

INTEGRATION OF WOMEN IN THE MARITIME SECTOR: THE WORK-LIFE BALANCE PARADOX

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ABSTRACT

In May 2024 we celebrated International Day of Women in Maritime under the IMO Safe Horizons - Women Shaping the Future of Maritime Safety. Speaking at an international event to mark the occasion on Friday, 17 May 2024, the Secretary-General of the International Maritime Organization (IMO), Mr. Arsenio Dominguez stated:

*“We must – and will – do more. By investing in women's education and **professional development, we empower women, drive innovation and foster sustainability within the maritime industry, to the benefit of all.**”*

Working women across all modes of transport are faced with the challenge of how to have successful careers whilst raising children and maintaining healthy and happy family structures. Women development is in the forefront of organisations' transformation programmes, however, in many instances organisations fall short in the execution of how women are enabled to successfully climb the ladder without having to choose a career or family.

The question of whether women can have it all, is one that needs to be done away with as it implies that there must be something they need to sacrifice by virtue of being women. The question should rather be how we create working environments and policies that support a work-life balance. How do we use models like remote/hybrid work, flexible time and work-place policies to support women for career growth.