opening remark: Ms. Alessandra Sensi [Head of sector at UfM Environment and Blue Economy Division] Ms. Anna Dorangricchia [Project Manager at UFM Social and Civil Affairs Division]
 - Welcome note & Agenda: Ms. Vera Noon [National project coordinator]
 - Keynote speech: Mrs. Claudine Aoun [President of the National Commission for Lebanese Women NCLW]
- WOMEN IN MARITIME SECTORS: SHARING EXPERIENCES AND SUCCESS STORIES**
 - Environmental conservation: Dr. Nahed Msayleb [Director/ projects manager at Tyre National Coast Reserve]
 - Education, Science and Research: Dr. Fifi Kallab [Environmental Consultant, political activist]
 - Maritime Cultural Heritage : Dr. Lucy Semaan [Lead maritime archaeologist/ Manager at HFF-Leb.] & Dr. Crystal Safadi [Senior Research Fellow at Univ. of Southampct]
 - Maritime Transport and boating: Ms. Natalie Tamer [Business Development Manager at International Maritime Academy]
 - Fishing sector: Ms. Solange Sfeir [Chief Administrative Officer/Fisherwoman]
- Q&A AND DISCUSSION**
- CHALLENGES AND OPPORTUNITIES: A ROUND TABLE DISCUSSION (Moderator: Ms. Vera Noon)**
 - 45 years studying the Lebanese Sea, the good, the bad and the ugly: Dr. Marie Abboud Abi Saab [Oceanography expert, CNRS-L]
 - Women in NGOs, starting small and going big : Ms. Jina Talj [Exec. Director at Diaries of the Ocean] Ms. Laura Khatib [Co-founder/PM at Guardians of the Blue]
 - The role of incubators, innovation hubs and start-up accelerators : Mr. Ramy Boujawdeh [Deputy manager at Berytech]
 - Women as business owners, the journey towards cloud 59 : Ms. Dalya Farran [Owner/Founder at Cloud 59]
 - A man's perspective : Mr. Marcos Hado [Marine biology expert/ Freediving instructor]
 - An inspiration from beyond the Lebanese coast: Lessons from the Caribbean Sea : Ms. Sarah Mahadeo [Research fellow at Sasakawa Global Ocean WMU]
- Q&A AND DISCUSSION**
- CONCLUSION AND CLOSING REMARKS**



2. WOMEN IN MARITIME SECTORS

Why the sea?

- *Passion*
- *Freedom*
- *Mystery*
- *Strength*
- *Search for pleasure*
- *Desire to be IN the sea*
- *Desire to save the marine environment...*



Key maritime sectors

- Science: Oceanography/ Marine Biology
- Environmental Conservation
- Tourism, water sports, boating
- Underwater Archaeology
- Shipping & Logistics
- Fisheries
- Oil & Gas (*upcoming*)



Interesting findings

- Small community of fisherwomen!
- Brave ladies with a double career path!
- NGOs attracting more and more ladies!
- Relentless women who started new businesses despite it all!
- A slow-yet steady-shift in the social stigma of women in male-dominated marine careers



3. CHALLENGES & GENDER CONSIDERATIONS

Challenges

- **Work life balance:** Women often have to “choose” to opt out of these careers to stay home and care for their families (*linked to working conditions and policies*).
- **Confidence and “self perception”:** Women are sometimes not confident enough and may give up easily in the face of obstacles.
- **Cultural considerations** have a major impact on women’s career choices: **Conservative communities** do not encourage/ facilitate several marine related careers as a result; **Patriarchal society** still prevails. This is not however applicable everywhere.



Gender considerations

- **Women are highly present in academia but are lost in the job market:** This means the issue is not necessarily in education levels and skills, but rather in working conditions.
- **Women are missing in the decision-making realm:** The higher the position is in the **hierarchy pyramid**, the bigger the gap, the lesser the opportunities are for women.
- **Perception/ behaviour** towards women in the marine work environment and field work in traditional marine sectors (*i.e. fishermen communities*)
- Women need to be more persistent, spend more effort and energy to reach an equivalent level of a man.





