

Salasika

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Pacific Women in Maritime Organization and the Transformation of Fijian Women in the Maritime Sector

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ABSTRACT

The Pacific Women in Maritime Organization (PACWIMA) is a regional organization in the Pacific focusing on empowering women to enhance their participation in the maritime sector. This regional organization serves as an international response to crucial issues such as gender inequality and sexual harassment, which contribute to the limited involvement of women in the maritime sector. Island nations like Fiji, heavily reliant on the maritime sector as a primary driver of national progress, also face these challenges. This research offers insights into PACWIMA's role in addressing gender issues in Fiji's maritime sector and its contribution to promoting female participation. The study employs a literature review method and utilizes a feminist perspective, particularly liberal feminism, to analyze gender issues in this context. The findings indicate that PACWIMA enhances women's roles in Fiji's maritime sector and mitigates gender-related problems within the industry. Beyond promoting gender equality in the maritime sector, PACWIMA also contributes to national economic stability by actively involving women as economic actors in the maritime sector.

KEYWORDS: *PACWIMA, Fiji's Maritime Sector, Women's Involvement, Gender Equality*

INTRODUCTION

The maritime sector is crucial for countries worldwide, especially island nations. This crucial role is driven by the fact that approximately 70% of the Earth's surface is covered by oceans (Grattia, 2023). Consequently, a significant portion of human activities is oriented toward the maritime sector,

spanning from trade to the utilization of natural resources and energy. The maritime sector plays a vital role in maintaining the balance of the economy and the environment, catering to human needs. The pivotal role of the maritime sector provides substantial opportunities for individuals to contribute to managing, developing,

and preserving maritime resources. These contributions encompass various aspects, ranging from the efficient management of ports and shipping routes to the protection of marine environments and the sustainability of marine ecosystems. Additionally, the maritime sector plays a crucial role in maintaining harmony between economic progress and environmental preservation, with the overarching goal of meeting the needs of current and future generations.

For an island nation like Fiji, the maritime sector plays a vital role. Fiji's geographical condition, with more than 300 islands, of which one-third are inhabited, is the main reason for the importance of the maritime sector for the country. Maritime transportation mode is the main instrument that Fiji needs to connect its islands. Maritime transportation is crucial, especially for people living in remote islands in Fiji, as they need a link to the main islands to access most services such as health and education. In addition, Fiji's growing tourism and fishing industries also rely heavily on maritime services (Prasad, 2019).

Fiji recognizes that the maritime sector, particularly marine transportation services, is critical to economic growth. In this regard, the Fiji government seeks to improve the efficiency and productivity of its port operations. This is done by strengthening the role of the private sector in commercializing services, maintaining safety levels, and ensuring efficient coordination between modes of transport. Port development has thus become an integral part of Fiji's strategy to achieve macroeconomic stability, support trade, encourage

investment, promote the private sector, and improve the overall competitiveness of the Fijian economy. Focusing on maritime sector development, Fiji seeks to build a strong foundation for sustainable economic growth and enhance the country's pivotal role in the regional and global economy. In line with these efforts, Fiji is providing great opportunities for the community to be actively involved in developing its domestic maritime sector. In this context, the community can be involved in developing port infrastructure, promoting maritime services, and conserving marine resources vital to the country and the global environment. With active community involvement, Fiji can strengthen its position in the international maritime world and promote economic growth and sustainable development. However, men dominate community involvement in Fiji's maritime sector, and women's involvement is minimal.

Despite the international importance of the maritime sector, women's involvement in this sector is still very low. According to data from the International Maritime Organization (IMO), only about 2% of women worldwide work in the maritime sector (Ryals, 2023). Barbare (2014) reveals that 94% of women work on passenger ships, with 68% on ferries and 26% on cruise ships. Meanwhile, 6% work on cargo ships (Arulnayagam, 2020). Based on the 2021 BIMCO/ICS Seafarers Report, if presented with numbers, the number of female workers in the maritime sector worldwide is estimated to be only around 24,059 (International

Maritime Organization, n.d.) from the total number of women in the world, 3.95 billion (Annur, 2023). This indicates a significant gender inequality in this sector.

