

## **PROPOSAL TO IAPH BOARD OF DIRECTORS FOR CREATION OF THE IAPH WOMEN'S SCHOLARSHIP**

The IAPH Board is asked to adopt the following motion:

- Authorize the creation of the IAPH Women's Forum Scholarship which consists of two types of scholarship awards (The Women's Forum Biennial Training Scholarship and the Women's Forum Annual Meeting Scholarship)
- Direct the Secretary General to proceed with implementation of the scholarship program as outlined in this proposal with the first awards being made in the year 2016 for the Annual Meeting Scholarship and the first award for the IAPH Training Scholarship for the period between the 2015 and 2017 World Port Conferences. An ad-hoc committee known as the Women's Forum Scholarship Committee shall be established by the Executive Committee of the Board and shall include the Chair of the IAPH Women's Forum to oversee the program and select the awardees or the program can be managed by the Communications Committee with the addition of the Chair of the Women's Forum to the relevant discussions.
- Appropriate an amount of \$12,500 US per year.

### **Background on the Existing Scholarship Program**

The IAPH Training Scholarship<sup>1</sup> is an existing financial assistance program to assist young<sup>1</sup>, fulltime staff of IAPH member ports in attending advanced or short-course programs of no longer than one-week at IAPH-affiliated training institutes. There are currently six institutes that are recognized by IAPH where this scholarship program can be utilized which include: 1) the PSA Institute in Singapore, 2) IPER in Le Havre, 3) APEC in Antwerp, 4) IBC Global Academy, 5) UNESCO-IHE in the Netherlands and, 6) TTPM International in London. In addition to the IAPH-affiliated programs, the scholarship can be used at any other institute which is a subdivision of an IAPH member port or Associate member offering a short duration course, such as the AAPA annual Marine Terminal Operations training program.

Applicants must be employed by IAPH member ports in good standing and must be from one of the countries that are defined as "Low or Lower Middle Income" by the World Bank. Examples of the twenty-nine countries included in this category are Vietnam, Egypt, Kenya, Bangladesh, India, Indonesia, Pakistan, Nigeria, Philippines, Ukraine, etc. Individuals employed by a central government ministry and not directly involved in the management of ports are excluded from this award. The scholarship award is \$2500 US\$. Candidates are asked to complete a short form that is available online and the selection of the awardees is made by the Tokyo office. There is no specific time of year that applications are solicited and applications will be reviewed as they are submitted.

Historically the training scholarship was funded by the Special Port Development Technical Assistance Fund and IAPH member ports were asked to make donations to the Fund in accordance with Section 51 of the IAPH bylaws. This model is similar to how funding is often solicited by the IMO for their various technical assistance programs. In 2007 due to the lack of donation by IAPH member ports, the donation fundraising scheme was abandoned in

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<sup>1</sup> "Young" is not defined in the criteria but the Secretary General's office seeks to award the scholarship to persons who are in the early or middle career stages.

favor of funding the training scholarship directly from the IAPH general account. In 2007, \$21,332 was transferred from the general accounts to the training scholarship fund and in 2008 \$20,518 was transferred to the account. The current balance of the account is US\$ 15, 815.

### **History of Training Scholarship Awards.**

The Secretary General's office has prepared the attached table that summarizes the Scholarship Training Awards issued since 2005. The Secretary General's office receives many inquiries about the award program but few applications. Awards were made in six of the past ten years. There were no applicants in four of the past ten years. The number of awards has ranged from one a year to 4 in 2011. The awards have been most often used for attendance at the APEC training in Antwerp, Belgium. It is not surprising that this has been one of the primary uses of the scholarship program because information about the IAPH Training Scholarship is listed on the scholarship tab on the APEC program homepage. There does not appear to be any IAPH link or mention of the IAPH Scholarship training award on any of the other IAPH-affiliated program websites. An individual can only receive an award once and multiple awards in one year would go to individuals located in different countries.

Anecdotal information suggests that the lack of applicants may be due to the small amount of the individual award \$2500 which is insufficient for an individual to attend a foreign training program without additional means of support.

### **Proposal to Create the IAPH Women's Forum Scholarship Program**

A review of the existing IAPH Training Scholarship program in preparation for development of this proposal suggests that some revamping of the existing program may be warranted. It is hard to imagine in today's budget climate for many of the IAPH ports that our members are not taking advantage of the program. What little data is available, suggests that when the international training program advertises the availability of the IAPH Training Scholarship on its own website with a link to the IAPH website, there are more people that become aware of the program and more applications. Nevertheless, the purpose of this current proposal to the board is to create the IAPH Women's Forum Scholarship program. The board may want to consider what action, if any, it wants to take in revamping the existing scholarship program or whether it wants to eliminate the existing program in favor of the IAPH Women's Forum Scholarship Program or create the IAPH Women's Forum Scholarship in addition to the existing program. The Board should consider is whether funding exists to continue both programs.

