Draft Policy on Gender Inclusivity for Women in the Maritime Sector

<u>(Seafaring & Shore- Based Roles)</u>

An Initiative of Sagar Mein Samman by

Directorate General of Shipping, Govt of India

Contents

1 Background

Inspired by the Hon'ble Prime Minister's Maritime India Vision 2030, "Sagar Mein Samman" is a transformative initiative aimed at recognizing and enhancing the role of Women in the Maritime Sector. The Program echoes fostering respect and empowerment and seeks to ensure that Women Seafarers can thrive and navigate their careers with dignity and pride. The DGS Order No. I 8 of 2024 (25 November 2024) constituted the Sagar Mein Samman Task force with 50 members volunteering to work selflessly for building a policy framework for Women in Maritime.

With humble beginnings, the initiative started developing and on 30th January 2025, Shri Shantanu Thakur, Hon'ble Union Minister of State, Ministry of Ports, Shipping and Waterways in the presence of esteemed dignitaries and stakeholders from the Indian Shipping Sector along with the Director General of Shipping, Govt. of India, officially launched the logo and theme of "Sagar Mein Yog – A Complete Wellness Program" and "Sagar Mein Samman"- Honor at Sea in Mumbai.

Shri Shyam Jaganathan, IAS, Director General of Shipping, Govt. of India emphasized that under the visionary leadership of Hon'ble Prime Minister Shri Narendra Modi, Maritime India Vision 2030 symbolizes a Hope for uplifting Women Seafarers and steering India toward Maritime Excellence. The "Sagar Mein Samman" initiative was born from this vision, aiming to enhance respect and recognition to women in the Maritime Community.

The Directorate General of Shipping made "**Sagar Mein Samman (SMS)"** a forward-looking and inclusive program aligned with the Government's DEI (Diversity, Equity and Inclusion) objectives.

The Program seeks to create a future ready and equitable Maritime Ecosystem by enhancing Women's participation in the Maritime Sector through Structured Programs and Targeted Interventions.

The Program seeks to dismantle structural barriers through a holistic framework emphasizing Skill development, Mentorship, Safety and Policy advocacy.

The goal is to increase Women's share in the Seafaring Workforce to > 5% and ultimately enhance India's Maritime representation Globally.

Post GMIS 2023, Stakeholder consultations were undertaken to develop an Inclusive Policy framework.

1.1 Highlights of SMS

Following are the highlights of the Program:

- The Program is a pioneering initiative in the Maritime sector dedicated to increasing the participation of women in the Maritime sector, promoting women empowerment and bringing in a culture of equality with dignity.

- This program would device Policies and mechanism to spread awareness of a Career for Women at Sea, Gender sensitive Training, Safe and a secure environment for Women to grow and flourish while celebrating remarkable achievements of Women Professionals/Leaders from diverse organizations.

1.2 Areas of Work under SMS

Following are the areas of work envisaged under SMS:

- Planning and Strategy (Goal Setting, Timelines)

- Training and Development (Training, Skill development and Educational Initiatives)

- Research and Development (Analyzing Data, Developing Solutions)

- Governance and Compliance (Legal, Regulatory and Policy requirements)

- Communication (Public Relations, Member engagement, social media, PR)

- Outreach (Community Engagement)

- Management Committee

  - All Sub-committees worked under the guidance and co-ordination of their Nodal Co-Ordinator's overseen by the Management Committee and had independent Weekly recurring meetings.

  - The Chairperson of the Task Force attended all Sub Committee meetings in order to provide guidance and oversee the work of the sub-committees on a real time basis.

  - On an average, a meeting was held every day of the week.

Resources for functioning of the Task force were committed by our partners, the Maritime Union of India (MUI).

For smooth functioning of the subcommittees each of the Subcommittees provided an itemized break down of their resource requirements and based on these inputs from the various subcommittees, after multiple discussions and deliberations, the Budget was finalized on 20th February, 2025 which is given in the Table

Consolidated Budgetary Support committed by Maritime Union of India for Sagar Mein Samman Initiative

Sub-committee	Sum of Estimated Cost (INR)
Communication	12,50,000
Governance and Compliance	100,000
Logistics	651,000
Managerial Expenses	13,00,000
Planning	2,30,000
Research and Development	119,000
Training	9,20,000
Grand Total	45,70,000

The policy aims to build a future where women's participation is integral to all Maritime operations i.e. from the Docks to Decision Making Boards

Recognizing the need to bridge the Gender gap in both Seafaring and Shore-based roles, this policy provides a structured Road Map for enhancing participation, safety, leadership and retention of women in the Indian Maritime Sector.

1.3   Milestone Achieved

Constitution of Task Force-DGS Order No. I 8 of 2024

(25 November 2024):

The initiative was formally inaugurated through DCS Order l8 of 2024. A dedicated SMS Task Force was constituted comprising key stakeholders and domain experts seven sub committees were established with specific Terms of Reference (ToR) supported by Nodal Coordinators to ensure targeted execution and monitoring.

Task Force Composition:

62 members across domains. Divided into 7 subcommittees: Planning & Strategy. Governance & Compliance, Communication & Outreach, Operations & Logistics, Research & Development, Training & Development, Monitoring & Management (Core Leadership)

Strategic Collaboration - MoU between DGS and MUI

(23 January 2025):

An MoU was signed between the Directorate General of Shipping and the Maritime Union of India (MUI) to jointly promote and operationalize the SMS objectives. This collaboration reflects the spirit of shared responsibility in institutionalizing gender inclusivity. A copy of intimation about signing of MoU to MoPSW is attached for reference.

Logo Launch and Sector Recognition (30 January 2025):

The official logo of SMS was unveiled by Hon'ble Shri Shantanu Thakur. Union Minister of State. MoPSW during a ceremony hosted at the Shipping Corporation of India (SCI), Mumbai. This symbol of commitment was well-received by the industry and emphasized the sector-wide endorsement of the initiative.

International Endorsement - Green Shipping Conclave

(2 I February 2025):

SMS received a major boost when Mr. Arsenio Dominguez. Secretary-General of the International Maritime Organization (IMO) engaged directly with the SMS Task Force during the Green Shipping Conclave. His remarks underscored the global relevance of SMS and its potential to serve as a model for similar efforts worldwide.

1.4   Objective of the Policy

Purpose

The purpose of the Policy is two-fold as mentioned below:

- To create an inclusive, equitable and safe Maritime Eco-system that actively supports and promotes participation of women across all Maritime domains.

- To enhance Female participation in Shore-based and Seafaring Maritime roles through Policy support, Infrastructure, Training, Safety and by providing equal opportunities.

Key Objectives

Key Objectives of this Policy is as follows:

- **Empowerment & Leadership**: Equip women with skills and confidence to take up leadership roles.

- **Inclusivity & Equal Opportunity**: Promote unbiased recruitment and representation at all levels.

- **Safety & Well-being**: Ensure a harassment-free, supportive work environment.

- **Skill Development & Training**: Provide tailored training, certifications, and industry exposure.

Guiding Principles

Following are the guiding principles on which this Policy is based

- **Equal Opportunity**: No discrimination on the basis of Gender in recruitment, promotion, training or compensation.

- **Dignity & Safety**: Zero-Tolerance for harassment or unsafe practices, Zero-Tolerance toward harassment and discrimination,

- **Inclusivity by Design**: Gender-responsive Infrastructure, facilities and HR policies. Ensure that POSH / Gender sensitization is implemented.

- **Participation**: Encourage Women's representation in decision-making bodies and leadership roles

- **Capacity Building**: Continuous Training and Upskilling

1.5   Various Roles for Women in the Maritime Sector

The Maritime Sector extends far beyond Vessels and Off-shore operations; i.e. a significant portion of this sector operates from Shore-based establishments, offering a variety of roles that are crucial to the Maritime Eco-system.

Women can contribute meaningfully across Ports/Harbours, Marine Logistics Firms, Shipping Company Headquarters, Maritime Training Institutions, Recruitment and Placement Service Agencies (RPSLs), Port Health and Safety departments, Vessel Traffic Services (VTS) and Maritime Regulatory Authorities. There is a great potential for employment in Maritime Research Institutions, Policy-making bodies, Shipping Finance departments, Maritime Insurance and the growing Digital Maritime Services Sector.

Roles in Environmental Compliance, Maritime Law, Fleet Management, IT support systems, Chartering and Crew Management allow women to have long and dynamic careers ashore while contributing to the Global Shipping Supply Chain. Promoting these opportunities will diversify talent, improve representation and help address the ongoing skill shortages in the sector.

1.6   Scope & Applicability

This Policy is applicable to the following:

- All Shore-based Institutions, Port Authorities, Training Institutes, Maritime Logistics Firms, Government Maritime Agencies and Allied Organizations in India

- On-board and Shore-based roles

- Women at all Levels: Seafarers/Shore-based employees/Trainees/Cadets/ Officers/Support Staff

- National/International Compliance

2 Previous Policies by DGS

- Draft DGS Order No. XX of 2022 dated 05.07.2022 to emphasizes the importance of gender sensitization training for candidates undergoing pre-sea and post-sea competency courses

- DGS Order No. 1 of 2023: Gender sensitization training, referencing Resolution 14 of the STCW 1995, which promotes equal access for men and women in the maritime industry

- Indian Maritime University (IMU) has addressed gender sensitization through IMU Circular-2311: IMU's Academic Council resolved to approve gender sensitization training for pre-sea course candidates

- National Commission for Women (NCW) has developed materials for gender sensitization, including a booklet, modules targeting students, adolescents to promote gender equity and prevent gender-based violence

- "Sagar Mey Samman" initiative was launched in the GMIS-2023 in 17-19 October 2023

- Post GMIS 2023, processes independently for stakeholder consultations etc. to develop policy framework

- MIV 2030 Deliverable 10.15: Launch 'Women in seafarer' program, lack of incentivization from shipping lines and cultural bias, create awareness campaign, publicize success stories of women seafarers and inform of available

A significant initiative being undertaken by the Directorate General of Shipping as part of the broader vision of Maritime India Vision 2030 (MIV 2030) had outline over 150 strategic initiatives to transform India into a Global Maritime Leader.

MIV deliverable 10.15 focused on Launch of 'Women in Seafarer' Program and included the following:

- Encouraging Women to undertake On-shore jobs

- Creating an Awareness

- Launch Marketing campaigns

- Incentivizing Shipping companies

- Leveraging scholarships to enhance Women Participation

Exhibit 10.15 | Women in Seafarer Program to Increase Women Participation

Launch 'Women in seafarer' program

Awareness and Marketing:
- Increase awareness regarding women seafarer roles through career counselling / marketing campaigns
- Publicize women seafarer success stories to improve sentiment

Incentivization:
- Supply: Leverage scholarships and promote participation through waving tuition fees
- Demand: Evaluate mandating domestic shipping companies to hire women seafarers

Promote gender sensitization and zero tolerance gender discrimination

For Seafarers onshore, launch buddy program and counselling support if needed
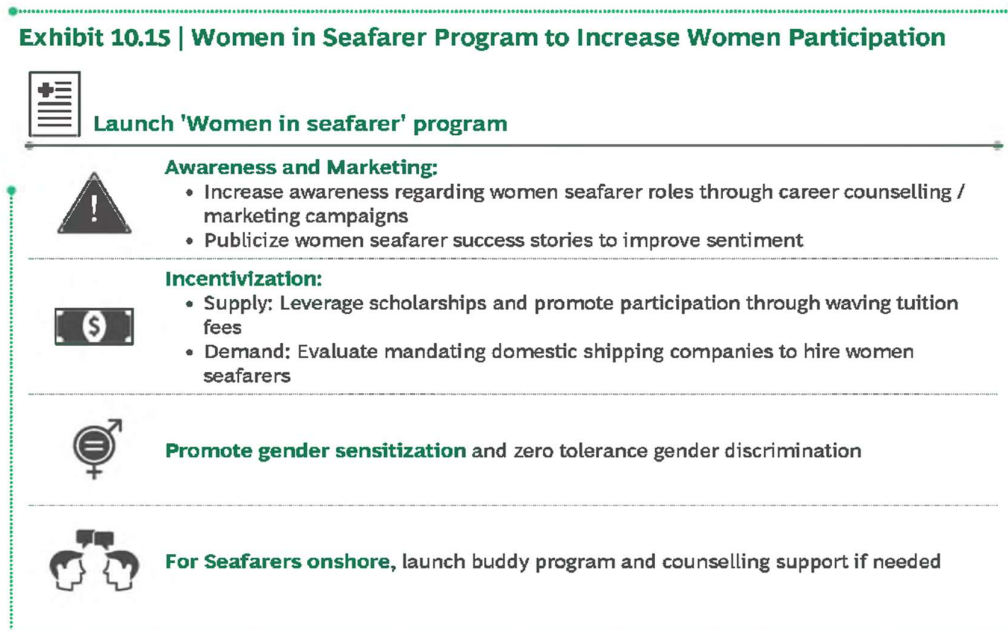
Figure1: Exhibit 10.15

The "Sagar Mein Samman" initiative was launched in the GMIS-2023 held from 17-19 October 2023.

The conceptualizing of the Task force and preparing "Sagar Mein Samman" - Complete policy document, was envisaged to include the following aspects:

- Gender perspective strategies

- Zero tolerance policy document for women in maritime

- Diversity / Equity and inclusion framework for all concerns in maritime sector

- Model Code of conduct for seafarers

- Infrastructure requirement with gender perspective

- Social media engagement to create pull factor for a career in maritime for women

- Institutional mechanism for promotional and sustained campaign on social media

- Other engagements such as programmes / drives to attract women in maritime sector

- Proposals of scholarships in maritime sector

- Motivate women for career in maritime with sponsorships

- Strategies to mobilise MTIs for more admissions to women

- Strategies and proposals for situational engagement of women such as including mentorship programs, training opportunities and networking events etc.

- Standards prescribed for medical care, leave, women friendly infrastructure requirement on shore and on board

- Best practices globally for promoting women to take up careers in maritime

- Existing rule framework, POSH policies etc. and efforts needed to improvise the same

- Regulatory framework to be provisioned for women empowerment in maritime sector

- Corporate gender engagement framework structure for companies, unions and other stakeholders to promote women in maritime

- Institutional account for providing congenial work environment for women in maritime

- Strategies for improving alternate careers for on shore and on board for women

- Standardized modules for MTIs (Post and Pre Sea) for gender sensitization training and gradual progress to Gender parity

- 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

- Strategies to motivate and remove the stigma / myth associated with in the society with respect to women in maritime sector

- Strategies and propose solutions to effectively curb male prejudice mind

- Strategies for women to work efficiently with multinational male crew

- 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

- Proposals related to work ethics, manning policies etc.

- Availability of infrastructures on board (was room, toilets, separate change rooms etc.) with gender perspective

- Availability of infrastructures in ports with gender perspective

This was the genesis that led to the Constitution of SMS Task Force- vide DGS Order No. I 8 of 2024 (25 November 2024)

4 Year Wise Trend & Extended Growth with New Policies

4.1 Year wise growth

The integration of women into seafaring roles is a pivotal step toward fostering gender inclusivity within the Indian maritime sector. This section highlights the representation and progression of **Female Nautical and Engineering ratings and Officers** from 2021 to 2024. By examining the rank-wise distribution across key technical and officer roles, we aim to assess the pace of inclusion and identify potential areas for intervention and policy support.

The data reflects both the challenges and gradual growth in participation, especially in highly specialized roles like Electro Technical Cadet and Engine Petty Officer.

This trend analysis is critical for aligning with the national goals under *Maritime India Vision 2030* and initiatives like *Sagar Mein Samman*, which advocate for equal opportunity and a diverse workforce across maritime domains.
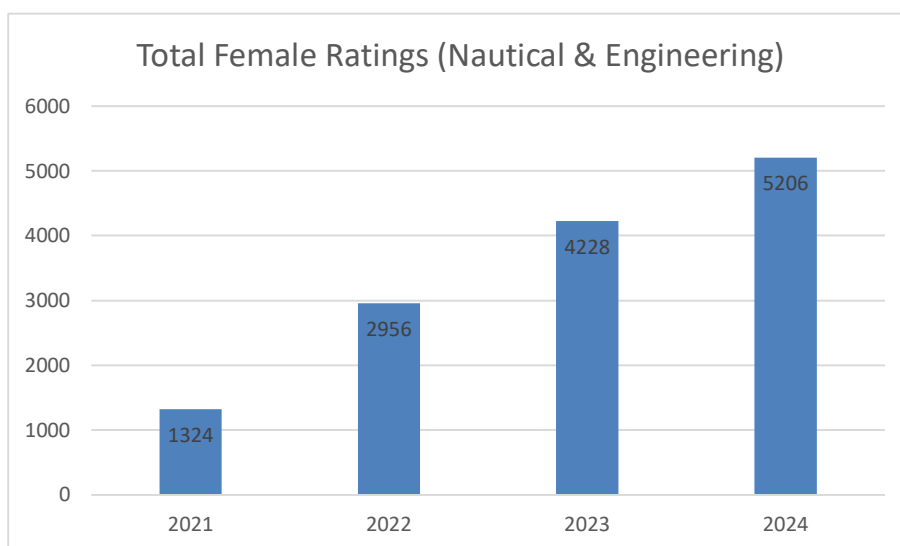
Graph1: Data of Female Ratings for a period of 4 Years

Engineering Female Rating Details

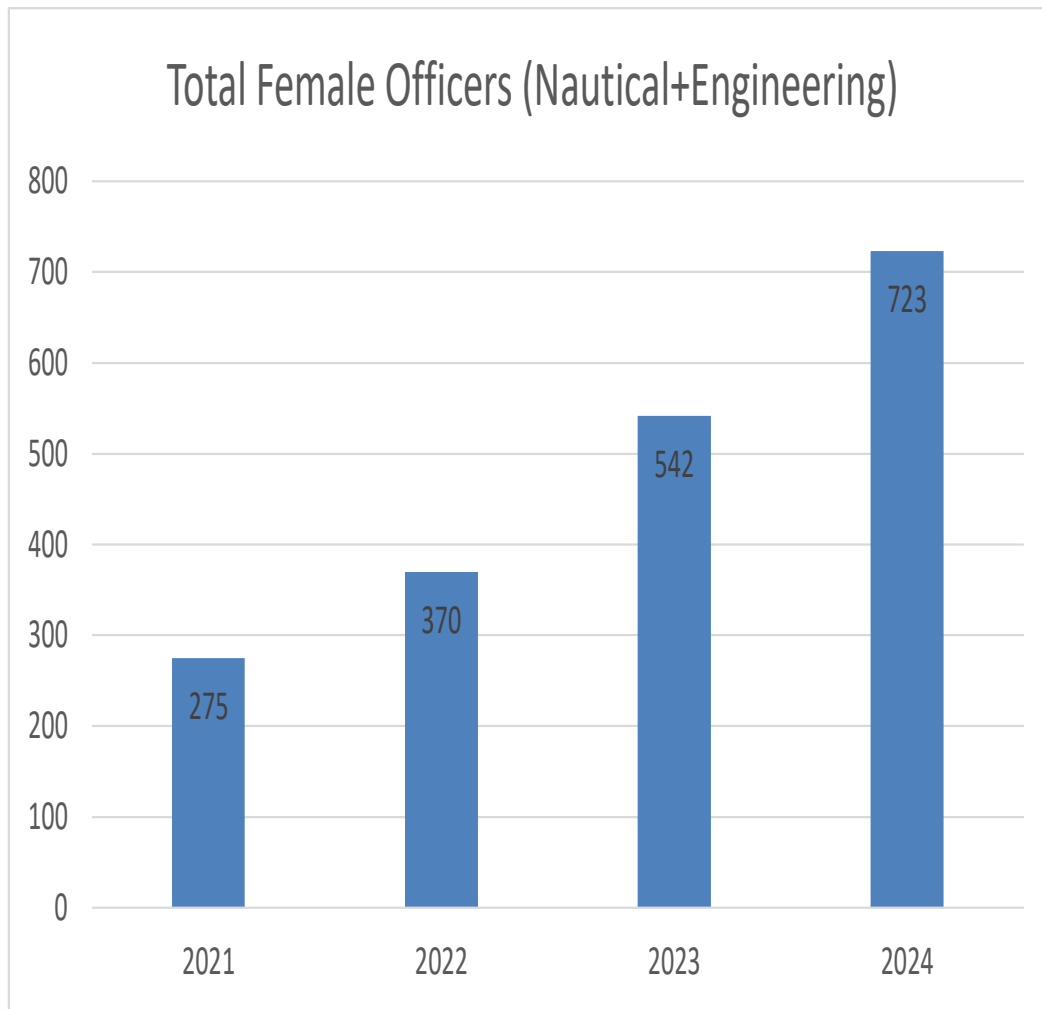| Sr.No.	Rank	Rank Description	2021	2022	2023	2024
		Rating Ranks				
1	29	Engine Petty Officer	1	1	1	1
2	30	Watch keeping Motor Man	1	0	0	0
3	63	Pumpman	1	1	1	1
4	88	Electro Technical Cadet	2	4	7	12
5	33	Trainee Engine Rating	0	0	1	2
		Rating Total	**5**	**6**	**10**	**16**

