



# Webinar on Transport in the Balkan and Black Sea region

*Thursday 19 November 2020*



**Innovative Approaches and Cooperation for Sustainable Development**

**Assoc. Prof. Dr. Taner Albayrak  
Piri Reis University Istanbul/Turkey**

# BLACK SEA



- an economic area with a potential for growth
- important transport and energy hub
- tourist sector also important for the littoral states and has significant share in the generated GDP
- only access to the open sea for some coastal states
- fishing and aquaculture are important economic activities for the coastal states
- developing new uses

# BLACK SEA



**chemical pollution has been identified as the most serious transboundary problem**

**loss of biodiversity and coastal degradation**

**solid waste, dumped into the sea from ships and some coastal towns**

# BLACK SEA



eutrophication phenomenon or the over-fertilization of the sea by compounds of nutrients, largely as a result of pollution from agricultural, domestic and industrial sources

an unusual form of pollution from ships; the introduction of exotic species, mostly through exchange of ballast waters or other wastewaters.

discharge of insufficiently treated sewage waters, which results in microbiological contamination and poses a threat to public health

# BLACK SEA



The combination of different human activities performed in the Black Sea area requires innovative approaches, good planning and cooperation, so as to avoid conflicts and to create synergies between users and to protect ecosystem

**MSP**

# NEED FOR EDUCATION PROGRAM ON MSP



## AWARENESS

Developing educational programs to raise awareness on emerging maritime issues and environmental challenges in the Black Sea Basin

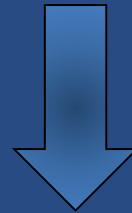
## COMMON KNOWLEDGE

Improving common expertise and capabilities in marine-related management, science, technology and engineering

# NEED FOR EDUCATION PROGRAM ON MSP



developing joint education and reserach programs



## Educational initiatives related to MSP have to

- ❖ respond to the increasing management complexity
- ❖ combine the resources and services provided by the seas and the users of the sea and the relevant environmental and economic perspectives
- ❖ integrate the management framework, maritime affairs and legislation



# **Innovative Approaches and Cooperation Projects for Sustainable Development**



# MARINE

## Maritime Network of Education for Development of Maritime Culture in the Black Sea Basin



The first Black Sea project carried out under the  
Black Sea Basin Joint Operational Programme  
European Neighbourhood & Partnership Instrument - ENPI



## OBJECTIVES

- **Recognition of the common navigation and trade traditions of people linked for millennia by the Black Sea and its main tributary, the Danube;**
- **Development of new updated lifelong education, training and research programmes in order to cope with the new technological and economic trends in the maritime industry;**
- **Promotion of the professional and personal values of the maritime occupations**

## PARTNERS



"MIRCEA CEL BĂTRÂN"  
NAVAL ACADEMY  
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<http://anmb.ro/eng/>



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Changing  
lives,  
opening  
minds



*The European Union  
programme for  
education, training,  
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2014 - 2020*

# DECOMAR



## Erasmus+

# DECOMAR

## Development of Common Curricula Modules for Merchant Marine Officers



Strategic and innovative approach to bring commonality in the modules of Navigation and Marine Engineering in English language, in line with Erasmus+ Strategic Partnership Concept.

Innovative multi-dimensional approach in terms of both strategic objectives and operational methods and procedures of implementation.

Coherent array of activities that were converged to modules, and implemented by the means of similar state-of-the-art pedagogical techniques



# MENTORESS

## Maritime Education Network to Orient and Retain Women for Efficient Seagoing Services



PRU • MBNA • NVNA • PNA

# MENTORESS

increasing the rate of employment and the retention of female professionals within the maritime industry in order to reduce the gender gap in the maritime industry



Funded by the Erasmus+ Program of the European Union



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# MENTORESS

Maritime Education Network to Orient  
and  
Retain Women for Efficient Seagoing Services

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## INTRODUCTION

**What we tried to find:** How an exemplary maritime woman leader should be and which characteristics she should have to meet the changing and demanding requirements of the maritime sector.

