



भारत सरकार / GOVERNMENT OF INDIA
पत्तन, पोत परिवहन और जलमार्ग मंत्रालय
MINISTRY OF PORTS, SHIPPING AND WATERWAYS

नौवहन महानिदेशालय, मुंबई
DIRECTORATE GENERAL OF SHIPPING, MUMBAI

File No. 23-MISC/38/2024-CREW-DGS (C. No. 28971)

Date: 25.11.2024

DGS Order 18 of 2024

Subject: Establishment of Task Force for Women in Maritime for nurturing and supporting the Directorate's initiative of "Sagar Mein Samman" - reg.


Reference is invited to the growth of women in every aspect related to maritime industry. "Sagar Mein Samman" speaks about the diversified culture of the maritime sector where women are found to be prominent and included for their nature and values. It consists of the number of women seafarers in this industry being honoured and rewarded for their hard work and perseverance, which will lead in empowering young women in the coming future in the maritime industry.

2. Recognizing the pressing need to address the issues and challenges being faced by women in maritime sector effectively the Directorate General of Shipping (DGS) is pleased to constitute "**Task Force for Women in Maritime**" comprising the following members (*As enclosed in Annexure 1 list*) from the maritime industry, including representatives from reputable shipping companies, allied offices and other relevant stakeholders to work and look after the Women Seafarers cause, issues and support the Women Seafarers well-being at sea and ashore.

3. Whereas, the future of Women Seafarers and Women in Maritime depends on their ability to adapt to technological advancements, regulatory changes and global market dynamics while fostering sustainable and inclusive growth. The constituted Task Force shall serve as a consultative body dedicated to analyzing and devising comprehensive maritime strategies to combat them.

4. The **Terms of Reference (ToR)** for the constituted Maritime Task Force by the Directorate shall be following but not limited to:

- i. Preparing "**Sagar Mein Samman**" - Complete policy document, which may include the following aspects:
- a) Zero tolerance policy document for women in maritime
 - b) Diversity / Equity and inclusion framework for all concerns in maritime sector
 - c) Model Code of conduct for seafarers
 - d) Gender perspective strategies


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9वीं मंजिल, बीटा बिल्डिंग, आई थिंक टेक्नो कैम्पस, कांजुर गाँव रोड, कांजुरमार्ग (पूर्व) मुंबई- 400042

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-: 2 :-

- e) Infrastructure requirement with gender perspective
 - f) Social media engagement to create pull factor for a career in maritime for women
 - g) Institutional mechanism for promotional and sustained campaign on social media
 - h) Other engagements such as programmes / drives to attract women in maritime sector
 - i) Proposals of scholarships in maritime sector
 - j) Motivate women for career in maritime with sponsorships
 - k) Strategies to mobilise MTIs for more admissions to women
 - l) Strategies and proposals for situational engagement of women such as including mentorship programs, training opportunities and networking events etc.
 - m) Standards prescribed for medical care, leave, women friendly infrastructure requirement on shore and on board
 - n) Best practices globally for promoting women to take up careers in maritime
 - o) Existing rule framework, POSH policies etc. and efforts needed to improvise the same
 - p) Regulatory framework to be provisioned for women empowerment in maritime sector
 - q) Corporate gender engagement framework structure for companies, unions and other stakeholders to promote women in maritime
 - r) Institutional account for providing congenial work environment for women in maritime
 - s) Strategies for improving alternate careers for on shore and on board for women
 - t) Standardized modules for MTIs (Post and Pre-Sea) for gender sensitization training and gradual progress to Gender parity
 - u) Proposal of initiatives such as buddy program for women at sea to be mentored and made mandatory for crewing concerns, ship operators and ship managers
 - v) Strategies to motivate and remove the stigma / myth associated with in the society with respect to women in maritime sector
 - w) Strategies and propose solutions to effectively curb male prejudice mind
 - x) Strategies for women to work efficiently with multinational male crew
 - y) Creation of course map such as creating awareness in young minds, school and colleges etc. with promotional events, collaborate with industry stakeholders, educational institutions and governmental organisations to promote policies and practices that enhance gender equality in maritime
 - z) Proposals related to work ethics, manning policies etc.
 - aa) Availability of infrastructures on board (wash room, toilets, separate change rooms etc.) with gender perspective
 - bb) Availability of infrastructures in ports with gender perspective
- ii. Identify barriers to entry, retention, and advancement for women in both seafaring and shore-based roles and propose solutions
- iii. Raise awareness about the contributions of women in maritime through advocacy, partnerships and outreach activities
- iv. Preparing status report of women in maritime (India & Global wise)
- v. Year wise action plan in multiple engagement, budget, funding and collated from industry partnership and sovereign funding for promoting the cause of women in maritime
- vi. Strategies to promote women in cruise and other maritime associated industry and requisite support thereof


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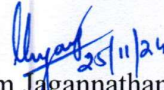
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5. The constituted "Task Force for Women in Maritime" by the Directorate General of Shipping to address challenges and issues facing women in the maritime sector may further co-opt experts, specialists etc. who can guide and support them for providing direction, advice and recommendations as deemed fit.
6. The constituted "Task Force for Women in Maritime" may develop their own rules to govern and may accordingly convene meetings as required in-person or virtually with all such meetings minutes be documented and shared with all members as required.
7. Participation by the members / officials shall be purely voluntary and will not be subject to any manner of remuneration, honorarium etc. and any incidental expenditures for conduct of meetings or specific activities arrived at by due consensus in the Task Force meetings shall be subject to the stipulations as mandated on raising a charge on the public exchequer as per due process.
8. The constituted Task Force may explore potential funding sources to support its initiatives, including partnerships with industry stakeholders, grants from governmental organisations and sponsorships as required.


(Shyam Jagannathan)
Director General of Shipping

Encl: As above

To,

1. All Task Force members
2. Seafarer Unions - MUI / NUSI etc.
3. Industry Associations - MASSA / FOSMA / INSA / ICCSA / IMF etc.
4. Professional Organisations - CMMI / IMEI / WMU India Alumni Association

Annexure 1

List of Volunteers / Members of Task Force for Women in Maritime with their contact details

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