Nautical Female Ratings Details

Sr.No.	Rank	Rank Description	2021	2022	2023	2024
		Rating Ranks				
1	10,	Officer (Others)	2	2	6	3
2	11,	Deck Petty Officer	2	2	3	3
3	12,	Deck Watchkeeping Rating	1	0	0	0
4	14,	Deck Rating	25	62	97	148
5	15,	Trainee Deck Rating	2	2	8	44
6	43,	Doctor-Assistant	3	6	10	13
7	44,	Catering Officer/Chief Steward	2	2	1	5
8	46,	Saloon Rating	14	13	17	14
9	49,	Crew (Others)	154	340	466	491
10	53,	Hospitality Staff	373	623	892	1,132
11	54,	Hospitality Staff (New Entrant)	7	89	158	172
12	56,	A B	1	1	0	0
13	45	cook	0	8	14	16
14	55	Ordinary Seaman	0	2	3	7
15	74,	Cruise Vessel Employees	733	1798	2540	3,131
16	38	GP Rating Trainee	0	0	1	0
17	60	H K Cleaner	0	0	1	0
18	47	Trainee Saloon Rating	0	0	1	2
19	48	Cook Trainee	0	0	0	8
20	64	Wiper	0	0	0	1
		Rating Total	**1319**	**2950**	**4218**	**5,190**

Total Female Officers (Nautical+Engineering)

Year	Value
2021	275
2022	370
2023	542
2024	723

Graph 2 Data of Female Officers for a period of 4 Years

Female Nautical Officers Ranks						
Sr.No.	Rank	Rank Description	2021	2022	2023	2024
1	1,	Master	5	4	6	8
2	2,	Chief Officer	24	20	20	24
3	3,	Second Officer	21	25	28	29
4	4,	Watch Keeping Deck Officer OINW or Third officer	42	40	54	67
5	5,	Cadet(Nautical Science)	55	94	148	196
6	16,	Other Senior Deck/Nautical Officers	1	0	0	1
7	17,	Other Deck/Nautical Officers	9	15	25	34
8	42,	Medical Officer (Doctor)	3	6	7	12
9	50,	Deck Cadet	14	24	55	95
10	75,	Junior Officer	2	3	0	0
11	9	Watch Keeping Deck Officer (NCV) OINW	0	1	0	0
11	6	Master (NCV)	0	0	1	0
12	7	Chief Officer (NCV)	0	0	1	1
		Officer Total	176	232	345	467

Engineering Female Officers Ranks

| Sr.No.	Rank	Rank Description	2021	2022	2023	2024
1	18,	Chief Engineer	4	4	3	3
2	19,	2nd Engineer	13	11	9	10
3	20,	3rd Engineer	11	9	11	22
4	21,	Watch Keeping Engineer Officer OICEW	22	29	42	65
5	22,	Trainee Marine Engineer	21	37	61	58
6	23,	Engineer Cadet	6	22	27	38
7	26,	Watchkeeping Engineer Officer (NCV) OICEW	1	1	0	0
8	27,	Electrical/Electronics Officer	4	7	7	11
9	28,	Assistant Electrical/Electronic Officer	7	14	28	40
10	35,	Other Engineering Officers	3		3	1
11	51,	Electro Technical Officer	6	3	6	8
12	76,	Marine Engineer	1	1	0	0
13	34	Other Senior Engineering Officers	0	1	0	0
		Officer Total	99	138	197	256
		Total Officers and Ratings Engineering	104	144	207	272
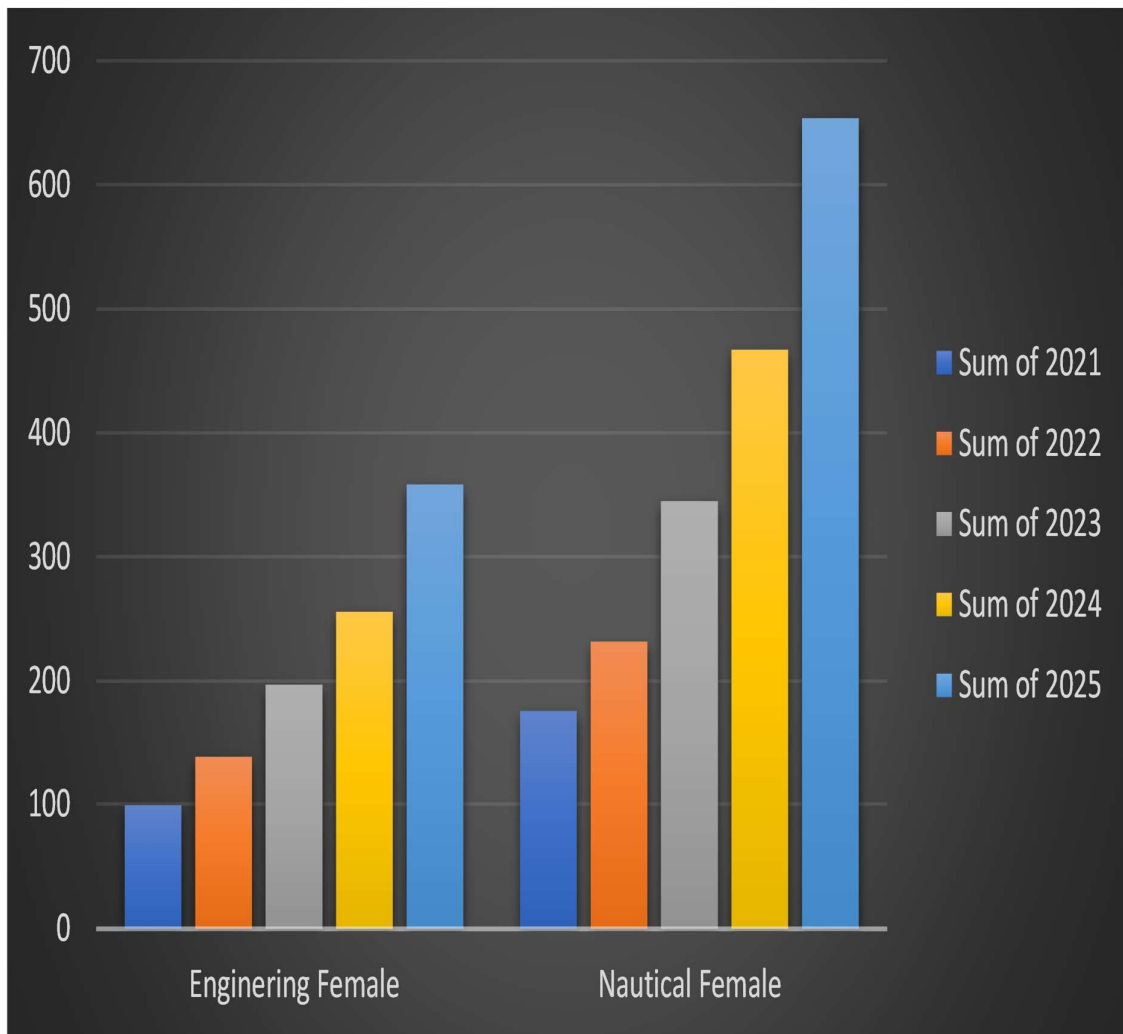
Graph 3: Data of Female Officers for a period of 5 Years

Looking at the data collectively for Female Officers and Ratings for both Nautical and Engineering, the growth graph is as under:

TOTAL WOMEN SEAFARERS

Year	2021	2022	2023	2024
Total	1599	3326	4770	5929
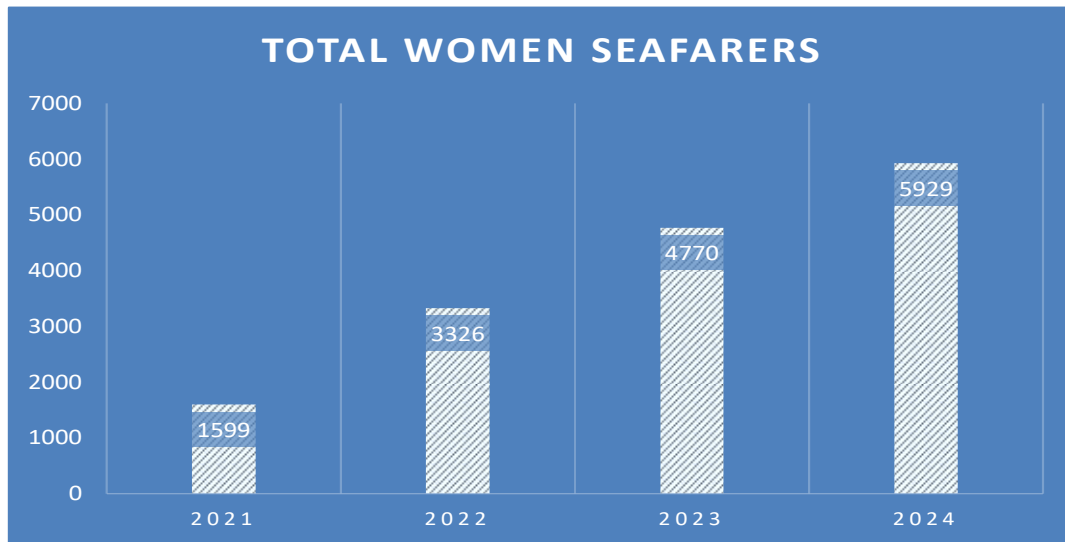
The data in the graph above, shows an impressive increase in 2022 over 2021 of 108% whereafter it has shown a modest increase of 43.4 % and 24.3% for the subsequent two years in 2023 and 2024

| Year	Total Female Seafarers	YoY % Increase
2021	1599	
2022	3327	108.1
2023	4770	43.4
2024	5929	24.3

The data from 2021 to 2024 indicates a positive trend in the inclusion of female ratings and officers within both nautical and engineering departments. Notably, the number of women in technical roles such as Electro Technical Cadet and Trainee Engine Rating has seen consistent growth, reflecting the increasing openness of the maritime sector to female professionals.

However, the overall numbers remain relatively low, emphasizing the need for continued institutional support, targeted training programs, and gender-sensitive recruitment policies.

This early-stage growth, although numerically small in absolute numbers has shown relative growth which serves as the proof and foundation of concept for the feasibility and impact of inclusive maritime policies.

The proposed policy framework is expected to show an increase in numbers year on year going forward. Basis the past trend, taking an average of the percentage increase in female seafarers over last four years of approximately 55% increase, the projections till MIV 2030 are projected to be as under:
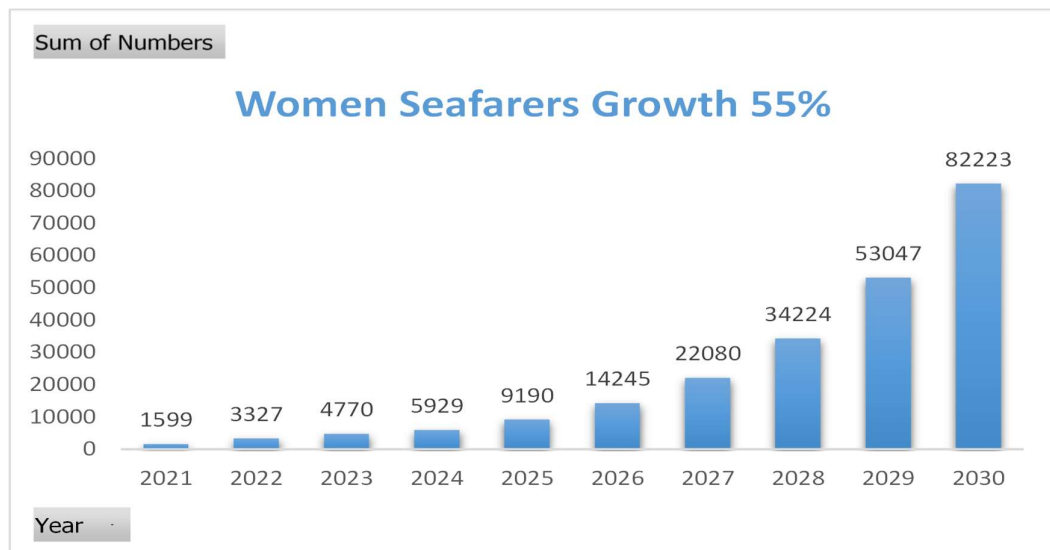
From the number of women seafarers (Officers & Ratings) both from Nautical and Engineering side which stands at 5929 in 2024, projecting a target of 82, 223 female seafarers by 2030 would be a 1280% increase over the 2024 numbers.

Although these projections may appear to be a bit optimistic, it is only fair to have such optimism with the proposed policy interventions and awareness campaigns and outreach programs aligning directly with national objectives.

With appropriate scaling by regular monitoring and assessing effectiveness of the policy, as also reviewing and updating the policy as may be necessary. Proactive measures such as scholarships, sensitization programs, and regulatory mandates would also contribute to the growth of women participation.

If conservative estimates **targeting 10–15% YoY increase in female representation in technical maritime roles is projected, The number of female seafarers in 2030 would be as under**

YoY growth % of	Projected Female Seafarers by 2030
10	14249
12	15593
15	17794

The Growth trends for each of the projected year on year growth of 10, 12 and 15% are represented in the graphs below. These projections can give a reasonable assessment of the likely numbers and are targets to be achieved.

The policy goals can accordingly be set and the same would need regular monitoring and follow up with necessary interventions to accomplish the laid down targets.

Sum of Women Seafarers 10%

Year	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Total	1599	3327	4770	5929	8847	9732	10705	11776	12954	14249

Sum of Women Seafarers 12%

Year	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Total	1599	3327	4770	5929	8847	9909	11098	12430	13922	15593

Sum of Women Seafarers 15%

Total

Year	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Total	1599	3327	4770	5929	8847	10174	11700	13455	15473	17794

5   Data Collated, Analysis & Outcome

India's maritime sector is a cornerstone of its blue economy, contributing significantly to trade, employment, and sustainable development. However, women seafarers, despite their potential, remain underrepresented, constituting less than 2% of the global seafaring workforce and an even smaller fraction in India. Systemic gender biases, rooted in socio-cultural norms, economic barriers, and institutional gaps, hinder their participation and advancement.

The "Sagar Mein Samman" initiative, launched in 2023 at the Global Maritime India Summit, aims to address these challenges by fostering inclusion through recognition, well-being, and safety. The data collated analyzes the Current Status of Women in Maritime in India

The Policy framework that is being proposed is based on Scientific Research carried out by the Research and Development Sub-Committee of the SMS Task Force and the analysis carried out based on the feedback from the respondents. The Survey was directed to six separate target audience as detailed below.

Objectives of Research

1. To understand and analyse various factors that affect women seafarers in their maritime journey.

2. To create a comprehensive survey that analyses various factors that affect women seafarers like

   a) Training,

   b) Facilities on Ship,

   c) Support

   d) Progression in Career,

e) Hindrances faced,

f) Governance and Compliance in their maritime career.

3. To analyse data collected through the comprehensive survey through appropriate techniques such as

   a) Measures of Central Tendency (Mean, Media, Mode, Standard Deviation)

   b) Graphs, Pie Charts and Bar diagrams.

4. To state recommendations to the 'Sagar Mein Samman' Managing Committee, through detailed analysis of the results.

Type of Research

Descriptive Type Only

Tools for Research

Comprehensive Survey, Likert type 5 -point scale that will be validated for face and content validity via external validation process. This is to ensure fair and objective statements. The tool seeks information from 5 stakeholders in the maritime.

   a) Survey to be filled by Women Cadets in Maritime Training Institutions (MTI).

   b) Survey to be filled by Women seafarers currently sailing or sailed in recent past.

   c) Survey to be filled by Top management (CEO/MD) of Shipping Companies.

d) Survey to be filled by middle and lower management (Superintendents/Vessel Mangers etc.) in shipping companies.

e) Survey to be filled by principals/heads of Maritime Training Institutes (MTI)

Operational Definitions

Women Seafarers-A women seafarer refers to a female employee who works on ships or in maritime-related roles, contributing to the operation, navigation, management, or support of maritime activities

Women Cadets- Women cadets refer to female individuals who are currently enrolled in Maritime Training institutes.

Top Management – Top Management MD and CEO of Shipping Companies refer to individuals who hold executive leadership roles within the organizational structure of a shipping company. These roles include the highest-ranking decision-makers responsible for the overall management and strategic direction of the company.

Middle and Lower management- Middle Management of Shipping Companies refers to individuals who occupy managerial roles between the company's top executive leadership (such as the CEO/MD) and lower-level staff or operational teams. Middle managers in shipping companies typically oversee specific departments or operational units, ensuring the implementation of company strategies, policies, and goals.

Principals/Heads Maritime Training Institutes (MTI)

Training- Training in the context of maritime employment refers to the preparation, education, and continuous development opportunities provided to seafarers to ensure they possess the necessary skills, knowledge, and competencies for their roles onboard.

Facilities on Ship- Facilities onboard a ship refer to the physical infrastructure and resources available to seafarers to support their daily living and working conditions.

Support- Support in the context of maritime employment refers to the assistance, guidance, and resources provided to seafarers to help them navigate their roles and challenges on board the ship.

Progression in Career- Progression in Career refers to the opportunities, encouragement, and support provided to seafarers, particularly female seafarers, to advance in their roles, develop professionally, and take on greater responsibilities within the maritime industry.

Hindrances faced-Hindrances Faced refer to the barriers, challenges, or difficulties encountered by seafarers, particularly female seafarers, that negatively impact their ability to fully participate in their roles, access opportunities, or advance in the maritime industry.

Governance and Compliance -Governance and Compliance in the maritime industry refers to the framework of policies, practices, and regulations implemented by a company to ensure that gender equality, women's rights, and welfare are protected and promoted.

 Maritime career-A maritime career refers to a professional trajectory within the maritime industry that involves working on ships, in maritime operations, or in related roles onshore.

Sample

Sample Size

Representative sample from all zones North, South, East, West.

Data Collection

Online through Survey Monkey.

Data Analysis

- Descriptive Analysis through Measures of Central Tendency (Mean, Media, Mode, Standard Deviation)

- Graphs, Pie Charts and Bar diagrams.

Limitations of Research

- Covers only women seafarers, men are excluded.

- Small sample size due to lesser women seafarers in maritime.

- Study covers women seafarers in India only.

The survey gathered perspectives from women cadets, women seafarers, leaders of maritime training institutes (MTIs), and senior executives of maritime organizations. The responses highlight gaps in policy implementation, organizational preparedness, and workforce culture that directly impact the inclusivity and safety of women in shore-based and seafaring roles.