**What we did:** We questioned the traits and qualities which a new generation maritime woman should have to be an effective leader. In addition, based on what we have learned from the survey results, we tried to see which leadership styles can both be suitable to their characteristics and meet the demands from Gen Y maritime women.

## METHODS

- We made use of the survey results of Project MENTORESS\* (Maritime Education Network To Orient and Retain (Women) for Efficient Seagoing Services) – (Erasmus + KA2 – 203 Strategic Partnerships for Higher Education)
- 14 statements to see the perceptions of women on maritime issues which can affect their leadership expectations and practices.
- 7 statements to evaluate the situations affecting the attitude of the women to specific events directly and indirectly.
- We compared the responses to these statements by 46 Gen Y and 22 Gen X maritime women.

## RESULTS

### GENERAL CHARACTERISTICS of GEN X and GEN Y WOMEN



Autonomous	Embrace diversity
Self-Reliant	Adaptable to change
Not overly loyal to employers	Independent
Question figures of authority	Look for flexibility
Adaptable to change	Well organized
Prefer flexible schedule	Confident
Individualistic	Resilient and achievement oriented
Technologically savvy	Excellent team players
Eager to learn new skills	Like collaboration
Comfortable with change at work	Use sophisticated technology with ease

### LEADERSHIP PERCEPTIONS AND ATTITUDES OF MARITIME WOMEN

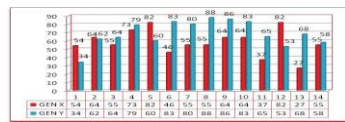


Figure 1. Responses reflecting the perceptions of women on maritime issues

- The staff are not prejudiced against individual differences (such as gender, race).
- I feel men think that female participation in jobs aboard a ship is not suitable for maritime culture.
- Working on board a ship is mentally more tiring for the female crew members.
- Men prefer working with other men because they think women aren't strong enough to work onboard a ship.
- Men think the presence of women onboard will limit their behaviours.

- Female personnel's relations with the supervisors/senior staff are efficient and effective.
- Female personnel's relations with the peer staff onboard are efficient and effective.
- Female personnel's relations with the junior staff/subordinates are efficient and effective.
- After their first experiences, the female crew still want to stay to serve onboard.
- I have a role model.
- I would encourage other women to work in maritime sector.
- I receive support from my family or friends to work on a ship.

- Women in maritime are likely to experience some form of sexual harassment.
- When a woman succeeds in her job, male staff will be jealous of her.
- It is hard for women to find appointments onboard a ship because the ship owners are biased against women.
- The male colleagues believe that the presence of females onboard a ship will cause trouble there.
- Starting from the entry stages, the women are told and advised about the negative aspects of maritime career.
- The decisions and ideas of female staff are continuously criticized and questioned.
- The female crew members feel lonely and helpless onboard.
- I think the behaviour of male staff discourages the female staff to perform better.
- Subordinates may sometimes ignore the orders of female crew.

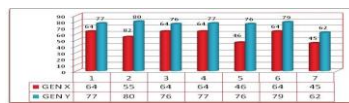
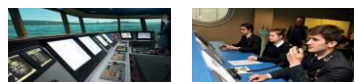
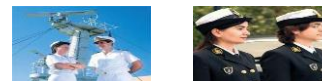


Figure 3. Percentage of women's attitudes



### GEN X MARITIME WOMEN

- perceive the problems less acutely,
- don't feel the prejudice against them as much as Gen Y women do,
- find the work they do tiring, but not as much as Gen Y women do,
- feel negative attitudes of men towards them and feel lonely and helpless on board,
- not negatively affected by these perceptions.



### GEN Y MARITIME WOMEN

- feel the prejudice against them strongly,
- find working on board tiring more than Gen X women do,
- don't think they limit the behaviours of men,
- feel the threat of harassment more than Gen X women do,
- think men don't want to work with them, criticize them, and tell the negative aspects of the jobs in the sector to make them discouraged,
- are affected by negative attitudes more deeply than Gen X women do,
- feel there is more jealousy for their achievements and more hardships in finding a job in the sector,
- don't feel themselves alone and helpless onboard as much as Gen X women do, as sign of their obstinate and challenging character.

