

P. Belcher, H. Sampson, M. Thomas, J. Veiga and M. Zhao, *Women seafarers: Global employment policies and practices*, Geneva, International Labour Organization, 2003. 128+xvi pp.

Women Seafarers examines issues of women employed in the shipping industry, including cargo and cruise line (or passenger) sectors, an area for which there is limited research. The book details the findings of a comprehensive research study initiated by the International Labour Organization (ILO) and carried out by an international team of researchers associated with the Seafarers International Research Centre (Cardiff University, United Kingdom). Past industry reports and current study questionnaires from shipping companies, trade unions, maritime education and training (MET) institutions, governments and women seafarers contributed to this quantitative profile of women in the industry. The ILO describes the study as the first of its kind for this sector and the most comprehensive study to date.

The book begins by mapping the history of women's involvement in the industry. Although women have been hired in this field since the early 1900s, their employment has been rare and largely limited to stereotypical female roles on passenger ships such as "children's nurses, stewardesses for women passengers ... and as laundresses" (p. 5). The authors state that on a global scale women's employment in the field is still extremely limited, estimated at about 1-2 per cent of the total seafaring population of 1.25 million. Most female seafarers are from developed countries and most are employed in the passenger shipping sector. Women are largely in the lowest ranking positions (93 per cent) compared with 58 per cent of men. The gender difference is also apparent at the higher officer level with 42 per cent of men and 7 per cent of women in these positions. Women continue to be more likely to be in hotel and service positions and men more likely to be in the marine and galley positions. Women seafarers have an average age of 31 years compared to 35 years for men; this age difference is stronger in the hotel sector.

Survey and interview data was compiled to develop a picture of the policies for various organizations and governments. The most progressive policies regarding women in the profession are found in the ILO and IMO (International Maritime Organization). Both see women's hiring as necessary for the sustainable development of the industry and recognize that protection and

equal opportunity measures need to be in place for this to happen. The response rates of governments to the survey were extremely low and with few exceptions (such as the UK) there is little happening to proactively support women in the industry at national levels. Standards regarding women's employment vary greatly across shipping companies, although the cruise line sector is more likely to have some companies with active non-discriminatory (usually including both gender and race) and anti-sexual harassment policies. The cargo industry, for the most part, does not address gender issues in any way. Pregnancy and maternity leave policies are almost non-existent with the most lenient policies being those companies who look for shore work for pregnant women to companies who will lay off pregnant women without pay as soon as pregnancy status is known.

Women seafarers reported a variety of experiences, although overall they described resistance and even hostility at times to their appearance in the traditionally male-dominated field. Some women reported supportive environments at MET institutions, although other women also reported negative responses from teachers and difficulty finding a cadet (or apprentice) position on a ship. The authors report "that there is still considerable resistance among companies to the employment of women" (p. 47). Women have to work harder than men and work longer in the less desirable positions, although some women report that once they have proven themselves they are usually eventually accepted. Once hired, the possibility of promotion varies, with some women reporting that they are promoted as easily as men in companies with equal opportunity policies, although other women suggest that their promotion opportunities are limited or non-existent. Promotion is reported to be linked to ethnicity, with women from developed countries being more likely to be offered a promotion. Social relationships are easier for women on passenger ships where there are likely to be more women working. Women on cargo ships, especially if they are the only woman on the ship, often have difficulties interacting with the largely male crew, with some women reporting that they are miserable. Jokes by men at the expense of women crewmates are common, including practical jokes that are uncomfortable for some women. In addition, women reported sexual advances that they had to physically fight off. Women withdraw from social activities and some actively try to appear less feminine in their hopes to ward off sex-

ual abuse, such as one woman who shaved her head in order to be less attractive.

The book closes with a list of recommendations, including stating that women are an important but underutilized labour source. The authors suggest that improving the experiences of women on ships in various ways, starting at policy levels of MET institutions, trade unions and shipping companies, would assist with encouraging more women to work in the field. They also state that education of those in the industry is necessary to demonstrate that increasing the numbers of women in the field would benefit everyone.

While the book lists the concerns of women seafarers and links those to organizational policies, it stops short of criticising the industry on its denial of serious issues such as those of sexual harassment, assault and racism. As evidenced in later studies (see Thomas (2006) who is one of the contributing authors), sexual harassment is commonly experienced by women working on board cargo vessels. According to the *Guardian* (February 19, 2003), "A 1999 lawsuit compelled Carnival Cruises to reveal that between 1993-98 there were 100 accusations of rape and sexual assault against women as well as men." In fact, the book observes that the results of the questionnaires likely underestimated the amount of sexual harassment as face-to-face interviews indicated higher levels. Likewise, the issue of racial discrimination does not get sufficient attention from the authors. On page 63, the authors simply remark "Such prejudices (against women) are overlaid with further stereotypes relating to ethnicity". This problem will be most pertinent to women seafarers from the developing countries. To deal with sexual harassment, the authors suggest the adoption of policies across the industry based upon best practices as well as training and heightened sensitivity. It is probable that the authors hoped that a cautious approach to these issues would be more likely to entice errant organizations and companies to reconsider their positions than would a harsh critique.

Despite this weakness, the book is an easy to read report on a very timely and thorough research study. It raises awareness of women's issues at all levels and in all sectors of the seafaring field of work and makes realistic recommendations to start addressing some of the issues facing women in the field. The book makes a valuable research contribution and should be a useful tool to the shipping industry and related organizations. The docu-

ment would also be an effective addition to a course examining labour and employment issues. The book could be used as a side text to demonstrate gender issues in labour and the complexities of such issues at a global level, or it could be part of a book review assignment that allows students to use their classroom knowledge to analyze a specific industry. Overall the book is well-written and makes new and important contributions to the field.

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Seiichi Masuyama, Donna Vanderbrink et Chia Siow Yue, *Industrial Restructuring in East Asia : Towards the 21st Century*, Tokyo et Singapour, NRI Nomura Research Institute, ISEAS Institute of Southeast Asian Studies, 2001. 352+xv pp.

Ce livre présente 10 études de cas d'autant de pays de l'Asie de l'Est, touchant à des problèmes divers de restructuration économique, avec insistance principale sur l'industrie. Les différents chapitres portent sur l'agriculture et l'agro-industrie en Indonésie (Abimanyu); sur la restructuration industrielle aux Philippines (Antonio, Padojinog, Rodolfo et Molina), en Thaïlande (Poapongsakorn et Tangkitvanich), en Malaisie (Kanapathy) et en Chine (Wu); sur l'orientation vers une économie fondée sur la connaissance à Singapour; sur l'innovation technologique à Hong Kong (Chen et Ng); sur une initiative gouvernementale, le Asia-Pacific Operations Centre, à Taiwan (Ma); sur l'amélioration de la structure industrielle en Corée du Sud (Woo) et enfin sur la restructuration du secteur des services au Japon (Ono). Le tout est précédé d'une excellente introduction de Masuyama et Van-