In Fiji's maritime sector itself, as pointed out by Narsey (2023), gender disparities are evident. Data shows that most Fijian women are more involved in the informal sector than the formal one. Out of the total number of women in Fiji, there are only 109,000 female workers in the formal sector, and 121,000 are engaged in household chores (Vunisea, 2016). Ironically, more than half of the work done by women is considered to have no economic impact because it is classified as unpaid domestic work. Women's representation in Fiji's maritime sector is very low. According to a statement by Fiji's former Minister of Women's Affairs, only about 10% of women participate in the maritime sector. The data shows that only about 5% of women are involved in companies engaged in shipping, shipping agencies, supply chains, and transportation of goods. The glaring gender inequality is evident from the fact that only 2% of women are seafarers in Fiji's national navy, and less than 1% work on foreign ships (Singh, 2022).

This situation reflects gender inequality in women's access to jobs with economic value and significantly impacts women's economic involvement in the maritime sector. The limited access to employment in the maritime sector faced by women poses serious gender challenges, especially related to the role and participation of women as seafarers. This exposes women to significant obstacles in their efforts to achieve equality and

play an active role in the economic aspects of the maritime sector. The situation also reinforces the urgency to address gender inequality and create a more inclusive environment for women in the maritime sector so that women can have equal opportunities with men in the economy.

In addition to gender inequality, sexual harassment in the work environment is also one of the causes of women's lack of involvement in the maritime sector. Sexual harassment faced by women in the sector can take many forms, ranging from inappropriate comments to physical threats or acts of violence that have direct implications for the victim's mental health (Maritime Professionals, 2023). Therefore, the protection of women's safety in the maritime sector is urgent and needs to be made a top priority. Like any other individual, women in the maritime sector deserve to have their rights protected and fulfilled. Ensuring the protection and advancement of maritime women's rights is essential. This is an effort to develop a maritime sector that is fair, inclusive, and sustainable.

It is not surprising that the shipping sector is not friendly to women, given that men have long dominated the industry. With male dominance, the shipping industry faces serious challenges in creating an inclusive environment for women. Gender discrimination, stigmatization, and the threat of violence continue to be issues that plague female seafarers. In addition, the fact that not all shipping employers provide equal employment opportunities for women further narrows women's

opportunities to engage in the maritime sector. Limited access to employment opportunities and unfavorable work environment conditions for women's presence and participation make women increasingly marginalized in the maritime world (Kristiyanti, 2021).

METHODS

This research utilizes a literature review method using the perspective of feminism as its framework. It focuses on the Pacific Women in Maritime Association's (PACWIMA) role in transforming Fijian women's role in the maritime sector. In this context, this research emphasizes the issue of gender inequality that affects women's involvement in the maritime sector, posing direct implications for the involvement of Fijian women in the economic sector. As an island nation, Fiji is highly dependent on the maritime sector, so this research limits its scope to this country. This research used the perspective of feminism, especially liberal feminism, as a theoretical framework to analyze gender issues in this case. The use of this perspective helped identify the research problems, such as inequality of rights and opportunities and sexual harassment hindering women's participation in the maritime sector. In addition, this research also explored the benefits derived from women's involvement in the maritime sector, such as the creation of gender equality and its contribution to the country's economy. The data used were secondary data from government reports, international organizations, and research journals relevant to this research topic. The data obtained were processed through several

stages, such as data collection, analysis, and conclusion drawing to achieve the research objectives.

RESULTS AND DISCUSSION

The world's response to the lack of women's participation in the maritime sector

The Maritime Sector is a global service sector that faces challenges in engaging women as workers. The maritime sector is considered a conservative sector, especially regarding the role of women. This is because men dominate the sector, and the role of women is limited. In Fiji, the lack of women's involvement in the maritime sector has created concerns amidst the increasing need for human resources. The concerns that arise are closely related to all forms of rights violations and discrimination experienced by women working in Fiji's maritime sector. In this context, Fijian women face significant challenges such as discrimination, sexual harassment, limited access to employment opportunities, and unequal decision-making. Gender inequality and violation of women's rights in the maritime sector have become a serious international concern. In response to these problems, various international efforts and support have emerged through the establishment and strengthening of PACWIMA.

