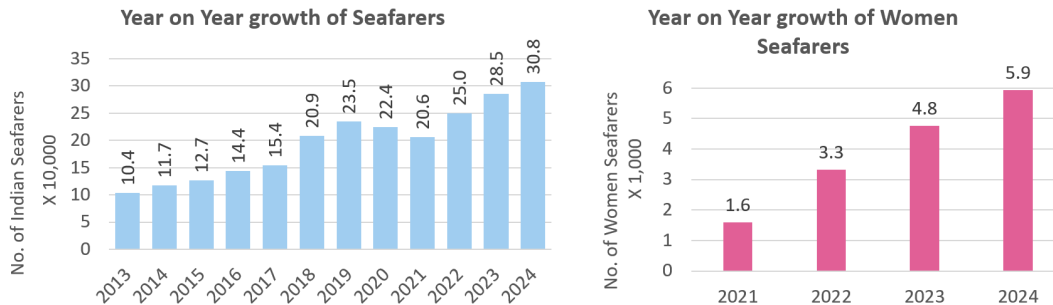


Seafarers and the Seafaring industry are already on the rise, however, with limited representation of women

The number of Indian seafarers have consistently been on the rise in the last decade. With nearly 3.08 lakh seafarers, India provides approximately 12% of the global seafaring pool.



- Of the total pool of Indian seafarers, women seafarers represent less than 2%.
- Statistics clearly indicate that seafaring is not a gender-equitable workspace currently.

10/30/2025 9:09 AM

India Maritime Week - Presentation for Maritime Human Capital

2

India's seafaring workforce is growing, with about **3.08 lakh Indian seafarers**—roughly **12% of the global pool**.

However, **women constitute less than 2%**, highlighting the gender disparity in the maritime sector.

Overcoming these issues is key to creating an inclusive and supportive seafaring environment for women

The SMS Task Force (R&D Sub-Committee) surveyed five key stakeholder groups - women cadets, women seafarers, management personnel, and MTI heads. Key findings are as follows-

Systemic & Cultural Barriers

- <2% women in global workforce
- Deep-rooted **gender bias**, stereotypes & limited institutional support
- High **societal resistance** while choosing career at sea
- Bias, exclusion** & lack of respect during training

Safety, Harassment & Trust Gap

- High incidence of Gender-Based Challenges
- Verbal harassment & discrimination remain prevalent
- Low Psychological Safety**: Only few feel completely safe at sea
- Low trust in reporting systems**; fear of retaliation

Infrastructure & Facility Gaps

- Insufficient women-specific spaces** and provisions
- Gaps in menstrual hygiene, fitness and healthcare support
- Limited or inadequate **onboard facilities**
- Need for gender-responsive **wellness and privacy measures**

Career & Work-Life Challenges

- Restricted access to roles & slower progression**
- Limited mentorship & placement bias
- Reconsider training due to **family responsibilities** conflict
- Stress, isolation & inadequate mental health support**

10/30/2025 9:15 AM

India Maritime Week - Presentation for Maritime Human Capital

3

The **SMS Task Force (R&D Sub-Committee)** surveyed women cadets, serving women seafarers, MTI heads, management personnel, and administrators to identify barriers to women's participation in seafaring.

Key Findings:

- **Limited Entry Opportunities:** Women face restricted berthing options and limited placements due to inadequate onboard facilities and biased hiring perceptions.
- **Retention Challenges:** Lack of mentorship, long contract gaps, and absence of re-entry programs lead to high attrition and career stagnation.
- **Infrastructure Gaps:** Many MTIs and vessels lack gender-sensitive amenities and formal grievance redressal systems.
- **Cultural Biases:** Persistent stereotypes and subtle discrimination discourage women from pursuing or sustaining maritime careers.
- **Safety & Support Deficits:** Weak enforcement of anti-harassment mechanisms and limited access to counselling services impact confidence and morale.
- **Low Visibility:** Limited publicity of women achievers reduces motivation and role modelling for young aspirants.

Insight:

Barriers are systemic and multi-dimensional—requiring a unified approach through **policy reform, institutional accountability, sensitization, and mentorship**, as envisioned under the **Sagar Mein Samman initiative**.