Respondent Groups

- Women Cadets from Maritime Training Institutes (MTIs)

- Active Women Seafarers

- Heads and Managers of MTIs

- Senior Executives and Top Management of Maritime Organizations

- Middle and Lower Management Officials in Maritime Offices
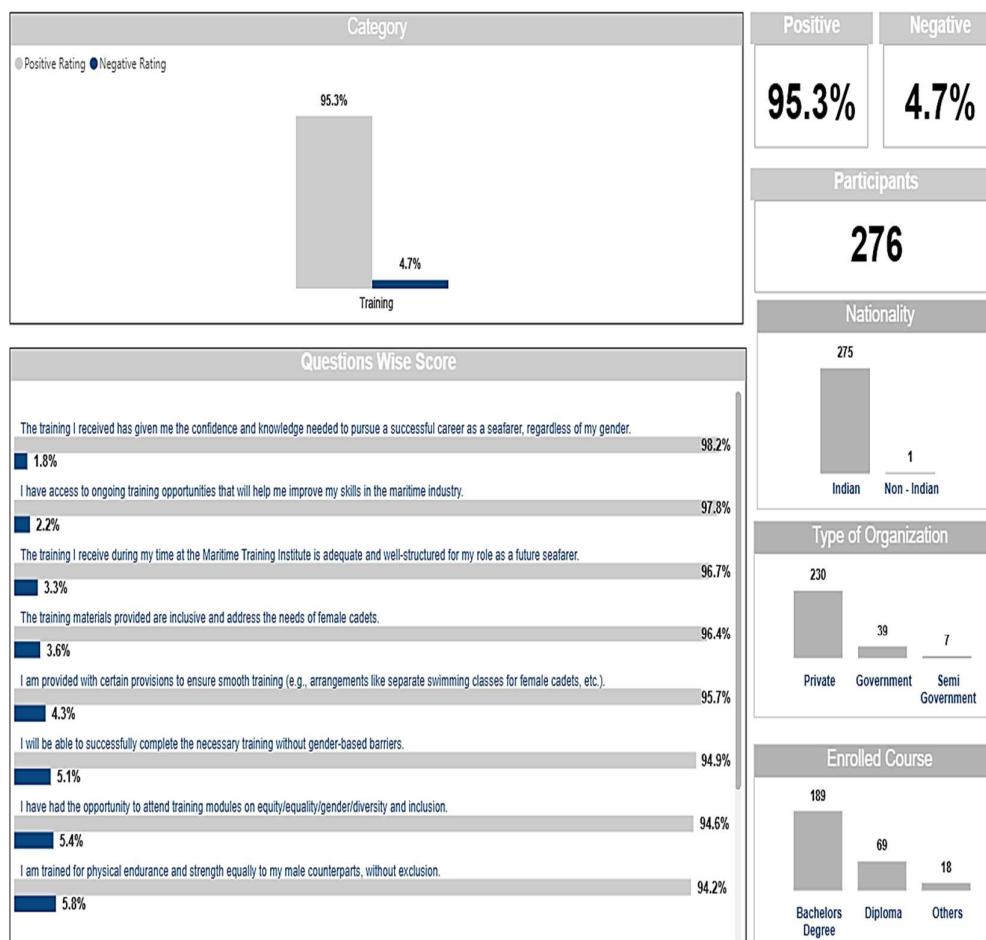
Survey filled by Women Cadets in MTI

Training

This category evaluated how well the training supports cadets in building confidence, gaining skills, and feeling equally included—especially women cadets.

With 95.3% positive responses, cadets largely feel well-prepared and supported through inclusive, structured training. The 4.7% gap, though small, points to areas like skill-based empowerment and equal physical training where consistency can improve. Strengthening these aspects will further enhance the training experience for all cadets.

Category	Positive	Negative
Positive Rating ● Negative Rating	95.3%	4.7%

95.3%
4.7%
Training

Participants

276

Nationality

275 Indian
1 Non - Indian

Questions Wise Score

The training I received has given me the confidence and knowledge needed to pursue a successful career as a seafarer, regardless of my gender. — 98.2%
1.8%

I have access to ongoing training opportunities that will help me improve my skills in the maritime industry. — 97.8%
2.2%

The training I receive during my time at the Maritime Training Institute is adequate and well-structured for my role as a future seafarer. — 96.7%
3.3%

The training materials provided are inclusive and address the needs of female cadets. — 96.4%
3.6%

I am provided with certain provisions to ensure smooth training (e.g., arrangements like separate swimming classes for female cadets, etc.). — 95.7%
4.3%

I will be able to successfully complete the necessary training without gender-based barriers. — 94.9%
5.1%

I have had the opportunity to attend training modules on equity/equality/gender/diversity and inclusion. — 94.6%
5.4%

I am trained for physical endurance and strength equally to my male counterparts, without exclusion. — 94.2%
5.8%

Type of Organization

230 Private
39 Government
7 Semi Government

Enrolled Course

189 Bachelors Degree
69 Diploma
18 Others

Facilities on ship

This category looked at how safe, suitable, and inclusive the shipboard facilities are—particularly for women cadets.

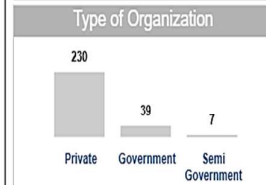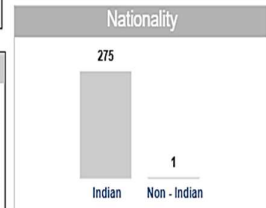With 88.2% positive and 11.8% negative responses, the overall experience is positive, but there are clear areas needing attention. Cadet's report feeling generally safe, but lower satisfaction with access to sanitary products (78.6%), gym facilities (80.8%), and healthcare (85.5%) points to specific gaps. Strengthening these essential services can greatly improve comfort and ensure all cadets feel equally supported onboard.

Category

● Positive Rating ● Negative Rating

88.2%

11.8%

Facilities on ship

Positive	Negative
88.2%	**11.8%**

Participants

276

Nationality

275

1

Indian   Non - Indian

Type of Organization

230

39

7

Private   Government   Semi Government

Enrolled Course

189

69

18

Bachelors Degree   Diploma   Others

Questions Wise Score

I feel comfortable and safe using the institution's facilities, including common areas.
95.3%
4.7%

The recreational and wellness facilities available at the institution cater to the needs of all cadets, including female cadets.
93.1%
6.9%

The facilities at the maritime institution (restrooms, accommodation) are suitable for female cadets.
92.8%
7.2%

I am satisfied with the overall living conditions at the maritime institution.
90.2%
9.8%

The institution has adequate private spaces and accommodation for female cadets.
89.5%
10.5%

The institution provides adequate healthcare facilities and support services for female cadets.
85.5%
14.5%

The institution provides equal access to gym and fitness facilities for female cadets, ensuring we can maintain physical training standards.
80.8%
19.2%

The institution ensures that sanitary products are readily available and accessible to all female cadets.
78.6%
21.4%

Support (Workplace and Family)

This category assessed the level of support women cadets receive from their family, peers, instructors, and the institution—covering mentorship, emotional well-being, stress management, and challenges related to balancing family responsibilities.

With 86.5% positive and 13.5% negative responses, the data reflects a generally supportive environment, especially in terms of family backing (97.5%) and professional mentorship (94.2%). Most cadets feel guided and encouraged during training. However, concerns emerge around mental health support and stress management programs, with lower agreement (88.8% and 86.6%). Additionally, over 56% indicated that family responsibilities have at some point made them reconsider or discontinue training. This significant gap signals a need to enhance emotional support services and introduce flexible solutions that help cadets manage both personal and professional demands more effectively.
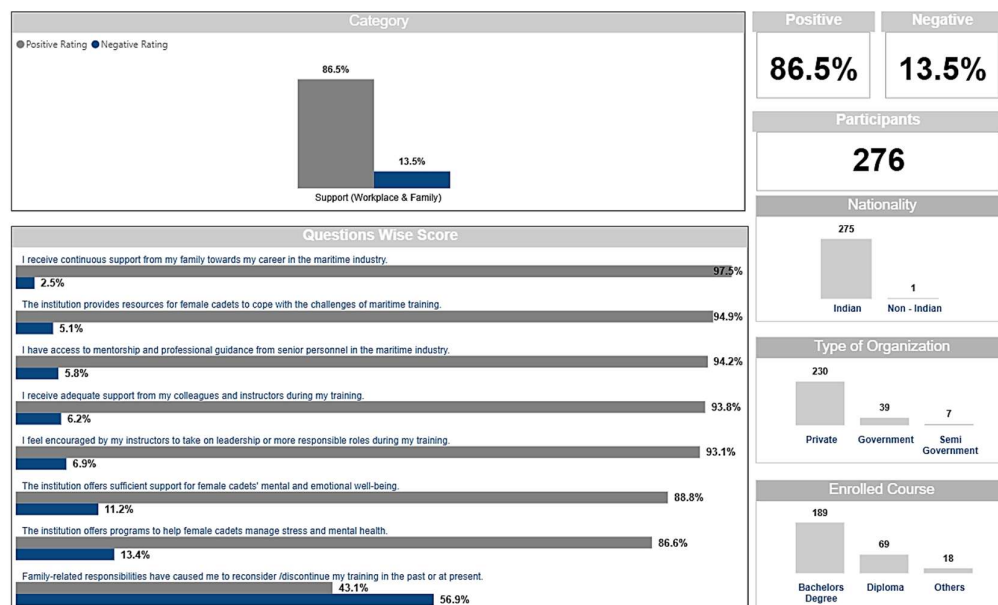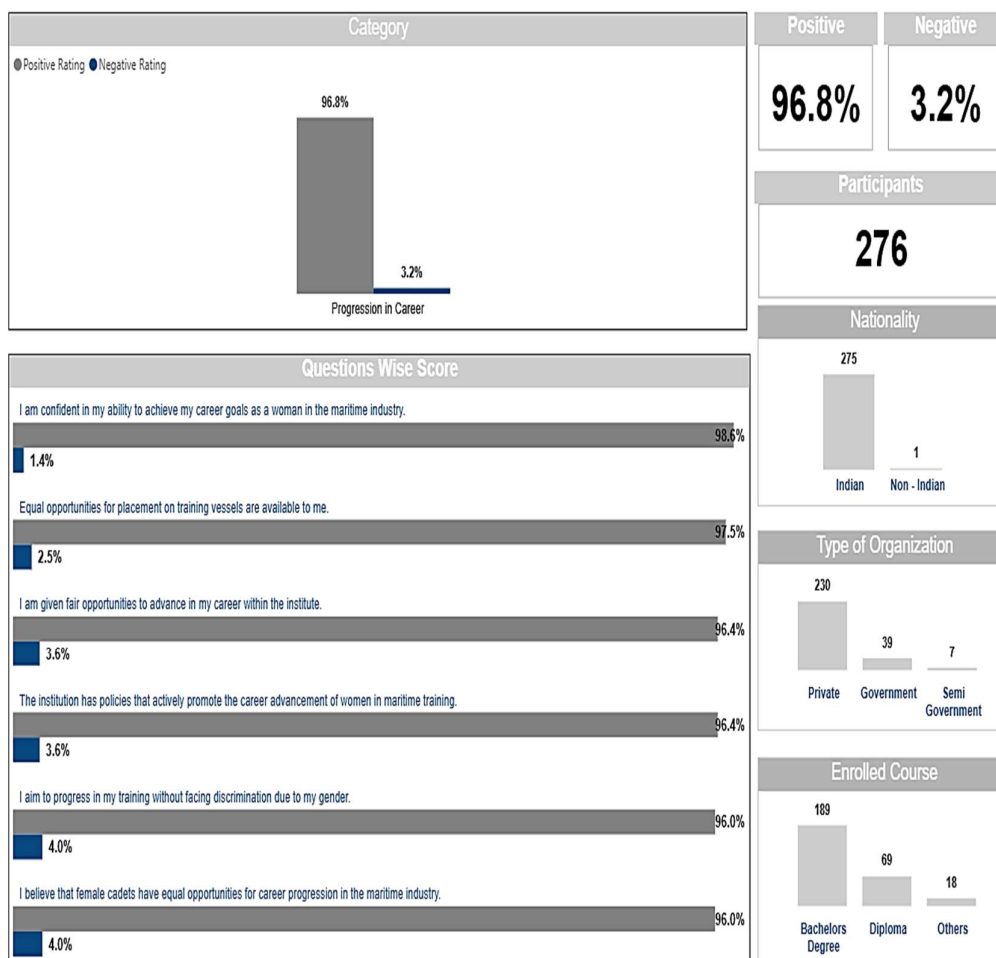
Progression in Career

This category explored how confident women cadets feel about advancing in their maritime careers. It covers equal placement opportunities, fair treatment, institutional support, and freedom from gender-based bias.

The response is highly positive, with 96.8% of cadets expressing confidence and only 3.2% showing concern. Most feel empowered and supported in their career journey. The small gap suggests that while the foundation is strong, reinforcing fairness and consistently applying supportive policies will further strengthen trust and equality.
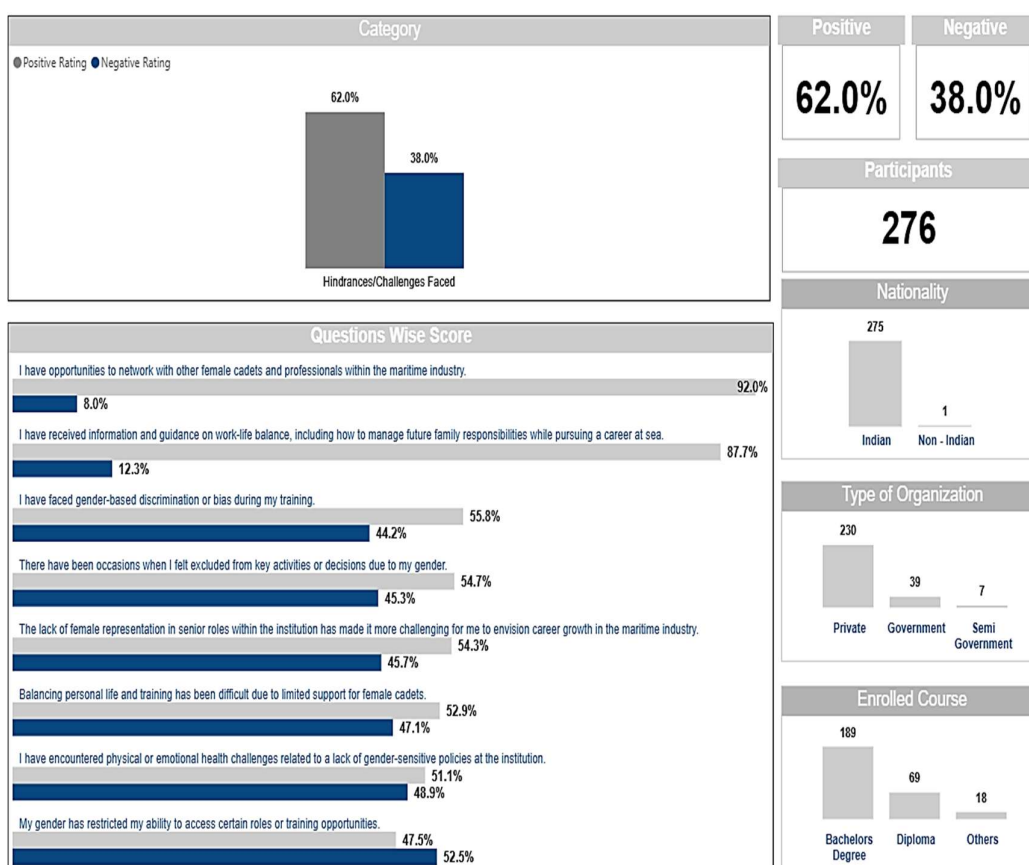
Category

Positive Rating Negative Rating

96.8%

3.2%

Progression in Career

Positive	Negative
96.8%	3.2%

Participants

276

Nationality

275 — Indian

1 — Non - Indian

Questions Wise Score

I am confident in my ability to achieve my career goals as a woman in the maritime industry.
98.6%
1.4%

Equal opportunities for placement on training vessels are available to me.
97.5%
2.5%

I am given fair opportunities to advance in my career within the institute.
96.4%
3.6%

The institution has policies that actively promote the career advancement of women in maritime training.
96.4%
3.6%

I aim to progress in my training without facing discrimination due to my gender.
96.0%
4.0%

I believe that female cadets have equal opportunities for career progression in the maritime industry.
96.0%
4.0%

Type of Organization

230 — Private

39 — Government

7 — Semi Government

Enrolled Course

189 — Bachelors Degree

69 — Diploma

18 — Others

Hindrances/Challenges Faced

This category explored the barriers women cadets face during maritime training, including gender discrimination, lack of support, exclusion from opportunities, and challenges in balancing personal and professional life.

The overall sentiment is mixed, with 62% positive and 38% negative responses. While some cadets feel supported through networking and guidance, a significant number report facing gender bias, exclusion, and

limited gender-sensitive policies. The 38% gap highlights serious concerns that need attention—especially around equal access, representation, and emotional well-being. Addressing these challenges through inclusive policies and open dialogue can greatly improve the training experience for women cadets.
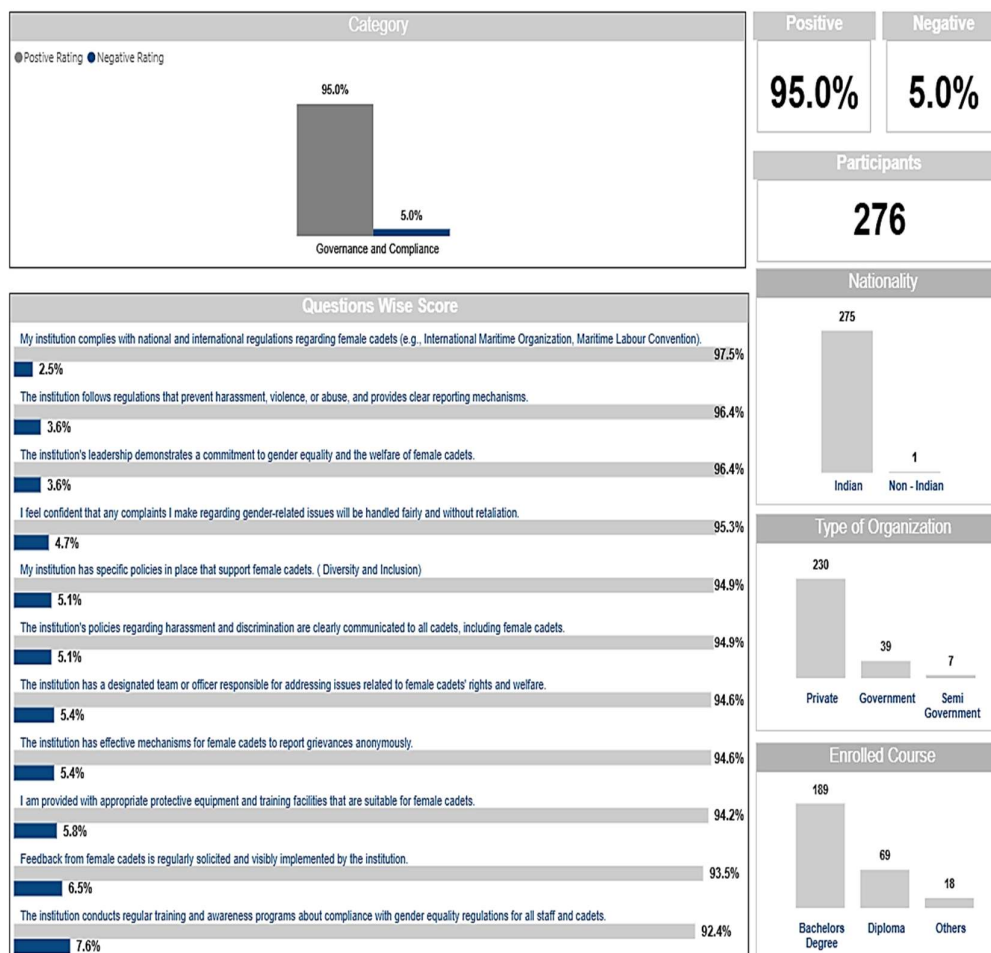

Category
● Positive Rating ● Negative Rating

62.0%
38.0%

Hindrances/Challenges Faced

Questions Wise Score

I have opportunities to network with other female cadets and professionals within the maritime industry.
92.0%
8.0%

I have received information and guidance on work-life balance, including how to manage future family responsibilities while pursuing a career at sea.
87.7%
12.3%

I have faced gender-based discrimination or bias during my training.
55.8%
44.2%

There have been occasions when I felt excluded from key activities or decisions due to my gender.
54.7%
45.3%

The lack of female representation in senior roles within the institution has made it more challenging for me to envision career growth in the maritime industry.
54.3%
45.7%

Balancing personal life and training has been difficult due to limited support for female cadets.
52.9%
47.1%

I have encountered physical or emotional health challenges related to a lack of gender-sensitive policies at the institution.
51.1%
48.9%

My gender has restricted my ability to access certain roles or training opportunities.
47.5%
52.5%

Positive	Negative
62.0%	38.0%

Participants
276

Nationality
275 Indian
1 Non - Indian

Type of Organization
230 Private
39 Government
7 Semi Government

Enrolled Course
189 Bachelors Degree
69 Diploma
18 Others

Governance and Compliance

This category assessed how well the institution ensures equality, safety, and support for women cadets through its policies, leadership, and complaint mechanisms.

With 95% positive and 5% negative responses, the data shows strong institutional commitment to safety, fairness, and inclusion. Cadets largely feel protected and respected. However, slightly lower scores in areas like acting on feedback (93.5%) and regular training (92.4%) point to a need for ongoing reinforcement. Closing this small gap can further strengthen trust and ensure continued progress in gender-inclusive governance.

With reference to below data, a significant majority of respondents strongly believe that appropriate training programs can empower maritime professionals and foster equal treatment at the workplace. There is also high agreement that specialized training in managing workplace challenges and stress would be beneficial. When asked about the kinds of training women seafarers need most, many emphasized the importance of communication skills, diversity and inclusion awareness, entrepreneurship, crisis management, physical fitness, and leadership development. Responses also highlighted the value of mentorship, emotional well-being, and legal awareness. While a few responses were non-committal or dismissive, the overall trend clearly points to a desire for holistic, capacity-building programs that not only enhance professional skills but also support personal growth and resilience at sea.