When viewed from the perspective of feminism, the basis for establishing PACWIMA is in line with the ideas of liberal feminism put forward by Tong (1989). Tong argues that liberal feminism focuses more on addressing the problems experienced by women, such as discrimination, rather than

demanding a social and political revolution. Tong recognizes that women and men are biologically different, but there must be equal rights between the two. Liberal feminism also believes that there is no difference between men and women, so women should have the same rights as men. Sylvester (2002) further adds that biological differences between men and women should not be a justification for acts of violence committed by men against women (Subandi, 2021).

Since 2005, the International Maritime Organization (IMO) and the Secretariat of the Pacific Community (SPC) have conducted various collaborations to advance women in the Pacific region, including Fiji, in the maritime sector. The cooperation then led to the establishment of the PACWIMA. Since PACWIMA was inaugurated, several State Women in Maritime Associations (StateWIMAs) have been successfully established and officially recognized in several countries, including Fiji. These StateWIMAs play an essential role in supporting national initiatives to increase the presence of women in the maritime sector and to realize gender equality. StateWIMAs are also instrumental in promoting women and girls' access to maritime training and education and providing a safe environment for women and women seafarers.

The establishment of this regional organization is firmly aimed at increasing the presence of women in the maritime sector in the Pacific region. The organization focuses on empowering women to raise awareness of the importance of women in the maritime industry and facilitate connections, education, and

encouragement for women to engage in the maritime sector. Through women empowerment, PACWIMA is committed to fostering women's professional career advancement in the maritime sector. PACWIMA seeks to provide a platform and forum to fight for its aims. The first is fighting for gender equality in the maritime sector by providing more opportunities for women throughout the Pacific region. Second, it promotes education, training, and career development for women in the maritime sector. Third, PACWIMA recognizes the social responsibilities associated with women in the maritime sector by emphasizing their role. The fourth is promoting cooperation, friendship, and understanding through knowledge exchange and information dissemination and building a solid network among maritime women throughout the Pacific region. Through these efforts, PACWIMA is determined to help women achieve gender equality and create better opportunities for women in the maritime sector in the Pacific region (United Nations, 2021).

Recognizing the enormous positive impact of Pacific women's involvement in maritime programs and networks, the third Pacific Regional Energy and Transport Ministers Meeting was held. The Secretariat of the Pacific Community (SPC) hosted the meeting in Tonga in 2017. The meeting emphasized the critical role of governments, development partners, civil society, and local communities in providing support and creating an enabling environment for women's contribution to achieving the

Sustainable Development Goal (SDG) 5. SDG 5 itself aims to achieve gender equality and empower all women and emphasizes the idea that gender equality is a human right. In this regard, it can be said that establishing PACWIMA is one way to realize SDG 5. In addition, the meeting also encouraged strategic development initiatives at the regional level that aim to provide direction and guidance to partners, especially in terms of the role of Pacific women in the maritime sector.

Then, in April 2018, the second regional conference on Pacific women in the maritime sector was held in Port Moresby, Papua New Guinea. During the regional conference, a planning committee was established and monitored by SPC. The Planning Committee is tasked with developing a regional strategy to coordinate gender equality and equity in the Pacific maritime sector. The regional strategy sets out a vision to be implemented in the Pacific region based on three key strategic pillars. The first pillar recognizes women's leadership roles and contributions in the maritime sector. The second pillar is to increase the exposure and presence of women in the maritime sector, and the third is to enhance women's capabilities in the maritime sector. In this context, PACWIMA is responsible for monitoring and reporting on the progress of this strategy with support from its key partners, such as IMO and SPC (Pacific Community, 2019).

PACWIMA plays a significant role in collaboration with government agencies, development partners, and international and regional organizations. These

collaborations focus on identifying and collecting accurate, relevant data on women's involvement in and contributions to various maritime sectors. The collaboration also includes searching for and identifying gender-conscious policies, regulations, and strategies across the maritime sector, including the public and private sectors. This aims to ensure that measures implemented in the sector align with gender equality principles. This collaboration further results in producing a comprehensive report involving in-depth gender analysis. The report serves as an essential instrument for understanding the role of women in the maritime sector and formulating policies that are more responsive to gender issues in the maritime context.