MIV 10.15 stresses on the inclusion on women in the seafaring sector

The Maritime India Vision (MIV) 2030 stresses on the need to have women in the seafaring sector and build a dignified and respectable workspace with ample opportunities for growth.

Awareness and Marketing	Incentivization
<ul style="list-style-type: none"> • Increasing awareness regarding women seafarer roles through career counselling / marketing campaigns • Publicize women seafarer success stories to improve sentiment 	<ul style="list-style-type: none"> • Supply: Leverage scholarships and promote participation through waving tuition fees • Demand: Evaluate mandating domestic shipping companies to hire women seafarers
Promoting gender sensitization	Buddy programs and counselling
<ul style="list-style-type: none"> • Promoting gender sensitization and zero tolerance gender discrimination • Include gender sensitivity and workplace ethics modules in maritime education and officer training programs. 	<ul style="list-style-type: none"> • Buddy Programs pairing new women recruits or cadets with experienced officers to ease their transition into maritime work environment • Confidential counselling services—both online and in-person

The **Maritime India Vision (MIV) 2030** articulates a clear commitment to **empowering women in the seafaring sector** through a combination of awareness, regulatory, and institutional interventions.

Key focus areas include:

- **Awareness & Outreach:** Launching **career counselling programs**, **marketing campaigns**, and publicizing **success stories** of Indian women seafarers.
- **Incentivization:** Offering **scholarships**, **tuition fee waivers**, and promoting participation through targeted financial support.
- **Industry Mandates:** Encouraging domestic shipping companies to **hire women seafarers** and integrate gender diversity goals into HR frameworks.
- **Gender Sensitization:** Embedding **gender sensitivity and workplace ethics modules** into maritime education, STCW courses, and officer training.
- **Buddy & Counselling Programs:** Pairing **new women recruits with experienced officers** and offering **confidential online/offline counselling** support.

This approach aims to transform maritime workspaces into **dignified, equitable, and growth-oriented environments**.

Sagar Mein Samman as a flagship initiative to enhance women in seafaring

The Sagar Mein Samman has been launched with the aim to realise the MIV's vision of enhancing the participation of women in the seafaring industry.

Four Pillars of SMS

Empowerment:

- Equip women with skills and confidence to take up leadership roles
- To instill confidence, creating role models, and opening leadership pathways that women have traditionally been excluded from

Inclusivity:

- Promote unbiased recruitment and representation at all levels
- Remaking the seafaring space, rethinking systems, and addressing biases that exist in training, hiring, promotion, and everyday work culture

Safety

- Ensure a harassment-free, supportive work environment
- building a culture of mutual respect and awareness where safety is not a formality but a lived, everyday reality. Only in such an environment can women truly grow and contribute to their full potential.

Skill Development

- Provide tailored training, certifications, and industry exposure.
- Scholarships, mentorships, and continuous learning pathways tailored to the demands of the industry. to prepare them to lead, innovate, and bring fresh perspectives to a sector that needs them

SMS is emerging as a mission to ensure that progress does not bypass half the population.

A flagship initiative to actualize MIV's gender inclusion goals by empowering women with skills, confidence, and leadership pathways.

Four Pillars:

1. **Inclusivity** – unbiased recruitment and representation.
2. **Safety** – harassment-free, respectful work culture.
3. **Skill Development** – training, mentorship, continuous learning.
4. **Empowerment** – leadership and visibility for women in maritime.

Strategies for enhancing the participation of women

- Formulation and Enforcement of an Anti-Harassment Policy

Develop & implement a robust anti-harassment framework applicable across maritime institutions, vessels, MTIs and allied bodies, with clear reporting mechanisms and accountability protocols

- Gender-Neutral Advocacy in Maritime Conventions

Proactively engage with international bodies to promote the use of gender-neutral language and inclusive provisions within key conventions such as SOLAS, STCW, MLC etc.

- Official Corporate Social Responsibility (CSR) Mandates for Maritime Institutions

Enforce CSR obligations for Maritime Training Institutes (MTIs), legal institutions, shipping companies, and associated entities to support gender equity programs, infrastructure, and awareness campaigns

- Benchmarking Global Best Practices

Conduct a comparative policy review and adopt proven practices from gender-progressive maritime nations, including Norway, Sweden, Chinese Taipei, the Philippines, and Denmark.