Training

Questions	Answer	Count
Do you believe appropriate training programs can both empower maritime professionals and contribute to ensuring equal treatment in the workplace?	No	3
Do you believe appropriate training programs can both empower maritime professionals and contribute to ensuring equal treatment in the workplace?	Yes	273
Do you believe you would benefit from specialized training focused on navigating workplace challenges and managing stress in both your maritime career and personal life?	No	5
Do you believe you would benefit from specialized training focused on navigating workplace challenges and managing stress in both your maritime career and personal life?	Yes	271

Participants: 276

In your opinion, which training programs should be included for enhancing women seafarers' capacity and capabilities. Please list at least 3.

AnswerText	Count
Yoga , fitness,	1
Wrestling , Boxing,Cricket	1
World Geography & History including IATA / Maritime Routes, Ports, and Travel Protocols	1
Workshops, saminars and conferences	1
Womens health and wellness program and Women leadership programs	1
Women safety and security , crisis manegement	1
Women leadership and empowerment course	1
Women empowerment.	1
Women empowerment, women rights, benefits of women	1
Women empowerment councelling	1
women empowerment , gender equality,	1
Women empowerment	3
woman sensitization	1
Wellness and self care.. Mentorship and coaching.. Crisis management and emergency	1
Virtual Global Exchange with Diverse Maritime Schools, Targeted Placement Support, Gender Sensitization and Anti-Discrimination Policies	1
Virtual Global Exchange with Diverse Maritime Schools, Onboard Experience Simulations for All, Peer-Led Empowerment Circles	1
Training programs reagardinh opening up and how to speak up.	1
To be mentally strong enough,how to ensure safety at sea, how to feel free to work in between all the men.	1
To be an independent women	1
To be an independent	1
there should be more athletics	1
The institution have to take the girl Seafarers to participate in outside college or other events which they often take only boys	1
Technical skills , leadership skills, gender specific trainings	1
Technical programs	1
Technical and saftey training ,leadership ,anti harassing training	1
Technical and Operational Skills Training , Leadership and Management Development ,Personal Safety and Emergency Response	1
Technical	1
teamwork skill enhancing , finance budgeting	1
Team building and awareness about employee safety	1
Taekwondo, regular workshop visit and regular visit to ports(atleast once in a semester)	1
Swimming, leadeship quality,	1

Kindly choose training courses that you feel are most needed for enhancing capacity. (Choose from list below)

AnswerText	Count
1. What do we mean by diversity, equity, equality, inclusivity?	3
1. What do we mean by diversity, equity, equality, inclusivity?;11. Basic Computers & Programming (C & Python)/ Digital Literacy;13. Awareness of Maritime Policies & DGS regulations governing employment.;16. Awareness of conventions governing Employee Safety & Compliance;17. Legal rights & Grievance Redressal Frame work at Sea and Ashore;22. Cultural Competence;23. Change Management;25. Public Speaking Workshops (including debates etc.);29. Emotional Intelligence;30. Anger Management;34. Grit & Success;36. Managing Teams & Conflict Management;37. Communication & Listening (including cross-cultural communication);39. Leadership Development;40. Psychological Safety	1
1. What do we mean by diversity, equity, equality, inclusivity?;11. Basic Computers & Programming (C & Python)/ Digital Literacy;26. Teambuilding Exercises (Indoor and Outdoor);37. Communication & Listening (including cross-cultural communication);39. Leadership Development	1
1. What do we mean by diversity, equity, equality, inclusivity?;12. Cybersecurity & GDPR;17. Legal rights & Grievance Redressal Frame work at Sea and Ashore;21. Harrassment and Discrimination Awareness;25. Public Speaking Workshops (including debates etc.);31. Emotional well-being & Mental Health;35. Work-Life Balance strategies;40. Psychological Safety	1
1. What do we mean by diversity, equity, equality, inclusivity?;13. Awareness of Maritime Policies & DGS regulations governing employment.;14. Study of CBAâ€™s, Employment Contracts and Articles.;15. Study of Deductions from salary, taxation, PF and other benefits from the Unions.;17. Legal rights & Grievance Redressal Frame work at Sea and Ashore;18. Entrepreneurship;25. Public Speaking Workshops (including debates etc.);28. Gender Sensitization, Types of Power & Ego;31. Emotional well-being & Mental Health;35. Work-Life Balance strategies;36. Managing Teams & Conflict Management;38. Leadership & how it is difference from Management;	1
1. What do we mean by diversity, equity, equality, inclusivity?;13. Awareness of Maritime Policies & DGS regulations governing employment.;15. Study of Deductions from salary, taxation, PF and other benefits from the Unions.;16. Awareness of conventions governing Employee Safety & Compliance;21. Harrassment and Discrimination Awareness;35. Work-Life Balance strategies;37. Communication & Listening (including cross-cultural communication);38. Leadership & how it is difference from Management;39. Leadership Development;40. Psychological Safety	1
1. What do we mean by diversity, equity, equality, inclusivity?;13. Awareness of Maritime Policies & DGS regulations governing employment.;16. Awareness of conventions governing Employee Safety & Compliance;17. Legal rights & Grievance Redressal Frame work at Sea and Ashore;25. Public Speaking Workshops (including debates etc.);28. Gender Sensitization, Types of Power & Ego;30. Anger Management;38. Leadership & how it is difference from Management;39. Leadership Development	1
1. What do we mean by diversity, equity, equality, inclusivity?;18. Entrepreneurship;25. Public Speaking Workshops (including debates etc.);28. Gender Sensitization, Types of Power & Ego;29. Emotional Intelligence;32. Stress Management, Coping Strategies & Resilience Building;37. Communication & Listening (including cross-cultural communication);38. Leadership & how it is difference from	1

With reference to below data, the responses indicate a strong recognition of the need for support in managing both personal and professional stress, with 265 participants finding counselling beneficial. Most respondents (258) believe professional competence is crucial for earning respect in the maritime industry. Family concerns focus mainly on long absences from home (47 responses) and safety in the work environment (21 responses). Fewer respondents mentioned concerns like financial instability or social stigma. Overall, the data highlights a need for support systems addressing both professional growth and family-related challenges, especially regarding gender-specific issues in the maritime industry.

Questions	Answer	Count	Participants
Do you think consistently demonstrating professional competence is a significant factor in earning respect from colleagues within the maritime industry?	No	18	
Do you think consistently demonstrating professional competence is a significant factor in earning respect from colleagues within the maritime industry?	Yes	258	
Would you find it beneficial to engage in counselling to help you effectively navigate challenges and manage stress in both your personal and professional life?	No	11	276
Would you find it beneficial to engage in counselling to help you effectively navigate challenges and manage stress in both your personal and professional life?	Yes	265	

Do you think consistently demonstrating professional competence is a significant factor in earning respect from colleagues within the maritime industry?

AnswerText	Count
b. Perceived unsafe work environment;e. Impact on marriage/relationship/childbearing	8
b. Perceived unsafe work environment;d. Financial instability;e. Impact on marriage/relationship/childbearing	2
b. Perceived unsafe work environment;d. Financial instability	1
b. Perceived unsafe work environment;c. Social stigma or stereotypes;e. Impact on marriage/relationship/childbearing	5
b. Perceived unsafe work environment;c. Social stigma or stereotypes;d. Financial instability	2
b. Perceived unsafe work environment;c. Social stigma or stereotypes	6
b. Perceived unsafe work environment	21
Any Other;MY FAMILY DOESNT HAVE ANY ISSUES WITH MY CAREER REGARDS TO SOCIETY	1
Any Other	34
a.Long absence from home;e. Impact on marriage/relationship/childbearing	15
a.Long absence from home;d. Financial instability;e. Impact on marriage/relationship/childbearing	2
a.Long absence from home;d. Financial instability;Any Other	1
a.Long absence from home;d. Financial instability	7
a.Long absence from home;c. Social stigma or stereotypes;d. Financial instability	3
a.Long absence from home;c. Social stigma or stereotypes;Any Other	2
a.Long absence from home;c. Social stigma or stereotypes	3
a.Long absence from home;b. Perceived unsafe work environment;health	1
a.Long absence from home;b. Perceived unsafe work environment;e. Impact on marriage/relationship/childbearing	11
a.Long absence from home;b. Perceived unsafe work environment;d. Financial instability;e. Impact on marriage/relationship/childbearing	6
a.Long absence from home;b. Perceived unsafe work environment;d. Financial instability	3
a.Long absence from home;b. Perceived unsafe work environment;c. Social stigma or stereotypes;e. Impact on marriage/relationship/childbearing	7
a.Long absence from home;b. Perceived unsafe work environment;c. Social stigma or stereotypes;d. Financial instability;e. Impact on marriage/relationship/childbearing;Any Other	1
a.Long absence from home;b. Perceived unsafe work environment;c. Social stigma or stereotypes;d. Financial instability;e. Impact on marriage/relationship/childbearing	5
a.Long absence from home;b. Perceived unsafe work environment;c. Social stigma or stereotypes	6
a.Long absence from home;b. Perceived unsafe work environment	14
a.Long absence from home;Any Other	2
a.Long absence from home;	1
a.Long absence from home	47

AnswerText	Count
b. Perceived unsafe work environment;e. Impact on marriage/relationship/childbearing;Any Other	1
c. Social stigma or stereotypes	9
c. Social stigma or stereotypes;e. Impact on marriage/relationship/childbearing	1
c. Social stigma or stereotypes;Swimming	1
d. Financial instability	15
d. Financial instability;e. Impact on marriage/relationship/childbearing	2
e. Impact on marriage/relationship/childbearing	18
e. Impact on marriage/relationship/childbearing;Any Other	2
Just worried about the safety nothing else	1
NA	1
Nil	1
No	1
None	4
Safety concern	1
They don't have any problem.	1

With reference to below data, when asked about any concerns not covered by the listed options, a majority of cadets responded with "None," "Nil," or similar terms (totalling over 130 responses), indicating either satisfaction with the form's coverage or reluctance to disclose further. However, a smaller but significant number did express unique concerns, including lack of respect, limited career growth opportunities, emotional wellbeing, difficulty during menstruation, sexist comments, and stereotyping. Some cadets noted the absence of female mentors, unequal treatment in

placements, and being judged based on appearance rather than capabilities. These responses, though less frequent, shed light on the subtle and often overlooked barriers that female cadets may face during their training period.

Out of the total responses, 199 women cadets indicated they had not experienced any form of discrimination or harassment during their training. However, several respondents reported specific forms of discrimination, such as verbal harassment (15), being undervalued or undermined (11), exclusion (7), bullying including cyberbullying (3-4 cases), and a few instances of physical or sexual harassment. Combinations of multiple forms were also noted, such as verbal and exclusion, or verbal, bullying, and undervaluing. Though the number is lower in comparison to those reporting "none of the above," the range and specificity of concerns suggest the presence of nuanced experiences of discrimination that merit deeper attention and intervention.

Hindrances/Challenges Faced

List down any concerns you have faced as a women cadet that are not covered in the above statements.

AnswerText	Count
Nothing	19
Lack of respect	3
No concerns	3
Limited career growth opportunities	2
Not yet	2
Verbal harassment	2
Yes	2
Disrespecting a female cadet's decisions and actions and behaving inappropriately in front of her is a major issue nowadays.	1
1. Stereotyping and Bias 2. Lack of Female Role Models 3. Balancing Family and Career	1
â€¢Lack of Female Mentors or Role Models â€¢Isolation and Social Exclusion Onboard â€¢Concerns About Personal Safety	1
About how other should behave with female cadets	1
All are covered	1
All are done	1
All done	1
All good	1
All the listed above	1
All things are well covered	1
Almost everything is mentioned in the this form	1
Am i be able to finish my training time alone and will it affect in my mental health?	1
Being teased for the easy access in recruiting company	1
Boy cadets are immature who keep commenting on girl cadets.	1
Comments from opposite gender that I am weak and may face problems while on vessel. Also being judged on the way I look and not on my capabilities	1
Comments from opposite gender that I am weak and show fake concerns that I can't manage things on board.	1
During Menstruation it was difficult to get leave and bedrest even if we have bad period cramps	1
Emotional well being and mental health	1
Encouragement is needed.	1
Equal opportunities in the institution is necessary	1
Equal opportunity related to placement	1
EVERTHING WAS COVERED IN THE FORM	1
Everything good	1
Everything has been covered in the above statements	1
Everything is covered	1
Everythingâ€™s alright	1

I have experienced discrimination or harassment during my training in the form of: (Tick appropriate)

AnswerText	Count
g.None of the above	199
f. Undervaluing/Undermining my contributions;g.None of the above	1
f. Undervaluing/Undermining my contributions	11
e. Bullying (also includes cyberbullying);f. Undervaluing/Undermining my contributions	1
e. Bullying (also includes cyberbullying)	3
d. Exclusion;f. Undervaluing/Undermining my contributions	3
d. Exclusion	7
c. Sexual	1
b. Physical;f. Undervaluing/Undermining my contributions	1
b. Physical;e. Bullying (also includes cyberbullying)	1
b. Physical;d. Exclusion;e. Bullying (also includes cyberbullying)	1
b. Physical	1
a. Verbal;g.None of the above	2
a. Verbal;f. Undervaluing/Undermining my contributions	7
a. Verbal;e. Bullying (also includes cyberbullying);f. Undervaluing/Undermining my contributions	2
a. Verbal;e. Bullying (also includes cyberbullying)	4
a. Verbal;d. Exclusion;f. Undervaluing/Undermining my contributions	4
a. Verbal;d. Exclusion;e. Bullying (also includes cyberbullying);f. Undervaluing/Undermining my contributions	2
a. Verbal;d. Exclusion;e. Bullying (also includes cyberbullying)	1
a. Verbal;d. Exclusion	2
a. Verbal;c. Sexual;e. Bullying (also includes cyberbullying)	1
a. Verbal;c. Sexual	1
a. Verbal;b. Physical;f. Undervaluing/Undermining my contributions	2
a. Verbal;b. Physical;d. Exclusion	2
a. Verbal;b. Physical;c. Sexual;d. Exclusion;e. Bullying (also includes cyberbullying);f. Undervaluing/Undermining my contributions	1
a. Verbal	15

With reference to below data, the responses reveal a mixed understanding of how Maritime Training Institutes (MTIs) contribute to career progression, equality, and equity in the maritime industry. A significant number of participants did not provide suggestions, which could indicate a lack of awareness or engagement with MTI initiatives. However, some responses highlighted ideas such as mentorship programs, networking opportunities, and exposure through port visits. These suggest that some respondents see the value in practical exposure and support systems for career advancement. The affirmative responses indicate a belief that MTIs have potential to positively impact career growth but also point to a need for more proactive measures like mentorship and networking in the maritime sector.

Progression in Career

In your opinion, what specific contributions could Maritime Training Institutes (MTIs) make to advance equality, equity, and career enhancement initiatives within the maritime industry? Please share your thoughts below:-

AnswerText	Count
They can provide scholarships, mentorship programs, and training focused on skills development. MTIs can also work with the industry to ensure fair hiring and career advancement for everyone, regardless of background.	1
Anti-harassment awareness & policies Flexible learning & career guidance Inclusive training & leadership programs	1
1. Offering inclusive training programs that cater to diverse needs. 2. Providing mentorship and networking opportunities for underrepresented groups. 3. Fostering a culture of diversity, equity, and inclusion. 4. Supporting career development and advancement initiatives. 5. Encouraging industry-wide best practices and policy changes.	1
Provide equal skill development opportunities. Offer mentorship and career guidance. Support students with scholarships.	1
1. Inclusive Curriculum Development 2. Scholarships and Financial Support 3. Mentorship Programs	1
A better environment onboard.	1
Acceptable mindset of people	1
Add extra physical fitness and self-defense programs.	1
Advertisement	1
After implementing any rule should monitor it.	1
ALL GIRL CADET'S PARENTS SHOULD BE ADDRESSED BY THE THE AUTHORITIES CONCERNED FOR THEIR SAFETY PURPOSE AND THEIR FUTURE IN MARITIME CAREER	1
All good in my mti	1
All is good need just support so we can do more better in our future	1
As a woman seafarer all the things are good and safe also	1
As of now all is fyn	1
Atleast one Female officer in MTIs for mentoring female cadets	1
Awareness	1
Awareness Abt equality in mtis	1
Awareness program	1
Awareness program, training sections	1

AnswerText	Count
.	12
Nil	10
NA	8
None	6
-	5
Nothing	4
	2
Mentorship and networking programs	2
No	2
They can provide scholarships, mentorship programs, and training focused on skills development. MTIs can also work with the industry to ensure fair hiring and career advancement for everyone, regardless of background.	1
Anti-harassment awareness & policies Flexible learning & career guidance Inclusive training & leadership programs	1
1. Offering inclusive training programs that cater to diverse needs. 2. Providing mentorship and networking opportunities for underrepresented groups. 3. Fostering a culture of diversity, equity, and inclusion. 4. Supporting career development and advancement initiatives. 5. Encouraging industry-wide best practices and policy changes.	1
Provide equal skill development opportunities. Offer mentorship and career guidance. Support students with scholarships.	1
1. Inclusive Curriculum Development 2. Scholarships and Financial Support 3. Mentorship Programs	1
A better environment onboard.	1
Acceptable mindset of people	1
Add extra physical fitness and self-defense programs.	1
Advertisement	1
After implementing any rule should monitor it.	1
ALL GIRL CADET'S PARENTS SHOULD BE ADDRESSED BY THE THE AUTHORITIES CONCERNED FOR THEIR SAFETY PURPOSE AND THEIR FUTURE IN MARITIME CAREER	1

With reference to below data, a significant majority of respondents (249 out of 276) are aware of their legal rights and redressal mechanisms regarding workplace harassment, and 264 review their employment contracts thoroughly indicating a high level of legal and procedural awareness. In terms of facilities for a safe and inclusive training environment, the most common provisions reported include private and secure restrooms, gender-sensitive medical supplies, wellness spaces, and anonymous communication access. Notably, the combination of all four facilities was

reported by 48–49 individuals, showing that some institutions are implementing comprehensive safety infrastructure.

However, a concerning minority still lacks basic provisions—over 6 respondents explicitly stated "nothing" or "none" is provided, and some only cited limited access (e.g., just restrooms or helplines). The presence of 22 responses under "Any Other" also suggests that some needs are being met informally or not captured in predefined options. These gaps highlight a disparity in implementation and access, pointing to the need for standardization, awareness, and stronger policy enforcement to ensure all trainees receive consistent and adequate support across environments.

