Innovative Approaches and Cooperation for Sustainable Development

Assoc. Prof. Dr. Taner Albayrak
Piri Reis University Istanbul/Turkey
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
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
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
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
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
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
Constanța, Romania
http://anmb.ro/eng/

NIKOLA Y. VAPTSAROV
NAVAL ACADEMY
Varna, Republic of Bulgaria
http://www.naval-acad.bg/En/index-en.html

POLISH NAVAL ACADEMY
Gdynia, Republic of Poland
http://www.amw.gdynia.pl/

PIRI REIS UNIVERSITY
Istanbul, Republic of Turkey
http://www.pirireis.edu.tr/en/

Changing lives, opening minds

Erasmus+

The European Union programme for education, training, youth and sports 2014 - 2020
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 end Retain Women for Efficient Seagoing Services

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

www.pirireis.edu.tr/mentoress-project
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.

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 MENTOREES® (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 self-motivation](image1)

Embrace diversity: Women are more tolerant, open to new ideas and people, and they evidence a positive attitude towards their colleagues, their work, and the organization.

LEADERSHIP PERCEPTIONS and ATTITUDES of MARITIME WOMEN

6. Women in maritime are likely to experience some form of sexual harassment.
7. When a woman succeeds in her job, male staff will be jealous of her.
8. It is hard for women to find appointments onboard a ship as the ship owners are biased against women.
9. The male colleagues believe that the presence of females onboard a ship will cause friction on the ship.
10. Starting from the entry stages, the women are told and advised about the negative aspects of maritime career.
11. The decision-making process of female staff are continuously criticized and questioned.
12. The male crew members feel lonely and helpless onboard.
13. I think the behaviour of male staff discourages the female staff to perform better.
14. Subordinates may sometimes ignore the orders of female crew.

Figure 3. Percentage of women’s attitudes

![Leadership style](image2)

Democratic Leadership: By being fair and not being biased in the achievement of goals make Gen Y motivated. Gen Y women in maritime should be given tasks to carry out by themselves, and taste the happiness and satisfaction in achievement. That’s the key role of democratic leadership. They like to collaborate with their peers, share their views with the others and be flexible to adapt to the new working environment. They respect other people and keep the communication channels open.

Participative Leadership: By giving them a voice and making them feel as if they have the responsibility of their decisions, they will be able to express their ideas freely. Gen Y women in maritime should 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.

REFERENCES


Dr. Pinar Ozdemir, Assoc. Prof. Dr. Taner Albayrak
Piri Reis University, Istanbul, Turkey

GEN Y WOMEN in MARITIME and LEADERSHIP

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

• are confident, highly competitive, multicultural and diversity focused people
• extremely tech-savvy, use technology as much as possible in a number of activities changing from e-learning to e-learning for self-development to be creative
• 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
• 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 millennium women in maritime sector to lead and to be led. These are:

Democratic Leadership: Style because being fair and deciding freely on the achievement of goals make Gen Y motivated. Gen Y women in maritime should be given tasks to carry out by themselves, and taste the happiness and satisfaction in achievement. That’s the key role of democratic leadership. They like to collaborate with their peers, share their views with the others and be flexible to adapt to the new working environment. They 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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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)
Project Start Date: 01-09-2019
Project Total Duration: 36 months
Project End Date: 31-08-2022
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)
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.
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
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
Contemporary shipping…on the move….

- Regulations in international, regional and national level
- Block chain, autonomous technology, new forms of energy
- Multicultural groups
- Diversity
- Agenda 2030
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
Enhance the quality and relevance of the learning offer in maritime education through developing innovative educational material.

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

Help students recognize and adopt "growth" mindset.

Change professors’ mindset.

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

Improve the attractiveness of the maritime profession.

iSOL-MET expected results:

Education

Industry

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
Teaching/Learning materials
- New, innovative and multidisciplinary curricula on Marine environment protection
- Video tutorials on the Marine Environmental Protection course

Teaching components
- Intensive programmes for teaching staff
- Intensive programmes for higher education learners

Research
- Joint research studies
- Virtual online training platform for maritime education on environmentally friendly maritime shipping industry

Exchange teachers and students
- Improving teaching and evaluation methods
- Improving courses

Dissemination
- Conferences
- Student competition
- Joint research papers

Implementing directions

Expected results
“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.
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
Piri Reis University Istanbul/Turkey