- Institutional Resource Commitment

Secure long-term commitments for scholarships targeted at women & underrepresented groups, Inclusion mandates for MTIs e.g., gender-equal intake policies, gender-sensitive infrastructure Identification & removal of systemic barriers obstructing women's entry & retention in maritime careers

Key strategies for enhancing women's participation:

- **Anti-Harassment Policy** across institutions and vessels.
- **Gender-Neutral Advocacy** in maritime conventions (SOLAS, STCW, MLC).
- **CSR Mandates** for supporting gender equity programs.
- **Global Benchmarking** with nations like Norway, Sweden, the Philippines.
- **Institutional Commitment** for scholarships and gender-sensitive infrastructure.

More activities are being planned to strengthen the Sagar Mein Samman initiative

Training Modules	Outreach Activities	Workshops/ Seminars	R & D
<ul style="list-style-type: none"> • SMS related training modules to be developed • These modules to be launched on LMS 	<ul style="list-style-type: none"> • Outreach activities for the sensitization of women inclusion in the seafaring industry 	<ul style="list-style-type: none"> • Workshops/ seminars to be conducted to demonstrate life in seafaring 	<ul style="list-style-type: none"> • Research and Development targeted at surveying the job market for women
Women Seafarers Group	Visit to Countries	Institutional Mechanism	IMO Assembly
<ul style="list-style-type: none"> • Constitution of a women's seafaring group for regular interactions 	<ul style="list-style-type: none"> • Visit to countries to understand their strategies to include women in seafaring 	<ul style="list-style-type: none"> • Robust institutional mechanism to carry out tasks pertaining to SMS 	<ul style="list-style-type: none"> • Present India's ideas in 2026 and explore avenues of collaboration

Planned activities include:

- Launch of **training modules** on LMS.
- Creation of a **Women Seafarers Group**.
- **Outreach programs** for awareness and sensitization.
- **Workshops/Seminars** showcasing maritime careers.
- **Research & Development** on women's job markets.
- **International collaborations** and showcasing India's efforts at the **IMO Assembly 2026**.

Goals to be achieved in Sagar Mein Samman

Year 1 – 2025 – 2026	Year 2 – 2026 – 2027	Year 3 – 2027 – 2028	Year 4 – 2028 – 2029	Year 5 – 2029 – 2030
<ul style="list-style-type: none"> • To set the vision and identity for gender inclusion in maritime. • Launch outreach, awareness, and e-learning modules. • Releases India's first Gender Inclusion Policy and Coffee Table Book. • Empower women through training, visibility, and sector-wide engagement 	<ul style="list-style-type: none"> • Shift to integration and system-level change. • Gender Framework and audits to be rolled out; outreach expands to colleges, ports, and companies. • Mentorship program, scorecard, and documentary to be increased 	<ul style="list-style-type: none"> • Focus on expansion and deeper engagement. • Gender metrics become part of inspection protocols and performance. • Academic and global partnerships expand gender-forward practices. • Real workplace changes and policy influence opportunities. 	<ul style="list-style-type: none"> • Consolidation and institutionalization of leadership programs. • National Conclave and cross-sector dialogues drive broader inclusion. • Women achievers' stories gain national visibility. • Women to gain senior roles, diverse career options, and lasting policy influence. 	<ul style="list-style-type: none"> • Focus on legacy and mainstreaming gender inclusion. • Impact to be reviewed, framework to be updated, and replicable toolkit to be launched. • Permanent SMS Cell at DGS • Global showcase highlights India's maritime gender inclusion achievements

A five-year roadmap outlining progressive inclusion goals:

- **2025–26:** Launch awareness, policy, and training initiatives.
- **2026–27:** System-level integration, gender audits, mentorship programs.
- **2027–28:** Expansion and partnerships; inclusion in inspection protocols.
- **2028–29:** Leadership programs and national-level visibility.
- **2029–30:** Legacy phase; permanent SMS Cell at DGS and global recognition.