Governance and Compliance

Questions	Answer	Count
Are you aware of your legal rights and responsibilities regarding workplace harassment and the formal grievance redressal mechanisms available to you?	No	27
Are you aware of your legal rights and responsibilities regarding workplace harassment and the formal grievance redressal mechanisms available to you?	Yes	249
Do you thoroughly review and comprehend all terms and conditions in your employment contracts or professional agreements before signing them?	No	12
Do you thoroughly review and comprehend all terms and conditions in your employment contracts or professional agreements before signing them?	Yes	264

Participants: **276**

I am provided with the following facilities to ensure a safe and inclusive training environment: (Tick appropriate)

AnswerText	Count
Nothing is provided	1
None	1
d. Access to anonymous communication with authorities (digital/helplines, etc.)	14
c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.)	1
c. Dedicated recreational/wellness space	7
b. Gender-sensitive medical facilities and supplies;d. Access to anonymous communication with authorities (digital/helplines, etc.);Any Other	1
b. Gender-sensitive medical facilities and supplies;d. Access to anonymous communication with authorities (digital/helplines, etc.)	1
b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.)	1
b. Gender-sensitive medical facilities and supplies;Any Other	2
b. Gender-sensitive medical facilities and supplies	4
Any Other;	1
Any Other	22
a. Private and secure restrooms and changing areas;d. Access to anonymous communication with authorities (digital/helplines, etc.);Any Other	2
a. Private and secure restrooms and changing areas;d. Access to anonymous communication with authorities (digital/helplines, etc.)	27
a. Private and secure restrooms and changing areas;c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.)	9
a. Private and secure restrooms and changing areas;c. Dedicated recreational/wellness space	8
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;d. Access to anonymous communication with authorities (digital/helplines, etc.);Any Other	2
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;d. Access to anonymous communication with authorities (digital/helplines, etc.)	22
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.);Any Other	2
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.)	48
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space	16
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies	17
a. Private and secure restrooms and changing areas;Any Other	2
a. Private and secure restrooms and changing areas	65

I am provided with the following facilities to ensure a safe and inclusive training environment: (Tick appropriate) _1

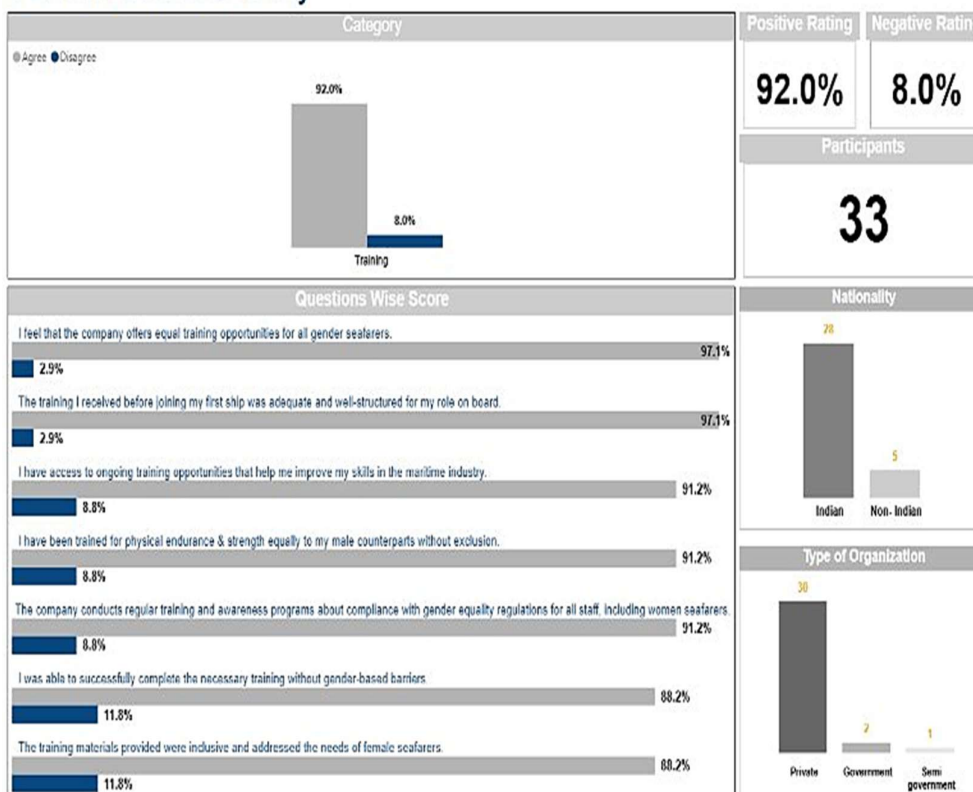| AnswerText	Count
a. Private and secure restrooms and changing areas	64
a. Private and secure restrooms and changing areas;Any Other	4
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies	12
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;Any Other	1
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space	19
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.)	49
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.);Any Other	3
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;d. Access to anonymous communication with authorities (digital/helplines, etc.)	17
a. Private and secure restrooms and changing areas;b. Gender-sensitive medical facilities and supplies;d. Access to anonymous communication with authorities (digital/helplines, etc.);Any Other	3
a. Private and secure restrooms and changing areas;c. Dedicated recreational/wellness space	11
a. Private and secure restrooms and changing areas;c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.)	11
a. Private and secure restrooms and changing areas;d. Access to anonymous communication with authorities (digital/helplines, etc.)	28
a. Private and secure restrooms and changing areas;d. Access to anonymous communication with authorities (digital/helplines, etc.);Any Other	1
Any Other	17
Any Other;	1
b. Gender-sensitive medical facilities and supplies	7
b. Gender-sensitive medical facilities and supplies;Any Other	1
b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space	2
b. Gender-sensitive medical facilities and supplies;c. Dedicated recreational/wellness space;d. Access to anonymous communication with authorities (digital/helplines, etc.)	2
c. Dedicated recreational/wellness space	9
d. Access to anonymous communication with authorities (digital/helplines, etc.)	12
None	1
Nothing	1

Survey filled by Women Seafarers

Training

This category explores whether women seafarers feel equally included, adequately prepared, and supported through training—both before sailing and on board.

With 92% positive responses, most women seafarers feel training is inclusive, fair, and skill-building. The 8% gap, though modest, highlights scope for improvement in areas like gender-sensitive materials and barrier-free access. Closing this gap can ensure training feels truly equal and empowering for all.
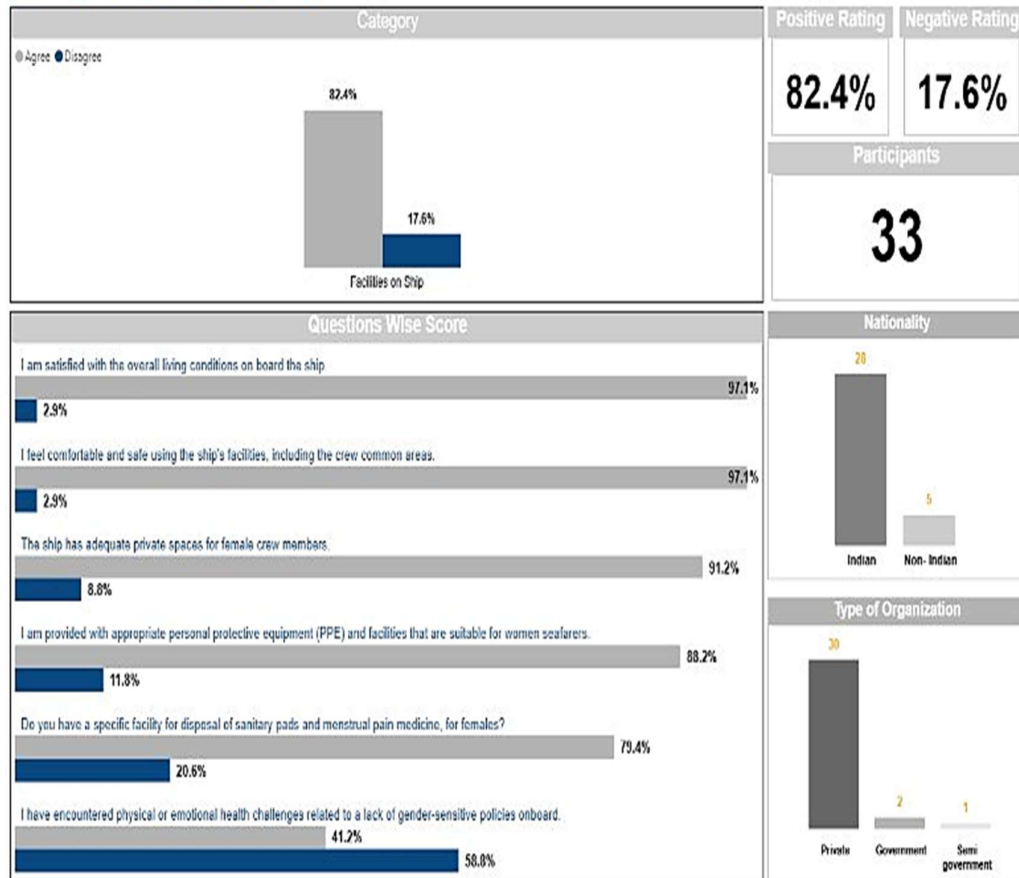

Women Seafarers Survey

Category

● Agree ● Disagree

92.0%

8.0%

Training

Positive Rating 92.0%

Negative Rating 8.0%

Participants 33

Questions Wise Score

I feel that the company offers equal training opportunities for all gender seafarers.
97.1%
2.9%

The training I received before joining my first ship was adequate and well-structured for my role on board.
97.1%
2.9%

I have access to ongoing training opportunities that help me improve my skills in the maritime industry.
91.2%
8.8%

I have been trained for physical endurance & strength equally to my male counterparts without exclusion.
91.2%
8.8%

The company conducts regular training and awareness programs about compliance with gender equality regulations for all staff, including women seafarers.
91.2%
8.8%

I was able to successfully complete the necessary training without gender-based barriers
88.2%
11.8%

The training materials provided were inclusive and addressed the needs of female seafarers.
88.2%
11.8%

Nationality

28

5

Indian   Non- Indian

Type of Organization

30

2   1

Private   Government   Semi government

Facilities on ship

This category looks at how safe, comfortable, and gender-inclusive the onboard facilities are for women seafarers.

With 82.4% positive responses, most women feel supported by the ship's general living conditions and common spaces. However, a notable 17.6% gap reveals challenges around access to gender-specific needs like menstrual hygiene, health support, and private spaces. Addressing these concerns can make life onboard more dignified and supportive for all women seafarers.

Women Seafarers Survey

Category

Agree · Disagree

82.4%

17.6%

Facilities on Ship

Positive Rating	Negative Rating
82.4%	17.6%

Participants

33

Questions Wise Score

I am satisfied with the overall living conditions on board the ship — 97.1% / 2.9%

I feel comfortable and safe using the ship's facilities, including the crew common areas. — 97.1% / 2.9%

The ship has adequate private spaces for female crew members. — 91.2% / 8.8%

I am provided with appropriate personal protective equipment (PPE) and facilities that are suitable for women seafarers. — 88.2% / 11.8%

Do you have a specific facility for disposal of sanitary pads and menstrual pain medicine, for females? — 79.4% / 20.6%

I have encountered physical or emotional health challenges related to a lack of gender-sensitive policies onboard. — 41.2% / 58.8%

Nationality

Indian 28 · Non- Indian 5

Type of Organization

Private 30 · Government 2 · Semi government 1

Support (Workplace and Family)

This section explores the emotional, practical, and organizational support women seafarers receive—from both home and the workplace.

With 81.9% positive responses, many women feel backed by their families and colleagues, with mental well-being support largely in place. Yet, an 18.1% gap reveals concerns around maternity care, healthcare access, and

work-life balance. Bridging this gap can create a stronger support system that truly uplifts women through every stage of their maritime journey.

Women Seafarers Survey
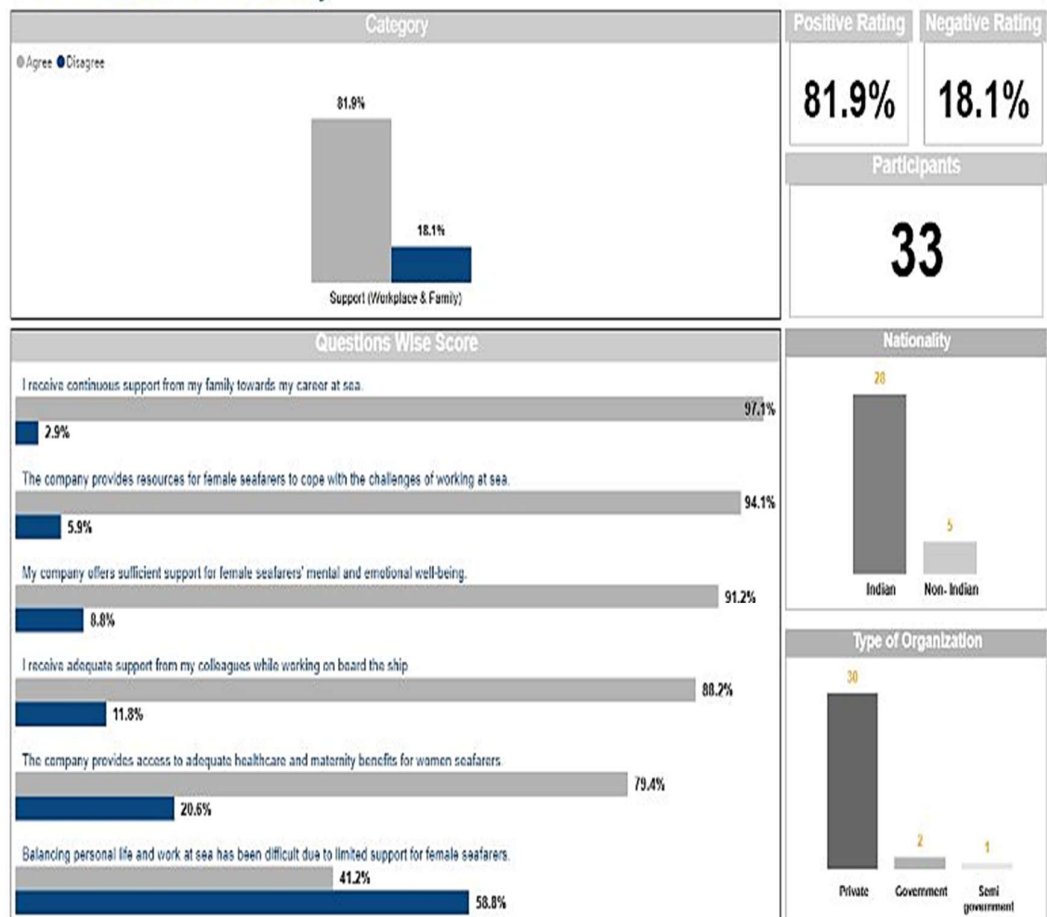
Progression in Career

This category reflects how supported and confident women feel in advancing their careers within the maritime industry.

With 81.9% positive responses, most women feel encouraged and capable of growing professionally. However, the 18.1% gap highlights key concerns—especially around gender-based discrimination, limited mentorship, and low female visibility in senior roles. Closing this gap is crucial to strengthen belief in equal growth and leadership pathways for women at sea.

Women Seafarers Survey
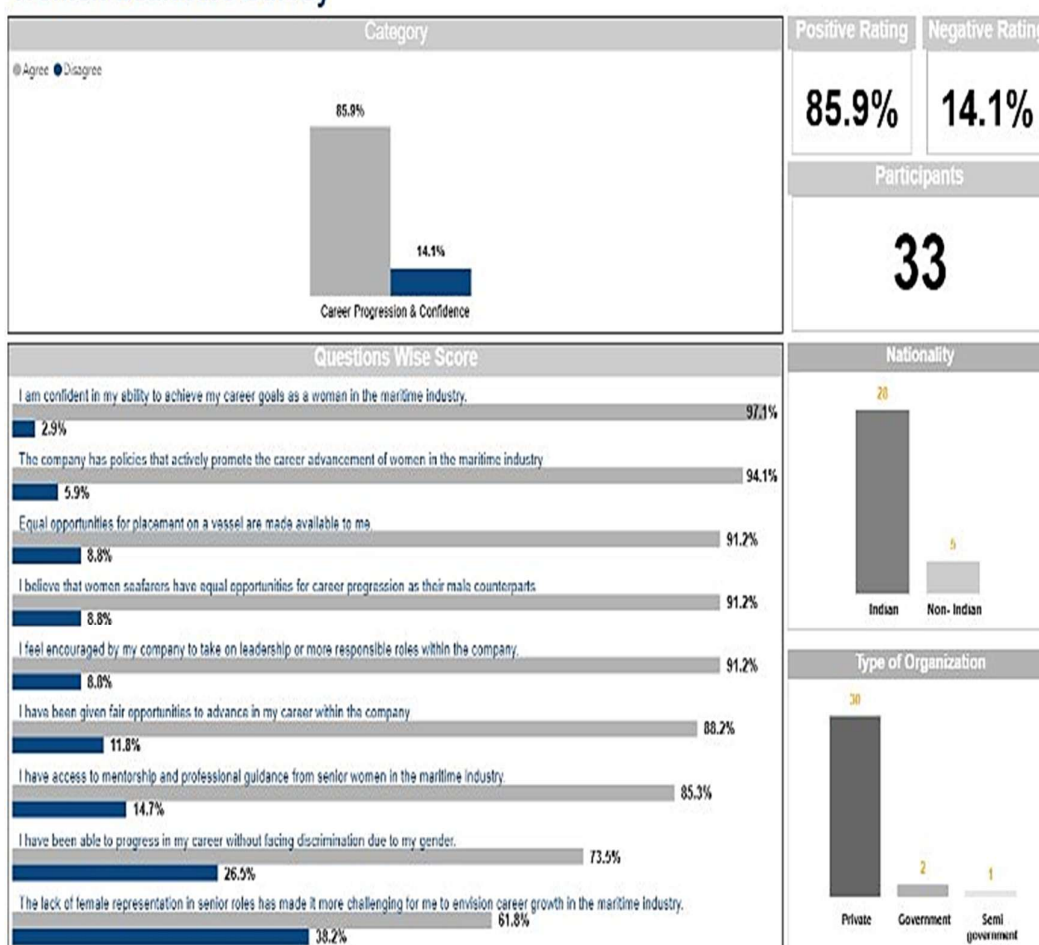
Hindrances/Challenges Faced

This category captures the barriers women encounter at sea due to gender—ranging from bias, limited roles, to exclusion from key decisions.

With only 43.1% positive responses, over half of the women reported facing gender-based challenges. The 56.9% gap signals a pressing need to address discrimination, unequal access, and exclusion. Bridging this gap is essential to create a more inclusive and empowering environment for women in maritime.

Women Seafarers Survey
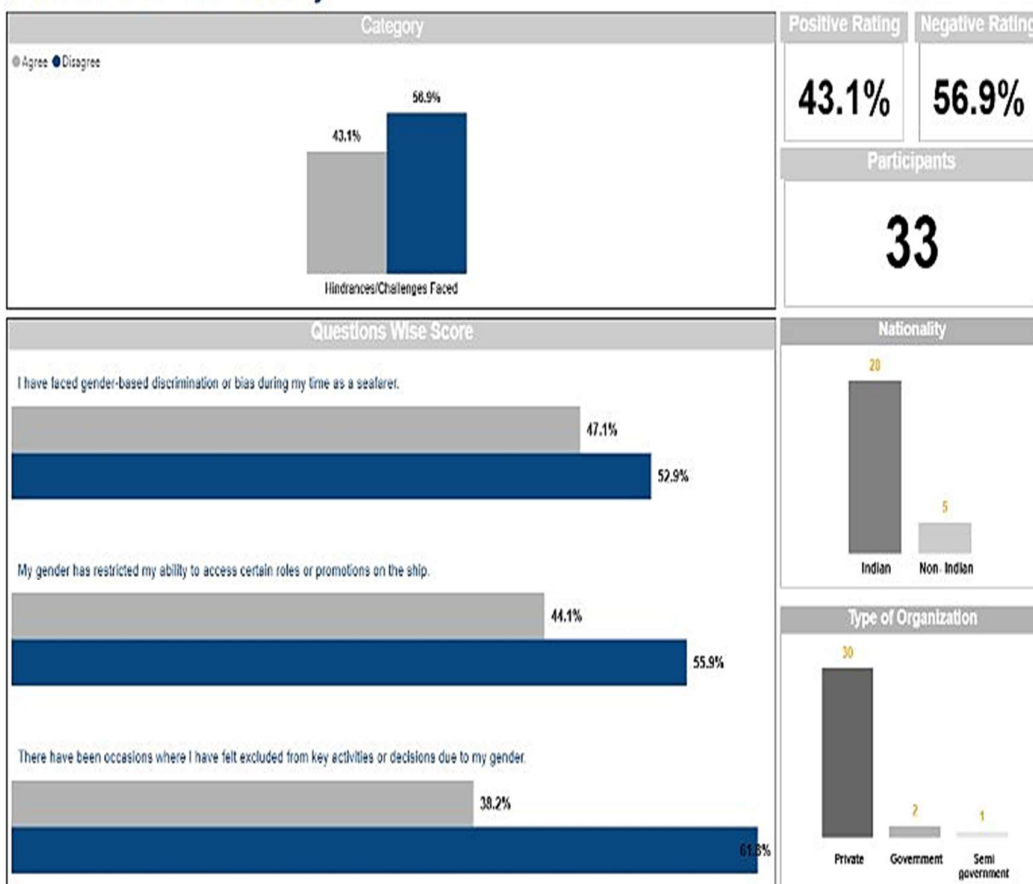
Governance and Compliance

This category explores how effectively company policies, regulations, and designated support systems protect and empower women seafarers.

With 86.3% positive responses, most women feel confident in the company's governance measures—especially around harassment prevention, policy communication, and dedicated support roles. However, the 13.7% gap reflects concerns about fear of retaliation when reporting harassment and challenges around balancing family responsibilities. Addressing these areas can strengthen trust and ensure safer, more equitable workplaces onboard.