Ratna (2012) argues that feminism is a movement to reject all forms of oppression, marginalization, and humiliation of women by the dominant culture in politics, economics, and social life (Subandi, 2021). This view aligns with PACWIMA's efforts to promote gender equality in the maritime sector and a form of rejection of gender inequality that still exists in the sector. PACWIMA aims to achieve a balance between men and women in society, in line with the concept of equality in feminism initiated by Ratna (2012), which contains efforts to provide a middle way to ensure that men and women can have roles that are in accordance with the conditions of society. In fighting for gender equality and justice, PACWIMA emphasizes the importance of providing equal rights, opportunities, and education between women and men. Equal rights and opportunities enable

women to develop their potential and achieve equality with men.

PACWIMA's roles in promoting the involvement of Fijian women in the maritime sector

In the maritime sector, the role of women is often overlooked although women have great potential to contribute. Women involved in the maritime sector often face major challenges, ranging from discrimination to sexual harassment. These challenges further marginalize women and create gender inequality and enormous social and economic imbalances. PACWIMA has become a solution to the challenges that hinder women's involvement in the maritime sector and is a strategic step to encourage women's participation in the sector. PACWIMA establishment was followed by the establishment of the Fiji Women in Maritime Association (FijiWIMA), part of PACWIMA, in September 2016. Fiji WIMA aims to increase the exposure of women in the maritime sector and build a network to connect, inspire, and provide opportunities to women by engaging stakeholders in Fiji's maritime industry (Women Offshore, 2021).

PACWIMA, for a Pacific nation such as Fiji, where the maritime sector plays a vital role in the country's life, certainly supports women's involvement in the sector. Fiji strengthens and adapts strategic goals and priorities relevant to its communities and regions. Fiji also harmoniously integrates these strategies into government plans or policies. These actions illustrate Fiji's commitment to achieving

Sustainable Development Goal 5, which focuses on gender equality, women's empowerment, and other sustainable goals related to the maritime sector. To support the role of Fijian women in the maritime sector, FijiWIMA has organized workshops and trainings to support women in achieving professional roles in the maritime sector and as agents of change. The 100 percent graduation rate demonstrates the success of this program. The association has also conducted leadership training and awareness and prevention programs on sexual harassment in the workplace.

PACWIMA adopts an approach similar to that of the 17th-century feminist movement in England. Based on the facts revealed by Anshori, Kosasih, and Sarimaya (1997), the media in the 17th century was utilized to voice women's aspirations and goals. At that time, women in England secretly carried out a small movement through "The Revolution" newspaper, spearheaded by figures such as Susan B. Anthony and Elisabeth Cady Staton. In the context of PACWIMA, the media is utilized to empower women by sharing inspiring stories of women who dare to pursue careers in shipping, port trade, and fisheries. This media coverage aims to raise women's awareness and courage to participate in the maritime sector (Mitchell, 2022). In this case, modern media and technology can be leveraged through PACWIMA's efforts to encourage the role and involvement of women in the maritime sector. PACWIMA can use media, technology, and visual materials such as videos, posters, infographics, and media promotions for more interactive online

discussions or participatory campaigns. To strengthen this strategy, PACWIMA can more actively collaborate with cross-sector networks and form partnerships with organizations outside the maritime sphere. Media use is considered efficient in raising maritime issues in various sectors (Pacific Community, 2019).

FijiWIMA manifests the view of liberal feminism, which does not demand a fundamental change in structure but encourages women to enter existing structures based on the value of equality with men. Liberal feminism asserts that women can work and support the family economy and not only play the role of a housewife. This perspective wants women to be totally integrated in all roles, including work outside the home. It aims to eliminate all forms of discrimination due to the absence of equal rights to self-advancement and equal opportunities for civilization and to eliminate the dominance of one sex.