### GEN Y WOMEN IN MARITIME AND LEADERSHIP

Gen Y maritime women who are both affected by certain generational traits of Gen Y and unique conditions of jobs in maritime sector including seagoing ones are in need of a sound leadership which can address the problems they face effectively and efficiently. To sum up, Gen Y women in maritime:

- are confident, highly competitive, multicultural and diversity focused people
- extremely techno savvy, use technology as much as possible in a number of activities changing from e-mentoring to e-learning for self development to be competitive.
- not discouraged easily and are ready to strive in harsh conditions.
- encourage their peers to take part in the same work despite the problems they have.
- find working on board more tiring than Gen X women do,
- are supported by their families and friends,
- have the more effective relations with the staff of different levels on board,
- go on their own way persistently and work in the sector without losing their enthusiasm.
- mostly have a role model, which is a clear sign that they belong to Gen Y.
- give special importance to mentoring and encourage the women in maritime to have mentors.
- have a less strong sense of belonging to the workplace,
- should be given more chances to express themselves and be part of the decision making process
- Individualism is important for Gen Y, so they should learn to work in teams, but should also be self-sufficient and be able to express their ideas freely.

## CONCLUSIONS

*Two kinds of leadership styles, participative and democratic leadership, seem to fit best to the needs and expectations of the millenium women in maritime sector to lead and to be led. These are:*

**Democratic Leadership** style because being free and deciding freely on the achievement of goals make Gen Y motivated. Gen Y women in maritime should be given tasks that they will carry out by themselves and taste the happiness and satisfaction in achievement. That's the basic principle of democratic leadership. They like to collaborate with their peers, share their views with the others and be flexible to adapt to new ways of doing things. They also respect other people and keep the communication channels open.



**Participative Leadership** style because individualism as well as belonging to a team is important for Gen Y. That's why Gen Y women in maritime should learn to work in teams, but should also be self-sufficient and be able to express their ideas freely. Gen Y women in maritime want to participate in decision-making process and want their peers to take part in it. Therefore, they should be given the chance to realize this so that they can have the responsibility of their decisions. They prefer a collaborative work environment where all members are supported and encouraged to create a positive and motivating working place.

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Co-funded by the Erasmus+ Programme of the European Union



MINE-EMI

MARITIME INNOVATIVE NETWORK of EDUCATION  
for EMERGING MARITIME ISSUES  
Project 2019-1-TR01-KA203-077463

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## PARTNERS:

- Piri Reis University - Lead Partner/Coordinator, PRU
- Constanta Maritime University, CMU (Romania)
- Nikola Vaptsarov Naval Academy, NVNA (Bulgaria)
- University of the Aegean, UAEGEAN (Greece)
- Marine Cluster Bulgaria, MCB (Bulgaria)
- Municipality of Piraeus, MP (Greece)
- Conference of Peripheral Maritime Regions, CPMR (France)





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**Project Start Date:**

**01-09-2019**

**Project Total Duration:**

**36 months**

**Project End Date :**

**31-08-2022**



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**Project MINE-EMI;**  
focuses at elaboration of Joint Master Program (JMPs) that facilitate developing skills and competences to raise awareness on emerging maritime issues in the wider Black Sea Basin in order to promote sustainable management of the maritime sector in the Black Sea basin.