### **Criteria for the Two New IAPH Women's Forum Scholarships**

The IAPH Women's Forum Scholarships are for female employees of any Regular (Port) members of the International Association of Port Authorities. The purpose of the IAPH Women's Forum scholarship program is to advance the status of women in the port industry by providing assistance for continued education and training, or for completion of a port or maritime-related course at a college or university or other similarly related purpose that achieves the goal of the advancement of women in the port industry as approved by the IAPH Scholarship Committee. The IAPH Biennial Training Scholarship is to supplement tuition

for a port-related training and travel expenses for the IAPH Biennial World Ports Conference. The IAPH Women's Forum Annual Meeting Scholarship is for attendance at either the IAPH Midterm Conference or the Biennial World Ports Conference. Both scholarships require presentations at the meetings attended.

The IAPH Women's Forum shall be open to female members from all IAPH member ports not just ports that are located in countries that are defined as "Low or Lower Middle Income" by the World Bank. The very low percentage of women leaders in the port industry is a worldwide condition, as prevalent in developing countries as underdeveloped countries.<sup>2</sup> Recipients of the scholarships will be required to attest that they will remain in the employ of a full IAPH member during the course of the scholarship year and for at least years post scholarship.

There are two specific scholarships that are established:

**IAPH Women's Forum Biennial Training Scholarship:** This scholarship is a training grant that will be awarded every two years. The scholarship for the two year period is for an amount up to \$15,000 US. There are two components of this training scholarship: 1) a training course and 2) attendance and a presentation at the Women's Forum at the IAPH World Ports Conference. This scholarship is to be used for a port-related course at a year round academic institution (college or university) for port or maritime-related courses, training at one of the IAPH-affiliated training institutes or other training program established by an IAPH member or associate member as approved by the IAPH Scholarship committee. Evidence of registration for the course or training program along with attendance verification must be submitted and the award will be made upon receipt of a final grade or transcript indicating satisfactory completion of the course. In the second year of the scholarship program, the awardee will attend the IAPH World Conference and make a presentation to the Women's Forum. The grant funds will be disbursed as a reimbursement upon submittal of appropriate evidence depending on the type of program. The Secretariat shall retain at least \$5000 US for disbursement the second year to cover travel expenses to attend the IAPH World Ports Conference. Registration at the World Ports Conference will be waived for the awardee.

**IAPH Women's Forum Annual Meeting Scholarship:** This scholarship is to be used for attendance at the IAPH Annual Meeting for a female member of a member port that is below the senior management level. The award required the presentation by the scholarship winner of an original paper at the Annual meeting. Registration for the Annual meeting will be waived for the Scholarship Awardee. The award is used for travel expenses to attend the Annual Meeting such as airfare and hotel and shall not exceed US\$5000. The Scholarship recipient will be awarded funding upon submittal of receipts to the IAPH Secretary General but in no case shall receive an amount exceeding US\$5000. The awardee's paper shall be presented to the IAPH Women's Forum during the Annual Meeting.

**Budget:**The IAPH budget shall include an appropriation of \$12,500 U.S. annually for implementation of the Women's Forum scholarship program- \$7500 for one half of the Training Scholarship and \$5000 for the Annual Meeting Scholarship.

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<sup>2</sup> Of the 180 IAPH Member Ports, only 12 or 6% are led by women (Source IAPH Secretary General, 2014). In the United States, there are 126 deep-water ports and only 3, a mere 2.3% are led by women.

**Application Process:** The IAPH Secretariat shall prepare application materials for posting on the IAPH Women's Forum page of the IAPH website and shall advertise the availability of the scholarship grants using the IAPH Journal and e-newsletter.

The Application should include the following:

Applicant's Name and Position at the IAPH Member Port  
The amount of the request and the proposed use of the funds  
Other funding available to support the applicant's request  
A copy of the applicants resume or CV.

Answers to the following questions:

- Describe your career aspirations in the port-related field.
- Explain why you believe IAPH should fund your request
- State briefly why you want to attend the specific program.
- Describe how you might envision supporting the IAPH WOMEN'S FORUM as you advance in your port career.

Applications for the IAPH Women's Forum Annual Meeting Scholarship shall also include a title and abstract of their paper to be presented at the IAPH meeting.

#### **Ensuring Success of the IAPH Woman's Forum Scholarship Program:**

The key to making this program successful depends on the strength of the applicants that apply. The IAPH Women's Forum Scholarship Program has something the current IAPH Training Scholarship Program does not- the group of people that established the Women's Forum. It will be the responsibility of the IAPH Women's Forum to undertake the "marketing" of the scholarship program through its Facebook page and through the connections of its members who are affiliated with other women's maritime organizations.