

"Women in the maritime industry are the wave that drives progress."

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Women in the Maritime Industry: Skills, Education, and Policy for an Inclusive Future

Answer by Marieta Stefanova - Question 1

Based on your knowledge and experience, how would you assess the current level of education for blue economy sectors in your country? What needs to be done to improve the situation?

Problem: The key issue is the limited or missing integration between the blue economy and the concepts of Industry 4.0 and 5.0. In addition, there are mismatched university programs that fail to embed current technologies and innovations within blue economy sectors. This hinders industrial transformation and adaptation to new requirements and opportunities.

Proposed actions:

- Integrate Industry 4.0 and 5.0 concepts into curricula.
- Develop partnerships with local and international blue economy companies for practical training and internships.
- Encourage continuous learning and research for students and employees in the blue economy.

Answer – Question 2

What key skills should women who want to succeed in the maritime industry develop?

- Technological skills: IoT, automation, AI, drones, blockchain.
- Digital skills: data processing and decision-making tools.
- International communication and cultural awareness.
- Knowledge of maritime standards and regulations.
- Environmental awareness and sustainable practices.
- Sector-specific skills: logistics, transport management.
- Soft skills: leadership, teamwork, communication.
- Lifelong learning and participation in courses and seminars.

Answer – Question 3

What is missing from current training and support initiatives in the maritime and blue economy sectors?

- Lack of integration with Industry 4.0/5.0 concepts.
- Insufficient alignment with industry needs.
- Best methods include: interactive online courses, practical training and internships, seminars with industry experts, and mentorship programs.

Answer – Question 4

Are you aware of any educational or training projects for women in the maritime industry?

- WISTA International – a global association supporting women in shipping and trade.
- Maritime universities and institutions offering inclusive programs (e.g., World Maritime University).
- Scholarships such as the Women in Maritime Engineering Scholarship (USA).

Answer – Question 5-6

Have you participated in such initiatives? – No.

Key lessons learned? – Not applicable.

Answer – Question 7

What is missing at the national level and how can it be improved?

Proposed program: 'Marine Resources Management and Logistics 4.0'

Subjects: Sustainable maritime practices, smart logistics systems, innovations in supply chain.

Project Announcement: 'Logistics 4.0 and Women in Maritime Industry – Practical Training through Role-Playing and Case Studies.'

Methods: simulations, real-world scenarios, problem-solving, interaction with experts.

Answer - Question 8

How can existing educational and training offers be made more attractive and accessible for women in the blue economy?

- Use of interactive learning environments and simulations.
- Access to internships and real-world experiences.
- Scholarships for women in maritime sectors.
- Informational platforms and campaigns for visibility and engagement.

Answer - Questions 9-10

Nothing to add / No relevant documents to share.

Answer - Question 11

Would you like to receive more information about the project and upcoming activities?

Yes, I am very interested in learning more. Please keep me informed about future seminars and events.