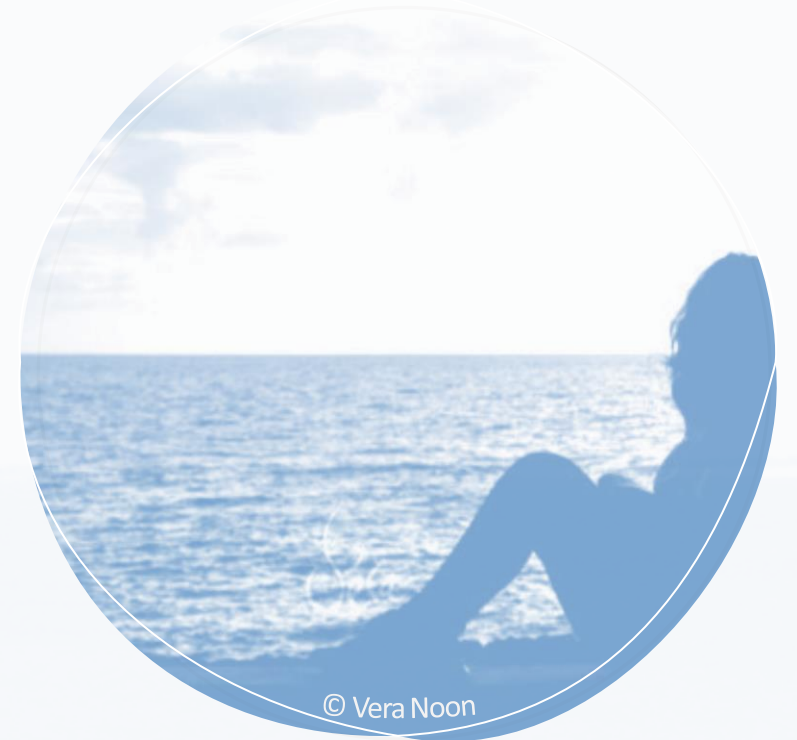
4. RECOMMENDATIONS & OPPORTUNITIES

RECOMMENDATIONS : How to face obstacles!

- In the workspace, women tend to be more giving, more committed, more serious and more creative (*as per male opinions*).

This gives them an edge and competitive advantage

- **Persistence, showing confidence and strong character** help women face the challenges and the negative reception by male counterparts in particular, and society in general.



RECOMMENDATIONS : Where to target efforts

- **Digital literacy & digitalization skills:** Can help women juggle personal life and careers; can help upscale traditional sectors and increase accessibility to women;
- **Financial support:** Support SME, offer flexible funds for young entrepreneurs
- **Laws and regulations:** Upgrade professional legislative framework and policies to offer flexibility and adaptability to women.
- **Supply and demand:** Channel the skills to the right place; Integrate more women in “blue” sectors
- **Capacity building:** Develop behavioural skills, confidence building, awareness and character building.
- **Empower women:** Lead by example >> Young women need to SEE successful examples of what they can become.
- **Train and encourage women to enter politics:** To apply for high ranking positions, to play a role within ministries!



OPPORTUNITIES

- **UfM:** Connecting people, institutions, and organizations!
- “Blue” chapter in the Women National Strategy ?
- Blue “pillar” in Berytech ?
- Breaking stereotypes?
- “Feminist” funds?



*It is said that before entering the sea
a river trembles with fear.
She looks back at the path she has traveled,
from the peaks of the mountains,
the long winding road crossing forests and villages.*

*And in front of her,
she sees an ocean so vast,
that to enter
there seems nothing more than to disappear forever.*

*But there is no other way.
The river can not go back.
Nobody can go back.
To go back is impossible in existence.*

***The river needs to take the risk**
of entering the ocean
because only then will fear disappear,
because that's where the river will know
it's not about disappearing into the ocean,
but of becoming the ocean.*

“FEAR” By Gibran Khalil Gibran