**JMP- Integrated Maritime Policy (IMP), Port and Maritime Logistics (PML), Port Management and Ship Operations (PSO)**



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of the European Union



## **Project MINE-EMI;**

**involves representatives from the business sector and local administrations in order to fill the gap between the requirements in the maritime sector (management, transport operations, logistic) and the current lacking offer of updated courses in that matter.**



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## **Project MINE-EMI;**

**aims to establish a “Black Sea Community of MET (Maritime Education and Training) Institutions” to contribute for boosting sustainable maritime economy, Blue Growth, and Integrated Maritime Policy implementation by providing modern and adequate E&T in the longer term.**

# **MINE-EMI**

**MARITIME INNOVATIVE NETWORK of  
EDUCATION**

**for EMERGING MARITIME ISSUES**

## **2. INTERNATIONAL STAKEHOLDERS CONFERENCE**

**NOVEMBER 2020**



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Erasmus+



# **Innovative Soft Skills to Maritime Education and Training iSOL-MET**

**Starting date:01.09.2020**

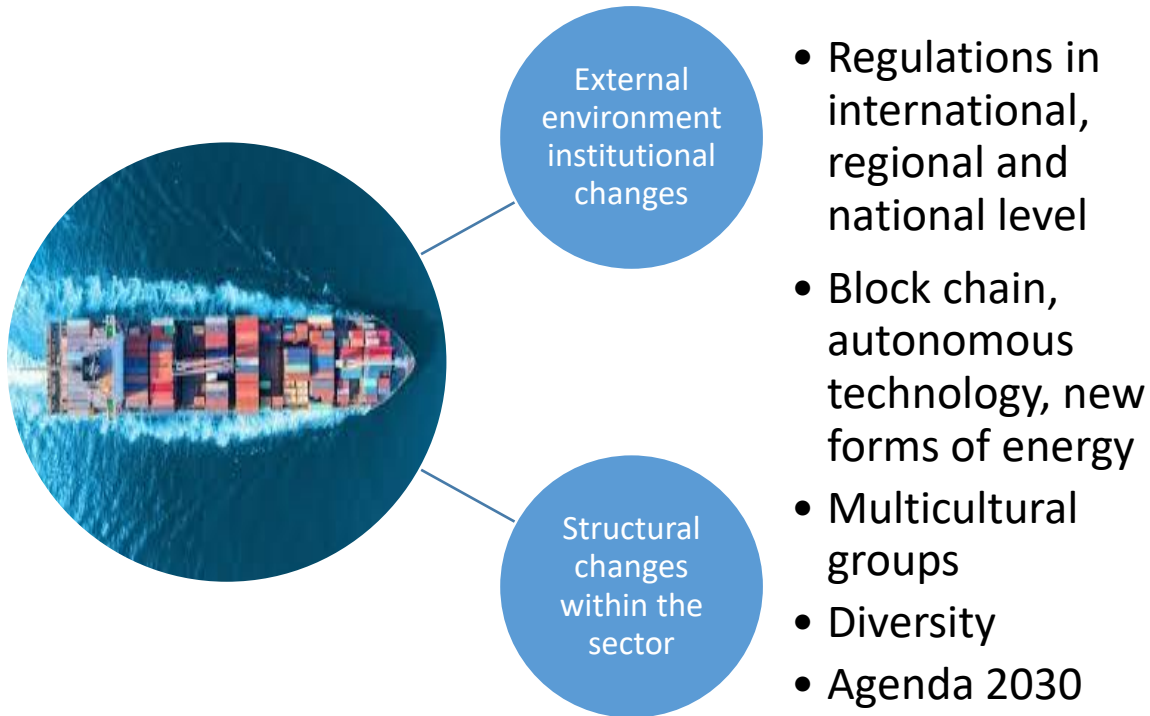
**End date: 31.08.2023**

**Duration: 36 months**

**Funding: 303.434,60 euros**

## Sustainability of shipping industry

Contemporary shipping....on the move....





## Maritime Business Models in Transformation



Next generation of crew and shore-based staff need for **new skills** and **competences** to correspond efficiently to international shipping industry's new era of requirements

# iSOL-MET objectives:

- **Bridge the gap of shipping world requirements** in respect to human resources soft skills and competences
- **Bridge the needs of maritime professionals** for ongoing career opportunities even after completing their sea service on board
- Bridge the **experience gap** of maritime universities' students in respect to the on-board operations and the shipping practices.
- **Exchange best practices** and cultural awareness on maritime education and shipping issues.