Jane Koi, President of the Fiji Maritime Women's Association (FijiWIMA), stated that Fiji WIMA, as part of the Pacific Women in Maritime Association (PACWIMA) with support from the SPC and the International Maritime Organization (IMO), promotes and supports various dialogues within the member community and with stakeholders through the utilization of media platforms to inspire and share success stories of professional women in Fiji's maritime sector. In addition, Fiji WIMA also provides guidance and advice to assist members in overcoming challenges, seeking educational opportunities, and setting achievable goals. Such efforts are expected to contribute to

progressive growth and development for individuals. Jane Koi also said that Fiji has strong support from a network of women and men in its maritime industry to advance the role of women in the sector. Over the past few years, FijiWIMA has witnessed positive changes in improving the position of women in Fiji's maritime sector, both as seafarers and shore personnel, as demonstrated by the First cohort of female Royal Fiji Navy graduates in 2018. This demonstrates Fiji's success in creating gender equality in the maritime sector (Rabonu, 2019).

The third regional conference held by PACWIMA in Cairns, Australia, on February 27, 2023, revealed a significant increase in women's involvement in the maritime sector since the Second Regional Conference in 2018. The conference appreciated the achievements while also considering the challenges faced by women in the maritime sector, especially during the COVID-19 pandemic. According to Dinah Omenefa, former chairperson of PACWIMA, the achievements have had a positive, influential, and global impact. Dinah also emphasized the importance of Pacific cooperation in addressing global issues. Women's involvement in the Pacific maritime sector is critical in bringing positive change and inspiring the international maritime community. The conference highlighted an essential point in recognizing the role of women and gaining significant support for women's involvement in the maritime sector in the future (Daily Cargo News, 2023).

The involvement of women in the maritime sector in 2023 increased significantly. At the global level, women's involvement in the maritime sector reached 45.8%, with 24,059 female seafarers. This development shows a considerable increase compared to women's previous participation in the maritime sector. This increase results from various efforts by the PACWIMA to develop and empower women by establishing StateWIMA in countries in the Pacific region, such as Fiji (Maritime Training Academy, 2023).

Benefits of women's involvement in the maritime sector

Although women's involvement in the maritime sector experienced various upheavals and rejections, women's involvement in the maritime sector has now experienced significant development. It has become one of the maritime issues that have attracted global attention. Over time, the maritime industry, which was once dominated by men, has undergone significant changes with the active participation of women. Women's contributions have led to increased productivity, innovation, and efficiency in the maritime industry. The significant role of women in the maritime sector brings various benefits, ranging from gender equality to economic growth.

The massive involvement of women in the maritime sector has an essential influence in driving change to achieve gender equality, eliminate discrimination, and prevent sexual harassment. In an industry previously dominated by

men, the presence of women creates fairer and more equitable opportunities. It can also create a more inclusive work culture and eliminate gender discrimination. Women's active involvement also plays a significant role in creating a safe working environment. The contribution of women in the maritime sector will help women themselves to uphold norms to prevent sexual harassment and workplace violence. Creating an environment of high gender equality will be one of the drivers of the sustainable development of the maritime sector and society.

In addition to creating gender equality, women's empowerment also has major implications for the development of a country. It enables the drive to increase productivity, contribute to economic diversity, and create income equality. The role of women in the maritime sector also contributes significantly to the country's economic growth and development. Women's contribution can be shown by their involvement as a workforce in the maritime sector. By joining the workforce, women can increase production, income, and tax contributions at the household, community, and national levels (Bloom & Kuhn, 2012). Gender inequality can cause a decline in a country's economy of around 15% in Gross Domestic Product (United Nations, 2021).

Women's participation in the economic sector is a significant factor for the country. Financially stable women can fuel economic growth and create a stronger society. Suppose women can engage in the economic sector at the same rate as men. In that case, it can contribute up to USD 28 trillion or about 26% of

the annual Gross Domestic Product by 2025 (Organisation for Economic Cooperation and Development, n.d.). Enhancing women's economic stability is significant in ensuring that all countries can maximize their economic potential. It also manifests gender equality as women's economic stability reflects their equal role and fairness in benefiting from global prosperity (United States of America Department of State, n.d.). Improving the country's economy through the active role of women in the labor force has great potential to make a big difference for developing countries. Globally, the number of women active in the labor market currently stands at only 47%. If developing and emerging economies reduce this gap by 6%, they can increase their Gross Domestic Product by around 8% (International Monetary Fund, 2023).