Women Seafarers Survey

	Positive Rating	Negative Rating
	86.3%	13.7%

Category

Agree ● Disagree

86.3%

13.7%

Governance and Compliance

Participants

33

Questions Wise Score

My company has a designated team or officer responsible for addressing issues related to women seafarers' rights and welfare. — 97.1%
2.9%

My company has specific policies in place that support women seafarers. — 97.1%
2.9%

Provisions have been made to ensure smooth training onboard (Eg- Arrangement of separate swimming class only for Females) — 97.1%
2.9%

The company follows regulations that prevent harassment, violence, or abuse on board, and provides clear reporting mechanisms. — 97.1%
2.9%

The company's policies regarding harassment and discrimination are clearly communicated to all employees, including women seafarers. — 97.1%
2.9%

The onboard facilities (restrooms, accommodation, etc…) are suitable for female seafarers. — 97.1%
2.9%

— 94.1%
5.9%

Do you feel comfortable speaking with the crewing department designated person about the issues related to harassment faced onboard? — 91.2%
8.8%

Does the crewing department have designated employee for the follow up of lady seafarers' progress onboard — 88.2%
11.8%

I feel confident that any complaints I make regarding gender-related issues will be handled fairly and without retaliation. — 85.3%
14.7%

Nationality

28 Indian
5 Non-Indian

Type of Organization

30 Private
2 Government
1 Semi government

Leadership and Commitment

This category focuses on the visible commitment of the company's leadership towards supporting gender equality and the well-being of women at sea.

An overwhelming 97.1% of women agree that their leadership stands for gender inclusion and welfare—showcasing a strong culture of support from the top. The minimal 2.9% disagreement highlights a rare but important

need to ensure this commitment is consistently felt across all levels and experiences. Sustaining this momentum is key to long-term change.
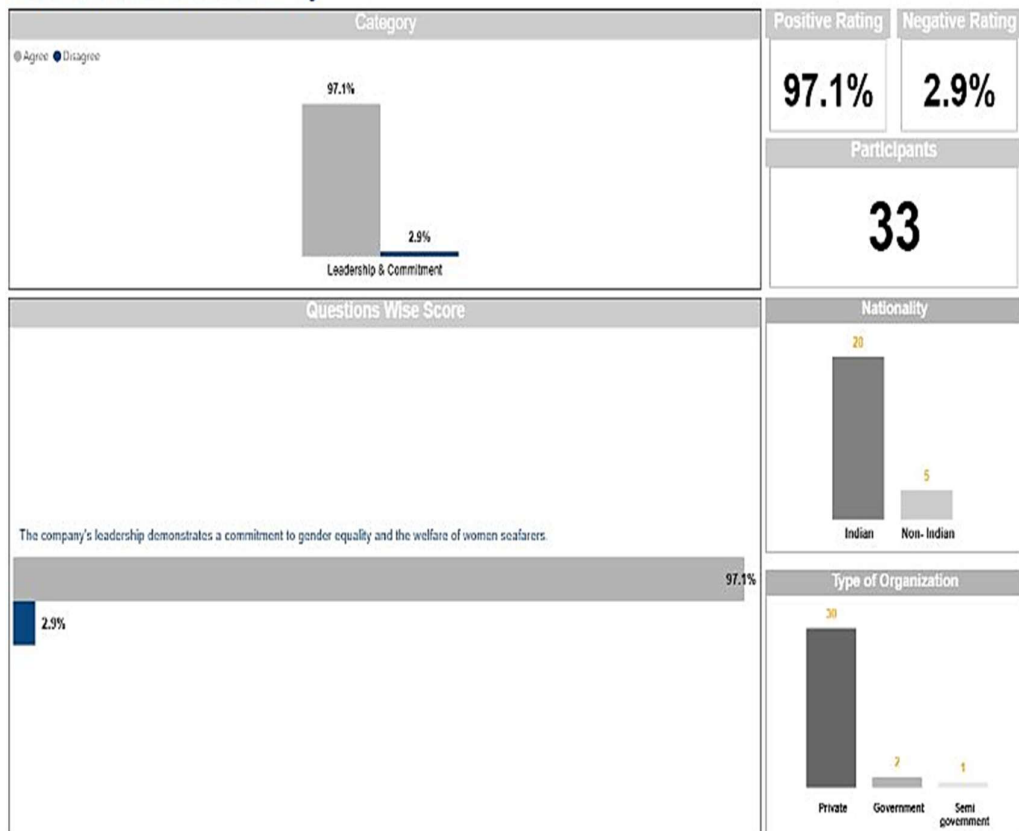
With reference to below data, the study reveals that although instances of direct sexual harassment are relatively low, verbal harassment, sexist remarks, and gender-based bias are still common, with around 45% of the 33 respondents reporting such experiences onboard. Only 18% of women said they feel completely safe at sea, while many shared concerns about

psychological safety, isolation, and exclusion. While 60% of respondents are aware of formal mechanisms like POSH, very few report incidents or access these grievance systems, indicating a significant gap between awareness and trust in the system.

This trust gap points to deeper issues—many women fear retaliation, doubt if their complaints will be taken seriously, or feel uncomfortable reaching out to male-dominated leadership. Additionally, more than 70% said they faced family or societal resistance when choosing a career at sea, revealing that the challenge begins even before entering the workforce.

The findings underscore the urgent need for stronger mental health support, gender-sensitization programs, leadership accountability, and inclusive grievance mechanisms to bridge this gap and create truly safe and equitable maritime workplaces.

Women Seafarers Responses

I am provided with the following facilities to ensure a safe working environment. (Tick appropriate)

Answer	Count
Access to anonymous communication with authorities (digital/helplines, etc)	4
Gender-sensitive medical facilities and supplies	2
Gender-sensitive medical facilities and supplies;	1
Gender-sensitive medical facilities and supplies;Access to anonymous communication with authorities (digital/helplines, etc)	2
None	1
Private & secure rest rooms and changing areas	2
Private & secure rest rooms and changing areas;Access to anonymous communication with authorities (digital/helplines, etc)	2
Private & secure rest rooms and changing areas;Dedicated recreational/wellness space;Access to anonymous communication with authorities (digital/helplines, etc)	1
Private & secure rest rooms and changing areas;Gender-sensitive medical facilities and supplies	1
Private & secure rest rooms and changing areas;Gender-sensitive medical facilities and supplies;Access to anonymous communication with authorities (digital/helplines, etc)	6
Private & secure rest rooms and changing areas;Gender-sensitive medical facilities and supplies;Dedicated recreational/wellness space;Access to anonymous communication with authorities (digital/helplines, etc)	11

I have experienced discrimination or harassment onboard in the form of:- (Tick appropriate)

Answer	Count
Bullying (also includes Cyber Bullying)	1
Exclusion;Undervaluing /Undermining my contributions	2
None of the above	9
Physical	1
Undervaluing /Undermining my contributions	9
Verbal	3
Verbal;Bullying (also includes Cyber Bullying);Undervaluing /Undermining my contributions	1
Verbal;Exclusion;Bullying (also includes Cyber Bullying);Undervaluing /Undermining my contributions	1
Verbal;Exclusion;Undervaluing /Undermining my contributions	1
Verbal;Physical;Sexual	1
Verbal;Physical;Undervaluing /Undermining my contributions	1
Verbal;Sexual	1
Verbal;Sexual;Undervaluing /Undermining my contributions	1
Verbal;Undervaluing /Undermining my contributions	2

Participants

33

Type of Organization

Private

30

Government

2

Semi-government

1

My family is concerned about certain socio-cultural factors that are exclusive to my gender. (Tick appropriate)

Answer	Count
Impact on Marriage/ Relationship/ Child bearing	5
Long absence from Home	6
Long absence from Home;Financial instability;Impact on Marriage/ Relationship/ Child bearing	1
Long absence from Home;Impact on Marriage/ Relationship/ Child bearing	4
Long absence from Home;Perceived unsafe work environment;Impact on Marriage/ Relationship/ Child bearing	1
Long absence from Home;Perceived unsafe work environment;Social Stigma or Stereotypes;Impact on Marriage/ Relationship/ Child bearing	1
Long absence from Home;Social Stigma or Stereotypes	1
Long absence from Home;Social Stigma or Stereotypes;Financial instability	1
None	1
Perceived unsafe work environment	5
Perceived unsafe work environment;Financial instability	1
Perceived unsafe work environment;Social Stigma or Stereotypes	1
Perceived unsafe work environment;Social Stigma or Stereotypes;Financial instability	1
Perceived unsafe work environment;Social Stigma or Stereotypes;Impact on Marriage/ Relationship/ Child bearing	3
Perceived unsafe work environment;Social Stigma or Stereotypes;Impact on Marriage/ Relationship/ Child bearing;DUE TO NO GENDER ISSUE RESTRICTION FOR GOING ONSEA	1

which areas should training focus on to achieve equality, equity, inclusivity, and respect? Please select the areas you consider most important from the attached Training Needs

Answer	Count
Assertiveness, how to say no?	1
Basics of HR & Teamwork	2
Basics of Marketing & Branding	1
Career Counselling	1
Communication & Listening (including cross-cultural communication)	1
Cybersecurity & GDPR	1
Different Types of Biases & Stereotypes	2
Emotional well-being & Mental Health	2
Entrepreneurship	1
Gender Sensitization, Types of Power & Ego	5
Harrassment and Discrimination Awareness	3
Introduction to Psychology & Counselling	3
Leadership Development	1
Personal Finance- Budgeting, Saving & Investment	1
Principles of Management	3
Public Speaking Workshops (including debates etc.)	1
Spoken & written English with grammar / Communication Skills	1
What do we mean by diversity, equity, equality, inclusivity?	4

Type of Organization

28

5

Indian | Non-Indian

Survey filled by Heads of MTI

Training

This category examines whether women cadets feel adequately prepared and supported through training in maritime institutions.

With 97.37% positive responses, most women cadets believe the training programs align with industry standards, offer equal opportunities, and address their specific needs. The 2.6% gap, though small, indicates potential for improvement in areas like tailored safety training for women. Closing this gap can further ensure training is inclusive, empowering, and fully aligned with the needs of all cadets.

Survey-Heads Of MTI

Category

Agree ● Disagree
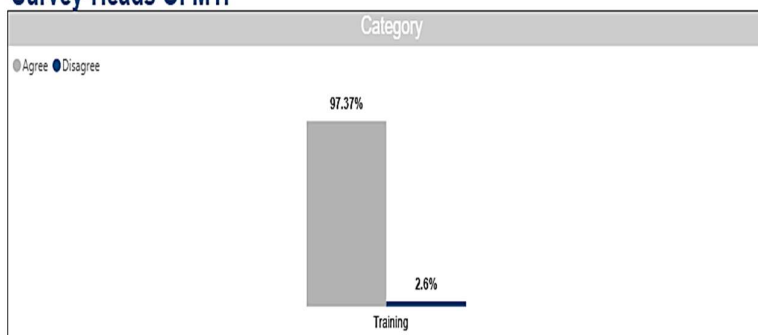
	Positive	Negative
	97.37%	2.6%

Participants

19

Type of Organization

Private	Government	Semi Government
16	2	1
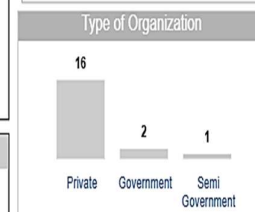
Questions Wise Score

My institution ensures that the training programs for women cadets align with industry standards and adequately prepare them for their roles at sea.
94.74%
5.3%

My Institution provides ongoing training and professional development opportunities for women cadets to enhance their skills and stay current with industry advancements.
94.74%
5.3%

My Institution provides safety and security training tailored to address the specific challenges that women may face while working on board.
94.74%
5.3%

My Institution ensures that training materials, programs, and resources are specifically designed to meet the needs of women cadets.
100.00%

My Institution guarantees that women cadets are given equal opportunities to participate in all training programs, including those focused on leadership and technical skill development.
100.00%

My Institution offers specialized training to ensure women cadets meet the same physical endurance requirements as their male counterparts.
100.00%

Participated Institutes Name

AMET Deemed to be University
ANGLO-EASTERN MARITIME ACADEMY
Aquatech Institute of Maritime Studies
Avd
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.
HIMT Tidal Park
Hindustan Institute of Maritime Training
Hoon Maritime Institute
IMU NMC
Indian Maritime University, Kolkata Campus
Institute of Maritime Studies
Maharashtra Academy of Naval Education and Training, Pune (MANET , Pune)
MASSA Maritime Academy
NUSI Maritime Academy Goa
Samundra Institute of Maritime Studies
School of Maritime Studies, Vels Institute of Science, Technology and Advanced Studies
Seven Islands Maritime Training Institute
UV Patel college of Engineering- MTI No.207046 Ganpat University
Vizag HIMT

Facilities on Ship

This category assesses whether women cadets have access to adequate and supportive facilities, including recreational spaces, healthcare, privacy, and safety during their training.

With 98.37% positive responses, the majority of women cadets feel that their facilities are well-equipped, safe, and cater to their specific needs, including physical well-being, mental health, and privacy. The 1.1% negative responses suggest a slight gap in ensuring absolute equality in

access to recreational and fitness facilities. Closing this small gap can further enhance the inclusivity and comfort of all women cadets, ensuring their well-being is fully supported.
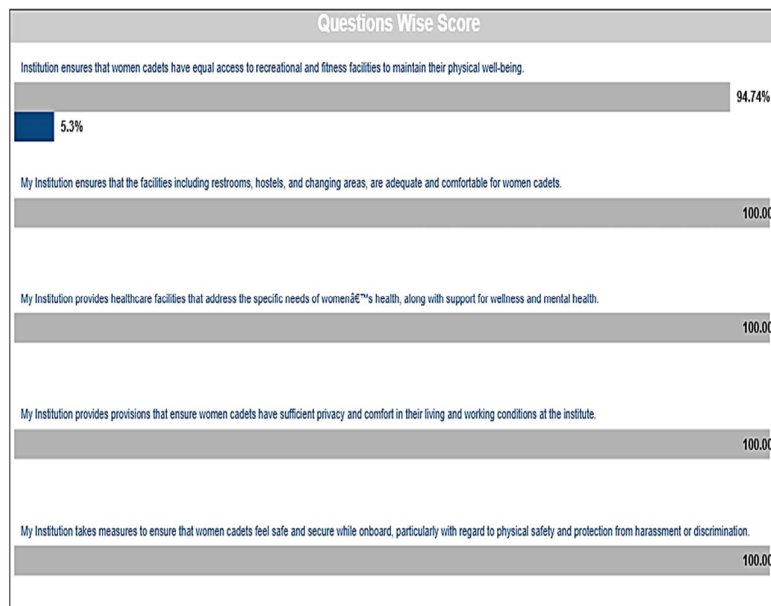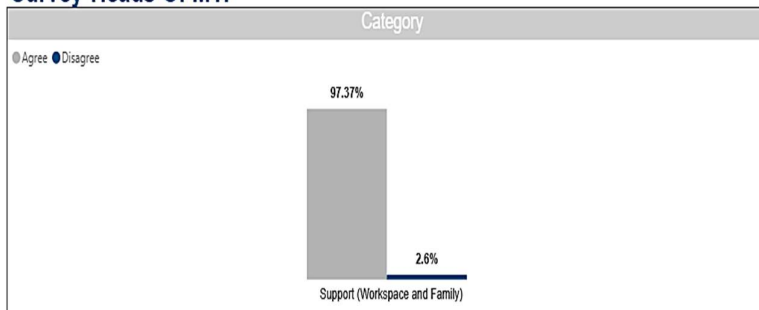

Support (Workplace & Family)

This category examines the support women cadets receive, both in terms of workplace inclusion and family life balance, along with mental and emotional well-being.
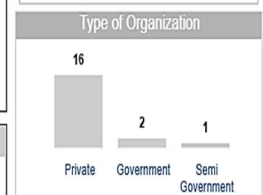
With 97.37% positive responses, most women cadets feel that their institution provides a strong support network, including mentorship, family-life balance assistance, and programs to manage challenges during deployments. The 2.6% negative responses indicate a small gap in providing comprehensive support across all aspects. Addressing this minor gap could further enhance the support systems, ensuring a fully inclusive and well-rounded environment for women cadets.
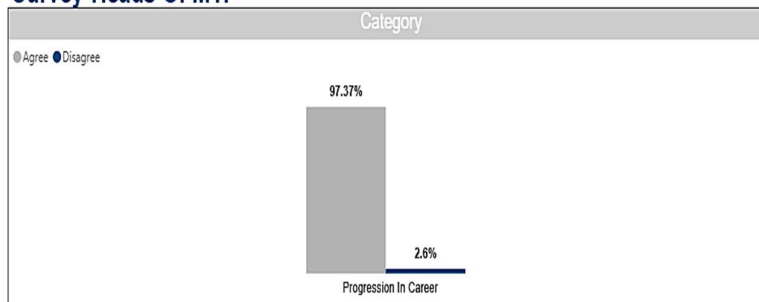

Progression in Career

This category focuses on the opportunities women cadets have for career advancement, leadership roles, and addressing gender-specific challenges.
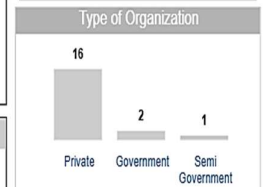
With 97.37% positive responses, most women cadets feel that their institution is committed to providing equal career progression opportunities, actively encouraging leadership roles, and addressing gender biases. The 2.6% negative responses suggest a small gap in fully addressing the challenges related to job satisfaction and long-term career prospects. Closing this gap could further empower women cadets, ensuring a truly equitable career progression system.

Hindrances/Challenges Faced

This category assesses how well the institution addresses the challenges and barriers women cadets face in their careers, including compliance with regulations and measures to prevent harassment and discrimination.

With 100% positive responses, all respondents agree that the institution fully complies with national and international regulations, implements strong anti-harassment measures, and has established effective gender equality policies. This shows that the institution is doing an excellent job in removing hindrances and promoting inclusivity. There is no gap in this area, demonstrating a robust commitment to supporting women cadets.

Survey-Heads Of MTI

Category

● Agree ● Disagree

100.00%

Hindrances/Challenges Faced
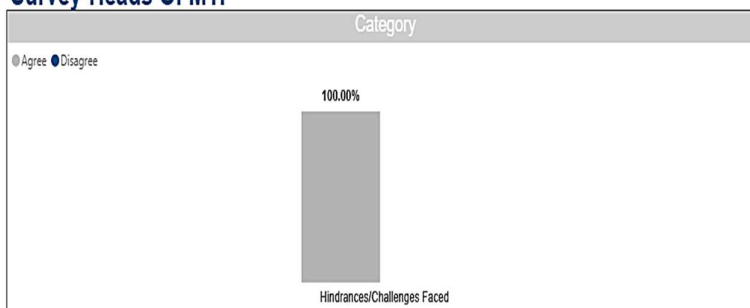
Positive	Negative
100.00%	--

Participants

19

Type of Organization

16	2	1
Private	Government	Semi Government

Questions Wise Score

My institution complies with both national and international regulations regarding the treatment and rights of women cadets, including the Maritime Labour Convention (MLC) and other relevant laws.

100.00%

My institution has clear measures in place to prevent and address harassment, bullying, or discrimination faced by women cadets, with well-defined reporting and support systems.

100.00%

My institution has established gender equality policies and initiatives aimed at promoting the inclusion of women in seafaring roles, ensuring they are well-enforced.

100.00%

My institution recognizes the challenges women face in entering the seafaring profession and has implemented strategies to overcome these barriers.

100.00%

Participated Institutes Name

AMET Deemed to be University
ANGLO-EASTERN MARITIME ACADEMY
Aquatech Institute of Maritime Studies
Avd
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.
HIMT Tidal Park
Hindustan Institute of Maritime Training
Hoon Maritime Institute
IMU NMC
Indian Maritime University, Kolkata Campus
Institute of Maritime Studies
Maharashtra Academy of Naval Education and Training, Pune (MANET , Pune)
MASSA Maritime Academy
NUSI Maritime Academy Goa
Samundra Institute of Maritime Studies
School of Maritime Studies, Vels Institute of Science, Technology and Advanced Studies
Seven Islands Maritime Training Institute
UV Patel college of Engineering- MTI No.207046 Ganpat University
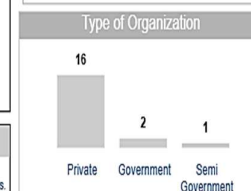Vizag HIMT

Governance and Compliance

This category examines how well the institution monitors and reports on the well-being, career progression, and safety of women cadets, with a focus on gender equity through regular audits and reviews.

With 89.47% positive responses, the majority of respondents agree that the institution tracks and reports on these key aspects effectively. However, the 10.5% of negative responses indicate there is room for improvement in fully implementing or communicating these practices to all involved. Addressing

this gap can help ensure complete transparency and consistency in monitoring gender equity across the institution.

Survey filled by Top Management

of the Company

Training

This category evaluates whether women seafarers feel equally supported through skill-building programs—ranging from technical and leadership training to mentorship and physical endurance preparation.

With an impressive 97.6% positive response rate, it's clear that companies are actively ensuring inclusive and industry-aligned training for women seafarers. However, the 2.4% gap—primarily around access to mentorship or professional development networks—suggests there's still room to strengthen support systems that aid long-term career advancement. Bridging this gap can make training more holistic and empowering for all women at sea.