**Transform iSOL-MET into IMO's model course**

## iSOL-MET expected results:

Enhance the quality and relevance of the learning offer in maritime education through developing innovative educational material

Education

Develop competency and knowledge sharing, through mobilizing the maritime skills across participating countries.

Meet the demand of highly skilled maritime professionals and enhancing youth employment possibilities

Improve the attractiveness of the maritime profession ,

Industry

Help students recognize and adopt "growth" mindset

Change professors' mindset

Students  
+Teachers

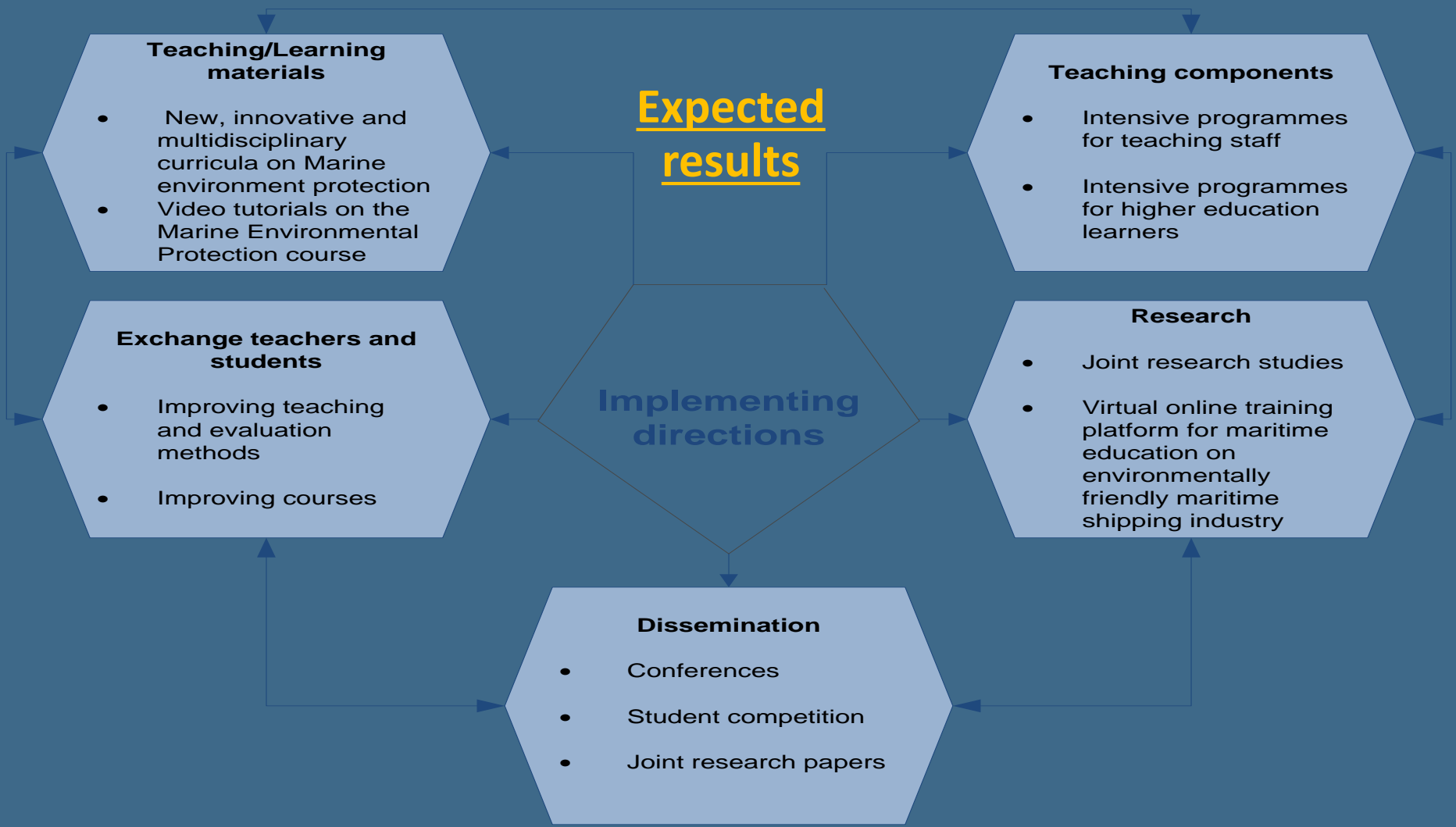


**Strategic partnership for supporting Blue Growth by enhancing Maritime Higher Education maritime cooperation framework on marine pollution and environment protection field**

## Partners

- **Mircea Cel Batran Naval Academy, Romania**
- **T. C. Piri Reis Universitesi, Turkey**
- **UNIVERZA V LJUBLJANI, Slovenia**
- **ECOLE NATIONALE SUPERIEURE MARITIME, France**
- **Lietuvos aukstoji jureivystes mokykla, Lithuania**





**“New, innovative and multidisciplinary common curriculum on marine environment protection from pollution ”**

**“Harmonized courses to comply with STCW standards”**

“Marine environment protection”

“Applied chemistry to prevent marine pollution”

“Marine environment issues in port operations”

“Transport and operation of dangerous goods”

8 video tutorials for “Marine Environmental Protection”



## MARSNET

**Strategic Partnership for Maritime Simulators Network  
to enhance digital learning and scientific research**

## MERSOL

**Maritime Engine Room Simulator On-Line**

## MARCULARTS

**Maritime Culinary Arts  
for Skills Development and Creativity**



# MENTORUS



## Maritime Education Network Towards Resilient University Structure EU University Alliance

HEI (Higher Education Institution) model mutually approved by the partners to meet the needs of all the stakeholders including students, academics, industry and society in parallel with the changing circumstances and expectations of the modern world.

The creation of a university network established by several universities with expertise of various areas.