Liberal feminism claims that modern women are "superwomen". Superwomen can transcend their traditional boundaries and be capable of more than just their traditional roles as women. Liberal feminists believe that women are capable of carrying out the role of mothers or wives and can develop in various fields, such as education, professional careers, and social life. This concept of superwomen foreshadows the movement to achieve gender equality, where women are recognized and considered equal to men in all aspects of life. In addition, liberal feminists also emphasize that women have the potential to achieve any goals they choose without being limited by gender stereotypes. This view of liberal feminism illustrates that women's involvement in the

maritime sector can provide significant benefits, especially in the economic sector, because women are considered to have superior work skills and can be a valuable asset.

The assumptions of liberal feminism are in line with data showing that involving women is an effective strategy in promoting the development of communities, companies, and even countries. Countries that achieve higher levels of gender equality generally have more robust economic growth. Companies that have more female workers in key positions, especially as leaders, tend to perform better. In the industrial world, awareness of the important role of women as leaders is increasing. This is in line with the argument of the IMO Secretary-General, who stated that gender balance is not just a women's issue but a business issue. Various studies have shown that organizations with a high presence of women in leadership tend to achieve better performance and are more profitable. The argument is further strengthened by research showing that female leaders tend to be more concerned about a healthy work environment for all individuals and are less tolerant of workplace harassment. Recent studies have also shown that women's leadership positively impacts company performance, particularly in terms of increased sales (Global Maritime Forum, 2019).

For a developing country like Fiji, the active involvement of women as laborers in the maritime sector can help achieve a stable economy. In 2019, Fiji's Gross National Income was only F\$10,400 or about US\$5,000. In the same

year, Fiji's negative real growth rate reached -0.4%. Fiji's overall public and private sector investment fell from around 20% in 2017 and previous years to around 16% in 2019. Not only that, the decline in Fiji's economic growth continued into 2020 and 2021. The condition was exacerbated by Fiji's public debt, which exceeded \$9 billion in 2022. This shows that Fiji's economic conditions are getting weaker every year. These weak economic conditions can impact the implementation of severe restrictions on social sectors such as education, health, and welfare. The implementation of these restrictions has a more significant impact on women and girls from economically disadvantaged families. With limited nominal incomes and rising prices and living costs, real incomes can experience a significant decline (Narsey, 2023).

In this context, the presence of PACWIMA has a vital role in restoring Fiji's economy. Fiji's economic growth can be achieved by engaging Fijian women in the maritime sector, which in turn can help Fiji overcome its economic problems. The involvement of women in the maritime labor market can help women to improve their lives and that of their families. Not only that, PACWIMA can also create gender equality and improve the country's economy. Through PACWIMA, gender equality and economic growth can be achieved simultaneously. Improving women's living standards and economic stability has the potential to eliminate discrimination and sexual harassment against women in the maritime sector, the main pillar of Fiji's economy. Therefore, all

challenges in advancing the sector must be overcome to maximize the results obtained from utilizing the sector. PACWIMA's role in leading this change provides an excellent opportunity for Fijian women to be actively involved in the economic sector and positively impact Fiji's overall economic and social progress.

CONCLUSION

The maritime sector is vital in the world economy, especially for island nations like Fiji. With around 70% of the earth's surface made up of oceans, human activities that include trade, natural resources, and energy rely heavily on this sector. The importance of the maritime sector to Fiji can be seen from its geographical condition. Consisting of more than 300 islands requires Fiji to have sea transportation to connect the islands. However, despite the strategic role of the maritime sector, women's involvement is still minimal, especially in Fiji. Only about 10% of women participate in Fiji's maritime sector, with low representation in areas such as shipping, ship agents, supply chain, and freight forwarding. The lack of women's involvement in the maritime sector is due to crucial issues such as gender inequality and sexual harassment. These challenges are addressed by the international community through the establishment of the Pacific Women in Maritime Association (PACWIMA), followed by the establishment of StateWIMA in several Pacific countries, such as FijiWIMA.