Top Management Company Survey
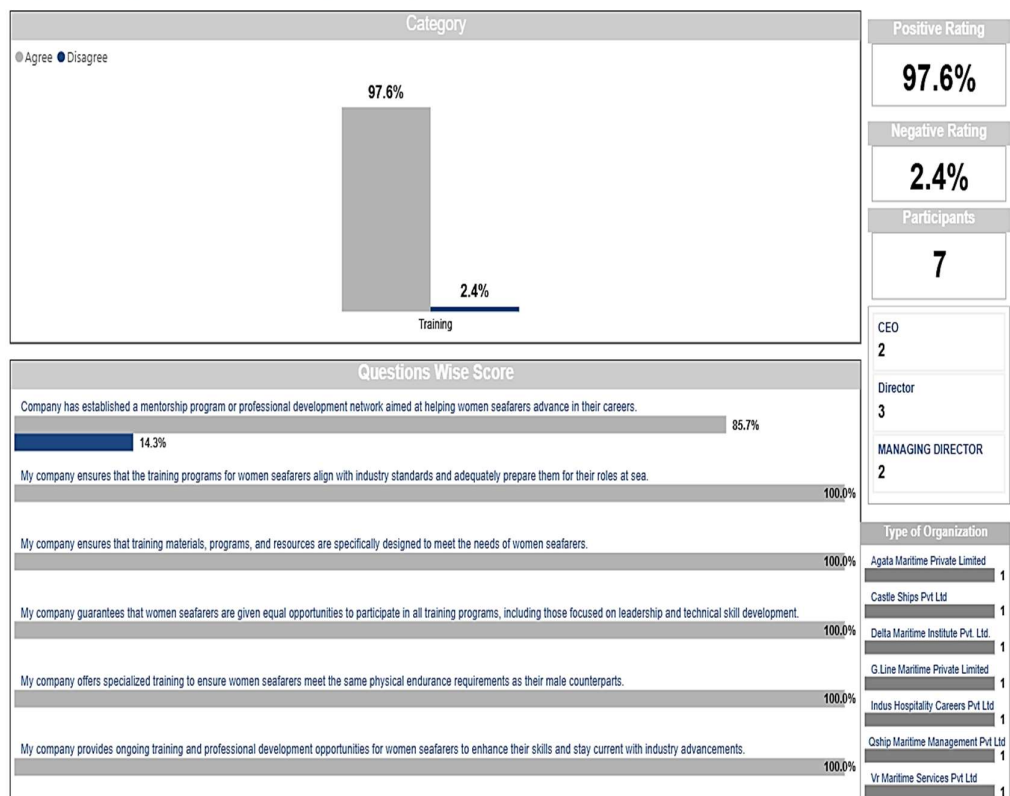
Facilities on Ship

This category focuses on the physical environment provided to women seafarers—covering essentials like restrooms, sleeping quarters, privacy, and access to fitness and recreational spaces onboard.

The results show a 100% positive response, highlighting that companies are fully meeting expectations when it comes to ensuring comfort, safety, and equality in shipboard facilities for women. With no negative responses, this area reflects strong compliance and attention to basic needs, setting a solid foundation for well-being during long voyages. There is no current gap identified, which speaks to successful implementation—something worth maintaining and consistently reviewing.

Top Management Company Survey

Category

Agree ● Disagree

100.0%

Facilities on Ship

Positive Rating
100.0%

Negative Rating
--

Participant
7

CEO	2
Director	3
MANAGING DIRECTOR	2

Questions Wise Score

My company ensures that the facilities on board, including restrooms, sleeping quarters, and changing areas, are adequate and comfortable for women seafarers.
100.0%

My company ensures that women seafarers have equal access to recreational and fitness facilities on board to maintain their physical well-being during long voyages.
100.0%

My company provides provisions that ensure women seafarers have sufficient privacy and comfort in their living and working conditions aboard ships.
100.0%

Type of Organization

Agata Maritime Private Limited	1
Castle Ships Pvt Ltd	1
Delta Maritime Institute Pvt. Ltd.	1
G.Line Maritime Private Limited	1
Indus Hospitality Careers Pvt Ltd	1
Qship Maritime Management Pvt Ltd	1
Vr Maritime Services Pvt Ltd	1

Support (Workplace & Family)

This category highlights the emotional, mental, and practical support systems provided to women seafarers—including mental health care, peer support, work-life balance, maternity support, and gender-sensitive safety training.

The responses reflect a 100% positive outcome, indicating that companies are fully committed to creating a nurturing environment for women, both on board and beyond. From addressing women's health needs to offering mentorship and family-friendly policies, the data suggests that meaningful support is not only promised but effectively practiced. With no negative

responses, there appears to be no existing gap in this area—making it a clear strength that should be sustained and built upon.

Top Management Company Survey

Category

● Agree ● Disagree

100.0%

Support (Workplace & Family)

Questions Wise Score

Company has specific programs and initiatives in place to support the mental and emotional well-being of women seafarers, particularly during long deployments. — 100.0%

Company provides women seafarers with a robust support network, including mentorship, peer support, and access to resources for managing challenges both on duty and off. — 100.0%

Company supports women seafarers in balancing the demands of their careers with family responsibilities, especially when faced with long periods away from home. — 100.0%

My company provides healthcare facilities that address the specific needs of women's health, along with support for wellness and mental health on board. — 100.0%

My company provides maternity leave and other support for women seafarers who are expecting or have young children, while also assisting them in balancing work-life responsibilities at sea. — 100.0%

My company provides safety and security training tailored to address the specific challenges that women may face while working on board. — 100.0%

Our company provides targeted initiatives to support the mental health and well-being of women in high-pressure roles within our maritime operations. — 100.0%

Positive Rating

100.0%

Negative Rating

--

Participants

7

CEO
2

Director
3

MANAGING DIRECTOR
2

Type of Organization

Agata Maritime Private Limited — 1

Castle Ships Pvt Ltd — 1

Delta Maritime Institute Pvt. Ltd. — 1

G.Line Maritime Private Limited — 1

Indus Hospitality Careers Pvt Ltd — 1

Qship Maritime Management Pvt Ltd — 1

Vr Maritime Services Pvt Ltd — 1

**Progression in Career**

This category focuses on how companies support the professional growth of women seafarers—through equal access to leadership, career advancement, strategic support to overcome entry barriers, and top-level engagement in gender equity.

With an overall positive score of 97.6%, the responses clearly show that most companies are taking serious steps to empower women in maritime

careers. From leadership encouragement to regular audits for gender equity, the intent and actions are visible. However, a small gap of 2.4% disagreement in equal promotion opportunities indicates that while progress is strong, there may still be isolated concerns about transparency or consistency in advancement processes. Addressing these few gaps with clear, monitored promotion frameworks could ensure full trust and equity in career growth.

Top Management Company Survey
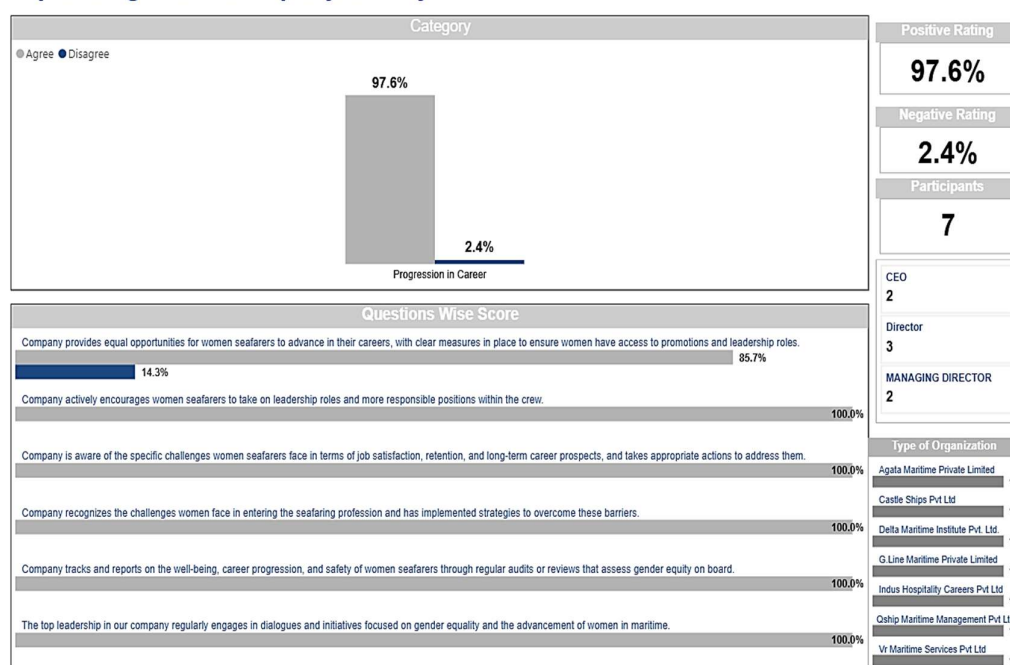
Hindrances/Challenges Faced

This category explores whether companies are actively removing the barriers women seafarers face—through legal compliance, anti-harassment

measures, inclusive policies, safety protocols, and partnerships with external bodies to promote equality.

With a 100% positive response, it's evident that companies are strongly committed to building a respectful, safe, and inclusive environment for women at sea. The data reflects full confidence in existing systems—from legal frameworks and reporting mechanisms to initiatives that tackle gender bias and promote collaboration. There is no negative feedback or identified gap in this area, indicating a solid foundation. Moving forward, maintaining transparency and continuous improvement will be key to sustaining this level of trust and support.

Top Management Company Survey

Top Management Company Survey Response (Yes/No)

Questions	Answer	Count
Are incinerators/ sanitary waste management equipment made available to women seafarers?	Yes	7
Are self-contained cabins available for women seafarers and women ratings on board with attached washroom?	No	1
Are self-contained cabins available for women seafarers and women ratings on board with attached washroom?	Yes	6
Are self-contained cabins available for women seafarers and women ratings on board with phone?	Yes	7
Are separate toilets and changing rooms available for women seafarers in the engine room?	No	3
Are separate toilets and changing rooms available for women seafarers in the engine room?	Yes	4
Company maintains and audits records on 'Retention' and ' Progress of Women Seafarers' from time to time	No	2
Company maintains and audits records on 'Retention' and ' Progress of Women Seafarers' from time to time	Yes	5
Do you support extending gender relations and Diversity, Equity, and Inclusion (DEI) training to include spouses/partners of both sea and shore staff.	No	2
Do you support extending gender relations and Diversity, Equity, and Inclusion (DEI) training to include spouses/partners of both sea and shore staff.	Yes	5
Does organisation provide maternity leave for women seafarers in accordance with DG guidelines 2019 Notice 07?	Yes	7
Does the internal committee for POSH include women seafarers with 2-3 years of sailing experience?	No	4
Does the internal committee for POSH include women seafarers with 2-3 years of sailing experience?	Yes	3
Does your organization actively partner with maritime industry bodies (such as IMO, WISTA, ICS) or other stakeholders on initiatives specifically designed to enhance training opportunities for women seafarers?	No	3
Does your organization actively partner with maritime industry bodies (such as IMO, WISTA, ICS) or other stakeholders on initiatives specifically designed to enhance training opportunities for women seafarers?	Yes	4
Does your organization currently deliver training programs specifically designed to enhance career development and promote equity and equality for maritime personnel (both at sea and ashore)	No	1
Does your organization currently deliver training programs specifically designed to enhance career development and promote equity and equality for maritime personnel (both at sea and ashore)	Yes	6
Does your organization incorporate Diversity, Equity and Inclusion (DEI) goals as a component of employee performance appraisals?	No	2
Does your organization incorporate Diversity, Equity and Inclusion (DEI) goals as a component of employee performance appraisals?	Yes	5
Has organisation established a Code of Conduct for interactions and behavior with women seafarers on managed vessels, such as 1. No calling of women staff into cabins: Yes/ No 2. Briefing before joining duty: Yes/No 3. Exemption of women trainees/OS from cleaning common toilets: Yes/No 4. Any Other: _____	Yes	4
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)	No	5
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)	Yes	2
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)_1	No	5
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)_1	Yes	2
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)_2	No	5
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)_2	Yes	2
If knowledge gaps are identified or knowledge reinforcement is required, does your organization provide follow up training sessions to previously trained participants?	No	2
If knowledge gaps are identified or knowledge reinforcement is required, does your organization provide follow up training sessions to previously trained participants?	Yes	5
If you answered 'Yes' to the previous question, would your organization be willing to share your established legal processes and procedures for addressing DEI-related grievances, specifically those concerning gender relations and harassment cases?	No	4
If you answered 'Yes' to the previous question, would your organization be willing to share your established legal processes and procedures for addressing DEI-related grievances, specifically those concerning gender relations and harassment cases?	Yes	3
In your opinion, would increased female representation at the board/executive level of maritime companies positively impact equity and equality practices onboard ships?	No	1

Participants

7

CEO
2

Director
3

MANAGING DIRECTOR
2

Total Fleet Size

Name of the Company	Value
Agata maritime Private Limited	5
Castle Ships Pvt Ltd	5
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	5
G.LINE MARITIME PRIVATE LIMITED	3
Indus Hospitality Careers & Training Pvt Ltd	195
QSHIP MARITIME MANAGEMENT PVT LTD	6
VR Maritime Services Pvt Ltd	150

Women Employee Offshore

Name of the Company	Value
Agata maritime Private Limited	0
Castle Ships Pvt Ltd	11
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	5
G.LINE MARITIME PRIVATE LIMITED	2
Indus Hospitality Careers & Training Pvt Ltd	338
QSHIP MARITIME MANAGEMENT PVT LTD	0
VR Maritime Services Pvt Ltd	103

Women Seafarers Under Company Contract Sailing

Name of the Company	Value
Agata maritime Private Limited	0
Castle Ships Pvt Ltd	0
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	0
G.LINE MARITIME PRIVATE LIMITED	0
Indus Hospitality Careers & Training Pvt Ltd	338
QSHIP MARITIME MANAGEMENT PVT LTD	0
VR Maritime Services Pvt Ltd	11

Top Management Company Survey Response (Yes/No)

Questions	Answer	Count
at sea and ashore)		
Does your organization incorporate Diversity, Equity and Inclusion (DEI) goals as a component of employee performance appraisals?	No	2
Does your organization incorporate Diversity, Equity and Inclusion (DEI) goals as a component of employee performance appraisals?	Yes	5
Has organisation established a Code of Conduct for interactions and behavior with women seafarers on managed vessels, such as 1. No calling of women staff into cabins: Yes/ No 2. Briefing before joining duty: Yes/No 3. Exemption of women trainees/OS from cleaning common toilets: Yes/No 4. Any Other: _____	Yes	4
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)	No	5
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)	Yes	2
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)_1	No	5
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)_1	Yes	2
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)_2	No	5
Has your organization implemented specific training programs aimed at upskilling women seafarers in traditionally underrepresented technical fields (such as advanced engineering, digital operations, or specialized technical roles)_2	Yes	2
If knowledge gaps are identified or knowledge reinforcement is required, does your organization provide follow up training sessions to previously trained participants?	No	2
If knowledge gaps are identified or knowledge reinforcement is required, does your organization provide follow up training sessions to previously trained participants?	Yes	5
If you answered 'Yes' to the previous question, would your organization be willing to share your established legal processes and procedures for addressing DEI-related grievances, specifically those concerning gender relations and harassment cases?	No	4
If you answered 'Yes' to the previous question, would your organization be willing to share your established legal processes and procedures for addressing DEI-related grievances, specifically those concerning gender relations and harassment cases?	Yes	3
In your opinion, would increased female representation at the board/executive level of maritime companies positively impact equity and equality practices onboard ships?	No	1
In your opinion, would increased female representation at the board/executive level of maritime companies positively impact equity and equality practices onboard ships?	Yes	6
Is your organization fully informed about the legal frameworks and procedures for addressing grievances related to Diversity, Equity & Inclusion (DEI), with specific emphasis on gender-based discrimination and harassment cases?	No	2
Is your organization fully informed about the legal frameworks and procedures for addressing grievances related to Diversity, Equity & Inclusion (DEI), with specific emphasis on gender-based discrimination and harassment cases?	Yes	5
Our company actively solicits feedback from women seafarers to improve onboard facilities and living conditions.	No	1
Our company actively solicits feedback from women seafarers to improve onboard facilities and living conditions.	Yes	6
Our company ensures all staff, especially those in management and leadership roles, are trained on gender equality and compliance annually.	No	1
Our company ensures all staff, especially those in management and leadership roles, are trained on gender equality and compliance annually.	Yes	6
Our company training programs are regularly reviewed and updated to include best practices for inclusivity and gender sensitivity.	No	2
Our company training programs are regularly reviewed and updated to include best practices for inclusivity and gender sensitivity.	Yes	5
Our performance evaluation criteria are transparent and gender-neutral, ensuring fair assessment and opportunities for all seafarers.	No	1
Our performance evaluation criteria are transparent and gender-neutral, ensuring fair assessment and opportunities for all seafarers.	Yes	6
We have a zero-tolerance policy towards gender discrimination and harassment, which is strictly enforced across all levels.	Yes	7
When skill gaps are identified or knowledge reinforcement is required, does your organization provide refresher or supplemental training to previously trained participants	No	1
When skill gaps are identified or knowledge reinforcement is required, does your organization provide refresher or supplemental training to previously trained participants	Yes	6
Would your organization be willing to share your training resources (including materials, trainer information, and infrastructure) with the Training Sub Committee to support skill development initiatives across India?	No	3
Would your organization be willing to share your training resources (including materials, trainer information, and infrastructure) with the Training Sub Committee to support skill development initiatives across India?	Yes	4

Participants: 7

CEO	2
Director	3
MANAGING DIRECTOR	2

Total Fleet Size

Name of the Company	Value
Agata maritime Private Limited	5
Castle Ships Pvt Ltd	5
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	5
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Indus Hospitality Careers & Training Pvt Ltd	195
QSHIP MARITIME MANAGEMENT PVT LTD	6
VR Maritime Services Pvt Ltd	150

Women Employee Offshore

Name of the Company	Value
Agata maritime Private Limited	0
Castle Ships Pvt Ltd	11
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	5
G.LINE MARITIME PRIVATE LIMITED	2
Indus Hospitality Careers & Training Pvt Ltd	338
QSHIP MARITIME MANAGEMENT PVT LTD	0
VR Maritime Services Pvt Ltd	103

Women Seafarers Under Company Contract Sailing

Name of the Company	Value
Agata maritime Private Limited	0
Castle Ships Pvt Ltd	0
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	0
G.LINE MARITIME PRIVATE LIMITED	0
Indus Hospitality Careers & Training Pvt Ltd	338
QSHIP MARITIME MANAGEMENT PVT LTD	0
VR Maritime Services Pvt Ltd	11

Question	Answer Text
Based on your experience, which industry best practices or innovative training approaches would you recommend for effectively supporting women seafarers' career advancement and professional development?	No comments
Do you assess the effectiveness of training using the following methods	Feedback forms completed immediately after the training
If your answer is yes to the above question, please indicate which trainings are being delivered in your company, by selecting from the provided list.	1. What do we mean by diversity, equity, equality, inclusivity?;3. Spoken & written English with grammar / Communication Skills;7. Principles of Management;8. Basics of HR & Teamwork;14. Study of CBA's, Employment Contracts and Articles.;21. Harrassment and Discrimination Awareness;23. Change Management;28. Gender Sensitization, Types of Power & Ego;35. Work-Life Balance strategies
In your opinion, which specific types of training programs are most valuable for enhancing the professional recognition and respect accorded to women working in the maritime industry?	Gender equality Training
What challenges or barriers, if any, prevent women from accessing certain training opportunities?	None
What measures has your company implemented to improve women's retention in the maritime industry? (Tick appropriately)	Currently no woman recruited
What specific measures does your organization implement to ensure women seafarers have equitable access to specialized technical training programs (such as navigation, engineering, cargo handling, etc.)?"	Navigation, Cargo handling
Which of the following methods does your organization use to deliver, assess, or evaluate training?	a) Online modules

Question	Answer Text
Has company/organization developed other policies to address gender equality? (Select all that apply):	None woman recruited
Has organisation established a Code of Conduct for interactions and behavior with women seafarers on managed vessels, such as 1. No calling of women staff into cabins: Yes/ No 2. Briefing before joining duty: Yes/No 3. Exemption of women trainees/OS from cleaning common toilets: Yes/No 4. Any Other: _____	None woman recruited.
How does company address gender equality in recruitment and promotion processes? (Select all that apply):	None woman recruited
How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks): 1. Senior management onboard: ___ women 2. Ship Operations Management: ___ women 3. Port and Terminal Management: ___ women 4. Logistics and Supply Chain Management: ___ women 5. Maritime Legal and Regulatory Affairs: ___ women 6. Technical and Engineering Leadership: ___ women 7. Other (Specify): ___ women	None