Ultimate aim of the project is to build and manage an education system that is transformative, responsive, socially and environmentally sensitive, nationally relevant, and globally competitive and inspires lifelong learning.





## BSAMI MEMBERS

### TURKEY

Piri Reis University  
Istanbul Technical University (Maritime Faculty)  
Istanbul University (Institute of Marine Sciences (Assoc. Partner))

### BULGARIA

Nikola Y. Vaptsarov Naval Academy

### ROMANIA

Constanta Maritime University  
Mircea cel Batran Naval Academy

### UKRAINE

National University Odessa Maritime Academy

### RUSSIA

Admiral Ushakov Maritime State University

### GEORGIA

Batumi State Maritime Academy  
Batumi Navigation Teaching University  
Batumi High Marine Engineering School ANRI

**MOU: CPMR (CONFERENCE ON PERIPHERAL MARITIME REGIONS)**



# BSAMI



**The Black Sea Association of Maritime Institutions was created in April 2010 in Istanbul by six higher education institutions who decided to meet the responsibility as a team to further enhance themselves as the major global center of the highest quality maritime human resources through knowledge, innovation and implementation towards the future.**

**In the era of globalized market and globalized industries, the need for highest quality human resources is undeniable. The Black Sea Basin is globally recognized as one of the most important sources of highly qualified seagoing personnel.**



**BLACK SEA ASSOCIATION OF MARITIME INSTITUTIONS**

**9th Annual General Assembly Meeting**

**International Conference on Black Sea Cooperation:**

**EMERGING TRENDS, CHALLENGES  
AND OPPORTUNITIES FOR MET  
20 - 22 January 2021**



# B&RUAMEI

## Belt and Road Universities Alliance for Maritime Education and Innovation

### Strategic Partnership

**BSAMI** (Black Sea Association of Maritime Institutes)

&

**SMU** (Shanghai Maritime University)

**OBOR** (One Belt One Road) Initiative



# Webinar on Transport in the Balkan and Black Sea region



## Thank you for listening

Assoc. Prof. Dr. Taner Albayrak  
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