In this context, PACWIMA is a response to problems in the maritime sector that is in line with the ideas of liberal feminism, emphasizing the importance of addressing the problems women face in the sector without a social revolution.

PACWIMA's collaboration with government agencies, development partners, and international organizations involves identifying data on women in the maritime sector and finding policies and strategies that consider gender. This aims to ensure the implementation of gender equality principles throughout the maritime sector. PACWIMA's presence also plays a vital role in raising awareness of the role of women in the maritime sector, encouraging women's exposure, and enhancing women's capabilities. These efforts align with PACWIMA's strategy, which emphasizes recognizing women's leadership and increasing exposure to women's capabilities in the maritime sector. As part of the feminist movement, PACWIMA strives to achieve gender balance and reject all forms of inequality in the maritime sector to realize the vision of SDG 5, which aims to achieve gender equality and empower all women and emphasizes the idea that gender equality is a human right.

Through PACWIMA and FijiWIMA, women's involvement in Fiji's maritime sector has increased. To achieve this, Fiji adopts strategic objectives to support gender equality

in the maritime sector by organizing training and workshops to support women. In addition, media and technology are also utilized in these efforts by sharing inspiring stories of women in the maritime sector. PACWIMA and FijiWIMA reflect the views of liberal feminism that encourage women's involvement by including women in existing structures without changing the fundamental structure. By 2023, women's engagement in the global maritime sector had reached 45.8%, with 24,059 female seafarers. This engagement increased due to PACWIMA's efforts, particularly the establishment of StateWIMA in Pacific countries such as Fiji. Women's involvement has increased productivity and contributed to gender equality and economic growth. Women's contribution to the maritime sector provides economic benefits that lead to better economic growth. In developing countries like Fiji, women's involvement in the maritime sector can help the country recover from its economic crisis, create economic stability, and achieve gender equality. Through PACWIMA, women in Fiji can play an active role in the maritime sector and positively contribute to economic growth and gender equality. This, in turn, creates opportunities to address Fiji's economic and social challenges and demonstrates the huge potential of women's involvement in the maritime industry regionally and globally.

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ABOUT

SALASIKA etymologically derived from Javanese language meaning 'brave woman'. SALASIKA JOURNAL (SJ) is founded in July 2019 as an international open access, scholarly, peer-reviewed, interdisciplinary journal publishing theoretically innovative and methodologically diverse research in the fields of gender studies, sexualities and feminism. Our conception of both theory and method is broad and encompassing, and we welcome contributions from scholars around the world.

SJ is inspired by the need to put into visibility the Indonesian and South East Asian women to ensure a dissemination of knowledge to a wider general audience.

SJ selects at least several outstanding articles by scholars in the early stages of a career in academic research for each issue, thereby providing support for new voices and emerging scholarship.

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SJ aims to provide academic literature which is accessible across disciplines, but also to a wider 'non-academic' audience interested and engaged with social justice, ecofeminism, human rights, policy/advocacy, gender, sexualities, concepts of equality, social change, migration and social mobilisation, inter-religious and international relations and development.

There are other journals which address those topics, but SJ approaches the broad areas of gender, sexuality and feminism in an integrated fashion. It further addresses the issue of international collaboration and inclusion as existing gaps in the area of academic publishing by (a) crossing language boundaries and creating a space for publishing and (b) providing an opportunity for innovative emerging scholars to engage in the academic dialogue with established researchers.

STRUCTURE OF THE JOURNAL

All articles will be preceded by an abstract (150-200 words), keywords, main text introduction, materials and methods, results, discussion; acknowledgments; declaration of interest statement; references; appendices (as appropriate); table(s) with caption(s) (on individual pages); figures; figure captions (as a list); and a contributor biography (150 words). Word length is 4,000-10,000 words, including all previous elements.

TIMELINE AND SCHEDULE

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