Maritime SHeEO

30th October 2025

Introduction and Welcome

- Greet dignitaries, maritime leaders, and women professionals present.
- Theme: Empowering women in maritime.
- The sector is changing — inclusion must be intentional and strategic.
- State purpose: ensure women are **equally represented**, respected, and given room to lead.
- Acknowledge the courage of women who broke barriers to be in this field.

“We are here to not just discuss challenges but drive real change.”

Current Landscape

- India: 12% of global seafarers — strong and growing.
 - Women: <2% — major underrepresentation.
 - The issue is not capability; it's persistent structural barriers.
-

Challenges Highlighted

- **4 key challenge clusters:**
 - Systemic & cultural bias from entry to promotion.
 - Safety concerns — low psychological safety & reporting hesitancy.
 - Insufficient women-specific infrastructure onboard.
 - Career progression hurdles + family responsibility pressures.
 - These issues collectively restrict growth and retention.
-

Maritime India Vision 2030 Alignment

- Gender inclusion is a stated strategic priority.
- Focus on awareness, female role models, and incentivized participation.
- Gender sensitization embedded in training and shipboard culture.

Sagar Mein Samman Initiative

- Objective: Create a respectful, equitable maritime workplace.
- Linked with Deliverable 10.15.2 of MIV 2030
- Supports SDG 5 (Gender Equality) and SDG 8 (Inclusive Growth)
- Four pillars:
 - Inclusivity
 - Safety
 - Skill Development
 - Empowerment / Leadership pathways
- Mission: Ensure progress includes women at every level.

Key Strategies for enhancing the women participation

- Robust anti-harassment policy + reporting accountability.
- Gender-neutral advocacy in maritime rules and conventions.
- CSR to support infrastructure and awareness programs.
- Benchmarked best practices from advanced maritime nations.
- Scholarships + MTIs focus on gender-equal intake.

Strengthening Actions

- Training modules & e-learning on gender inclusion.
- Women Seafarers Network for peer support.
- Awareness and outreach — ports, MTIs, shipping companies.
- Workshops to demystify life at sea.
- Research + global collaboration for continuous improvement.

5-Year Roadmap

- Year-wise phased transformation:

- **Year 1:** Identity, outreach, gender inclusion policy.
 - **Year 2:** Integrate gender frameworks, expand mentoring.
 - **Year 3–5:** System-level change, leadership visibility, permanent SMS Cell at DGS.
 - Goal: Women not just onboard ships — but leading teams.
-

Closing statements

- Maritime future must be inclusive to be innovative and sustainable.
- Women bring new skills, resilience, leadership.
- We are building an ecosystem where women can thrive at sea.
- Call to action: The time for equality in maritime is now.

“The ocean has never set limits on who can sail it. So let us build a world where women navigate every wave, command every vessel, and shape every horizon. The tide of change is here — and we will not let it recede.”

Thank you. Jai Hind.

Ensuring Women's Safety in Maritime through Cybercrime Prevention Measures

- **Zero Tolerance Policy:**
Establish a strict zero-tolerance stance against online harassment, cyberbullying, and digital exploitation onboard ships or in shore establishments, ensuring swift disciplinary action against offenders.
- **Penalties for RPSL Companies:**
Impose stringent penalties or suspension of Recruitment and Placement Services Licence (RPSL) for agencies that fail to safeguard women seafarers' digital privacy, share data irresponsibly, or ignore cyber complaints.
- **Immediate Sign-Off Procedures:**
Allow immediate sign-off and safe disembarkation for women seafarers subjected to online harassment, threats, or any form of digital abuse, ensuring their dignity and psychological safety.
- **Repatriation to Home Country:**
Facilitate prompt repatriation of affected seafarers to their home country at the employer's expense, ensuring confidentiality and mental well-being during investigations.
- **Effective Social Media Program:**
Conduct mandatory awareness sessions and training programs on responsible social media use, data protection, and identifying cyber threats such as phishing, impersonation, or digital stalking.
- **Whistleblower Policy:**
Implement robust whistleblower mechanisms that allow women seafarers to confidentially report cyber incidents without fear of retaliation, backed by independent inquiry committees.
- **Professional Crewing/Manning Agencies:**
Mandate that all crewing agencies employ trained digital safety officers, conduct cyber-safety audits, and ensure that only verified and sensitized personnel manage seafarer profiles and communications.