Question	Answer Text
Based on your experience, which industry best practices or innovative training approaches would you recommend for effectively supporting women seafarers' career advancement and professional development?	Blended Learning with Flexible Options, Career Mapping & Progression Frameworks
Do you assess the effectiveness of training using the following methods	Feedback forms completed immediately after the training
If your answer is yes to the above question, please indicate which trainings are being delivered in your company, by selecting from the provided list.	3. Spoken & written English with grammar / Communication Skills;5. Basics of Accounting;8. Basics of HR & Teamwork
In your opinion, which specific types of training programs are most valuable for enhancing the professional recognition and respect accorded to women working in the maritime industry?	Compliance & Regulatory Training, Mentorship & Career Development Programs
What challenges or barriers, if any, prevent women from accessing certain training opportunities?	Lack of Awareness and Outreach, Financial Barriers
What measures has your company implemented to improve women's retention in the maritime industry? (Tick appropriately)	Clear career progression paths with equitable opportunities
What specific measures does your organization implement to ensure women seafarers have equitable access to specialized technical training programs (such as navigation, engineering, cargo handling, etc.)?"	NA
Which of the following methods does your organization use to deliver, assess, or evaluate training?	d) Group discussions

Question	Answer Text
Has company/organization developed other policies to address gender equality? (Select all that apply):	Currently, there are no women seafarers onboard
How does company address gender equality in recruitment and promotion processes? (Select all that apply):	Use of neutral or women-friendly language in job descriptions;Involve a diverse team of people in the interview process;Ensure pay parity for the same positions
How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks) 1. Senior management onboard: ___ women 2. Ship Operations Management: ___ women 3. Port and Terminal Management: ___ women 4. Logistics and Supply Chain Management: ___ women 5. Maritime Legal and Regulatory Affairs: ___ women 6. Technical and Engineering Leadership: ___ women 7. Other (Specify): ___ women	5

Question	Answer Text
Based on your experience, which industry best practices or innovative training approaches would you recommend for effectively supporting women seafarers' career advancement and professional development?	Management courses for Shore jobs after the sea career.
Do you assess the effectiveness of training using the following methods	Feedback forms completed immediately after the training
If your answer is yes to the above question, please indicate which trainings are being delivered in your company, by selecting from the provided list.	1. What do we mean by diversity, equity, equality, inclusivity?;3. Spoken & written English with grammar / Communication Skills;5. Basics of Accounting;6. Personal Finance- Budgeting, Saving & Investment;7. Principles of Management;8. Basics of HR & Teamwork;12. Cybersecurity & GDPR;13. Awareness of Maritime Policies & DGS regulations governing employment.;14. Study of CBA's, Employment Contracts and Articles;15. Study of Deductions from salary, taxation, PF and other benefits from the Unions.;16. Awareness of conventions governing Employee Safety & Compliance;17. Legal rights & Grievance Redressal Frame work at Sea and Ashore;18. Entrepreneurship;19. Importance of & options for Continued Education Ashore (Internships, Certifications);20. Career Counselling;21. Harrassment and Discrimination Awareness;22. Cultural Competence;24. Yoga & Fitness (holistic including nutrition, diet etc.);26. Teambuilding Exercises (Indoor and Outdoor);28. Gender Sensitization, Types of Power & Ego;30. Anger Management;31. Emotional well-being & Mental Health;33. Assertiveness, how to say no?;35. Work-Life Balance strategies;37. Communication & Listening (including cross-cultural communication)
In your opinion, which specific types of training programs are most valuable for enhancing the professional recognition and respect accorded to women working in the maritime industry?	Classroom and group discussions
What challenges or barriers, if any, prevent women from accessing certain training opportunities?	None
What measures has your company implemented to improve women's retention in the maritime industry? (Tick appropriately)	Flexible work arrangements for better work-life balance;Clear career progression paths with equitable opportunities;Improved onboard facilities and living conditions;Regular feedback mechanisms to address workplace concerns;Regular counselling
What specific measures does your organization implement to ensure women seafarers have equitable access to specialized technical training programs (such as navigation, engineering, cargo handling, etc.)?"	None
Which of the following methods does your organization use to deliver, assess, or evaluate training?	c) Classroom instruction;d) Group discussions;e) Case studies

Question	Answer Text
Has company/organization developed other policies to address gender equality? (Select all that apply):	Paid parental leave;Time away for breastfeeding/bottle-feeding;Childcare facilities;Breastfeeding spaces;Gender/diversity training;Flexible working arrangements for women;Mentorship schemes for women;Sexual harassment policy;Designated gender/diversity focal point;Gender sensitization campaigns
Has organisation established a Code of Conduct for interactions and behavior with women seafarers on managed vessels, such as 1. No calling of women staff into cabins: Yes/No 2. Briefing before joining duty: Yes/No 3. Exemption of women trainees/OS from cleaning common toilets: Yes/No 4. Any Other: _____ __	1. - YES, 2. - YES, 3. - YES
How does company address gender equality in recruitment and promotion processes? (Select all that apply):	Use of neutral or women-friendly language in job descriptions;Anonymized assessment of job applications;Provide organizational training around gender bias;Involve a diverse team of people in the interview process;Ensure pay parity for the same positions
How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks) 1. Senior management onboard: ___ women 2. Ship Operations Management: ___ women 3. Port and Terminal Management: ___ women 4. Logistics and Supply Chain Management: ___ women 5. Maritime Legal and Regulatory Affairs: ___ women 6. Technical and Engineering Leadership: ___ women 7. Other (Specify): ___ women	1. - Nil, 2. - 2, 3. - Nil, 4. - 3, 5. - 2, 6. - 2, 7. - 2

Question	Answer Text
If your answer is yes to the above question, please indicate which trainings are being delivered in your company, by selecting from the provided list.	1. What do we mean by diversity, equity, equality, inclusivity?;2. Different Types of Biases & Stereotypes;3. Spoken & written English with grammar / Communication Skills;4. World Geography & History including IATA / Maritime Routes, Ports, and Travel Protocols;5. Basics of Accounting;6. Personal Finance- Budgeting, Saving & Investment;7. Principles of Management;8. Basics of HR & Teamwork;9. Introduction to Psychology & Counselling;10. Basics of Marketing & Branding;11. Basic Computers & Programming (C & Python)/ Digital Literacy;12. Cybersecurity & GDPR;13. Awareness of Maritime Policies & DGS regulations governing employment.;14. Study of CBAâ€™s, Employment Contracts and Articles.;15. Study of Deductions from salary, taxation, PF and other benefits from the Unions.;16. Awareness of conventions governing Employee Safety & Compliance;17. Legal rights & Grievance Redressal Frame work at Sea and Ashore;18. Entrepreneurship;19. Importance of & options for Continued Education Ashore (Internships, Certifications);20. Career Counselling;21. Harrassment and Discrimination Awareness;22. Cultural Competence;23. Change Management;24. Yoga & Fitness (holistic including nutrition, diet etc.);25. Public Speaking Workshops (including debates etc.);26. Teambuilding Exercises (Indoor and Outdoor);27. Etiquette Training Workshops / Workplace Etiquette and Grooming;28. Gender Sensitization, Types of Power & Ego;29. Emotional Intelligence;30. Anger Management;31. Emotional well-being & Mental Health;32. Stress Management, Coping Strategies & Resilience Building;33. Assertiveness, how to say no?;34. Grit & Success;35. Work-Life Balance strategies;36. Managing Teams & Conflict Management;37. Communication & Listening (including cross-cultural communication);38. Leadership & how it is difference from Management;39. Leadership Development;40. Psychological Safety
Which of the following methods does your organization use to deliver, assess, or evaluate training?	c) Classroom instruction;d) Group discussions;e) Case studies;f) Role plays;g) Guest lectures by subject matter experts
In your opinion, which specific types of training programs are most valuable for enhancing the professional recognition and respect accorded to women working in the maritime industry?	CLASS ROOM MODULES,GROUP DISCUSSION, PRE-JOINING BRIEFING
Do you assess the effectiveness of training using the following methods	Feedback forms completed immediately after the training
What measures has your company implemented to improve womenâ€™s retention in the maritime industry? (Tick appropriately)	Flexible work arrangements for better work-life balance;Clear career progression paths with equitable opportunities;Improved onboard facilities and living conditions;Regular feedback mechanisms to address workplace concerns

Question	Answer Text
Has company/organization developed other policies to address gender equality? (Select all that apply):	Paid parental leave;Time away for breastfeeding/bottle-feeding;Childcare facilities;Breastfeeding spaces;Gender/diversity training;Flexible working arrangements for women;Mentorship schemes for women;Sexual harassment policy;Designated gender/diversity focal point;Gender sensitization campaigns
How does company address gender equality in recruitment and promotion processes? (Select all that apply):	Use of neutral or women-friendly language in job descriptions;Anonymized assessment of job applications;Provide organizational training around gender bias;Involve a diverse team of people in the interview process;Have specific quantitative measures for increasing diversity;Ensure pay parity for the same positions
How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks) 1. Senior management onboard: ___ women 2. Ship Operations Management: ___ women 3. Port and Terminal Management: ___ women 4. Logistics and Supply Chain Management: ___ women 5. Maritime Legal and Regulatory Affairs: ___ women 6. Technical and Engineering Leadership: ___ women 7. Other (Specify): ___ women	2

Question	Answer Text
If your answer is yes to the above question, please indicate which trainings are being delivered in your company, by selecting from the provided list.	8. Basics of HR & Teamwork
Which of the following methods does your organization use to deliver, assess, or evaluate training?	d) Group discussions
What measures has your company implemented to improve womenâ€™s retention in the maritime industry? (Tick appropriately)	Flexible work arrangements for better work-life balance;Clear career progression paths with equitable opportunities;Improved onboard facilities and living conditions;Regular feedback mechanisms to address workplace concerns
In your opinion, which specific types of training programs are most valuable for enhancing the professional recognition and respect accorded to women working in the maritime industry?	NA
What specific measures does your organization implement to ensure women seafarers have equitable access to specialized technical training programs (such as navigation, engineering, cargo handling, etc.)?"	NA
What challenges or barriers, if any, prevent women from accessing certain training opportunities?	NO BARREIRS
Based on your experience, which industry best practices or innovative training approaches would you recommend for effectively supporting women seafarers' career advancement and professional development?	SHIPPING & LOGISTIS SHIP MANAGEMENT & OPERATIONS
Do you assess the effectiveness of training using the following methods	Surveys sent to direct supervisors after 90 days

Question	Answer Text
Has company/organization developed other policies to address gender equality? (Select all that apply):	Paid parental leave;Time away for breastfeeding/bottle-feeding;Childcare facilities;Breastfeeding spaces;Gender/diversity training;Flexible working arrangements for women;Mentorship schemes for women;Sexual harassment policy;Designated gender/diversity focal point;Gender sensitization campaigns
How does company address gender equality in recruitment and promotion processes? (Select all that apply):	Use of neutral or women-friendly language in job descriptions;Anonymized assessment of job applications;Provide organizational training around gender bias;Involve a diverse team of people in the interview process;Have specific quantitative measures for increasing diversity;Ensure pay parity for the same positions
How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks) 1. Senior management onboard: ___ women 2. Ship Operations Management: ___ women 3. Port and Terminal Management: ___ women 4. Logistics and Supply Chain Management: ___ women 5. Maritime Legal and Regulatory Affairs: ___ women 6. Technical and Engineering Leadership: ___ women 7. Other (Specify): ___ women	NIL

Question	Answer Text
If your answer is yes to the above question, please indicate which trainings are being delivered in your company, by selecting from the provided list.	3. Spoken & written English with grammar / Communication Skills;13. Awareness of Maritime Policies & DGS regulations governing employment.;20. Career Counselling;21. Harrassment and Discrimination Awareness
Which of the following methods does your organization use to deliver, assess, or evaluate training?	c) Classroom instruction
What measures has your company implemented to improve women's retention in the maritime industry? (Tick appropriately)	Clear career progression paths with equitable opportunities;Improved onboard facilities and living conditions
What challenges or barriers, if any, prevent women from accessing certain training opportunities?	Family and care responsibilities, often work as a barriers.
Do you assess the effectiveness of training using the following methods	Feedback forms completed immediately after the training
Based on your experience, which industry best practices or innovative training approaches would you recommend for effectively supporting women seafarers' career advancement and professional development?	Hospitality and Wellness
What specific measures does your organization implement to ensure women seafarers have equitable access to specialized technical training programs (such as navigation, engineering, cargo handling, etc.)?"	Not applicable.
In your opinion, which specific types of training programs are most valuable for enhancing the professional recognition and respect accorded to women working in the maritime industry?	Soft skills and professional development

Question	Answer Text
Has company/organization developed other policies to address gender equality? (Select all that apply):	Gender/diversity training;Sexual harassment policy
How does company address gender equality in recruitment and promotion processes? (Select all that apply):	Have specific quantitative measures for increasing diversity;Use of gender quotas/reservations for women
How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks) 1. Senior management onboard: ___ women 2. Ship Operations Management: ___ women 3. Port and Terminal Management: ___ women 4. Logistics and Supply Chain Management: ___ women 5. Maritime Legal and Regulatory Affairs: ___ women 6. Technical and Engineering Leadership: ___ women 7. Other (Specify): ___ women	5

Question	Answer Text
If your answer is yes to the above question, please indicate which trainings are being delivered in your company, by selecting from the provided list.	3. Spoken & written English with grammar / Communication Skills;21. Harrassment and Discrimination Awareness
Which of the following methods does your organization use to deliver, assess, or evaluate training?	d) Group discussions;e) Case studies;g) Guest lectures by subject matter experts
Do you assess the effectiveness of training using the following methods	Feedback forms completed immediately after the training
What challenges or barriers, if any, prevent women from accessing certain training opportunities?	Finances , poor bank balance
What measures has your company implemented to improve women's retention in the maritime industry? (Tick appropriately)	Flexible work arrangements for better work-life balance;Regular feedback mechanisms to address workplace concerns;Hire Women Seafarer from Rural India (Villages)
Based on your experience, which industry best practices or innovative training approaches would you recommend for effectively supporting women seafarers' career advancement and professional development?	Hold seminar and sessions with families and girl students in Village.
In your opinion, which specific types of training programs are most valuable for enhancing the professional recognition and respect accorded to women working in the maritime industry?	Mental strength 🫡 not a
What specific measures does your organization implement to ensure women seafarers have equitable access to specialized technical training programs (such as navigation, engineering, cargo handling, etc.)?"	Not Applicable as we are only crew managers

Question	Answer Text
Has company/organization developed other policies to address gender equality? (Select all that apply):	Paid parental leave;Flexible working arrangements for women;Sexual harassment policy;Gender sensitization campaigns
Has organisation established a Code of Conduct for interactions and behavior with women seafarers on managed vessels, such as 1. No calling of women staff into cabins: Yes/No 2. Briefing before joining duty: Yes/No 3. Exemption of women trainees/OS from cleaning common toilets: Yes/No 4. Any Other: _____ ___	Our Owners havw done so. We are free managers and do not have the right to formulate policies for onboard placement of Female Seafarers.
How does company address gender equality in recruitment and promotion processes? (Select all that apply):	Provide organizational training around gender bias;Have specific quantitative measures for increasing diversity
How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks) 1. Senior management onboard: ___ women 2. Ship Operations Management: ___ women 3. Port and Terminal Management: ___ women 4. Logistics and Supply Chain Management: ___ women 5. Maritime Legal and Regulatory Affairs: ___ women 6. Technical and Engineering Leadership: ___ women 7. Other (Specify): ___ women	1. Zero, 2.Five, 3.Not applicable 4. Not Applicable 5. Two, 6.Not applicable, 7 we are crew management company wity 50% women staff. Onboard females are only 0.7%

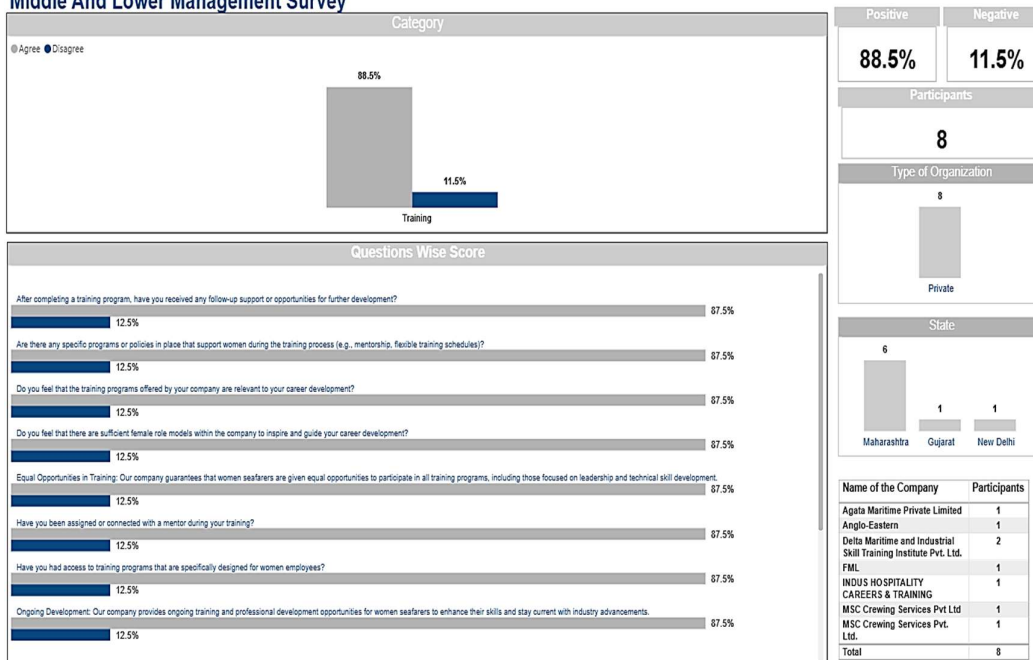# *Survey filled by Middle and Lower Management of the Company*

Training

This category looks at the quality, relevance, and inclusiveness of training programs offered to women seafarers—covering areas like mentorship, ongoing development, role models, safety training, and equal access to leadership and technical skills programs.

With an overall positive score of 88.5%, most respondents feel supported and included in training efforts. They acknowledge the company's initiatives to provide gender-inclusive and career-relevant training opportunities. However, the 11.5% negative response reveals a subtle but important gap—some women may not be receiving mentorship, follow-up support, or role model visibility, which are crucial for confidence and long-term growth. Addressing these areas with more personal guidance and visible female leadership can make the training experience truly empowering for all.
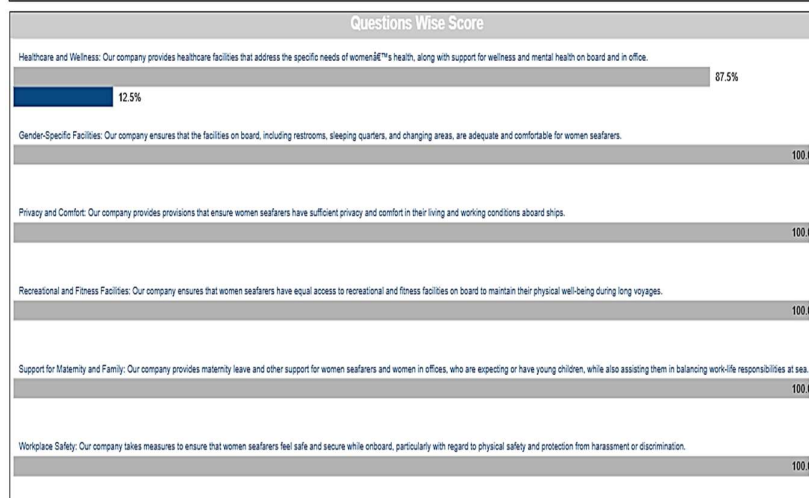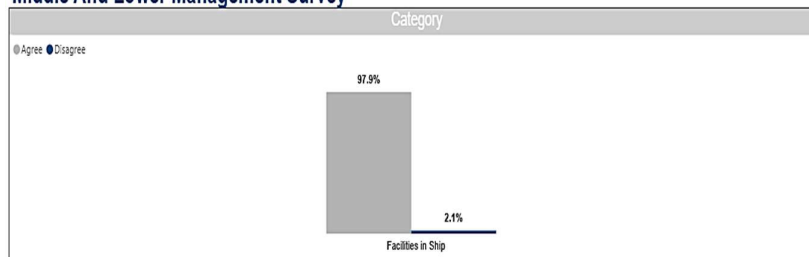
Middle And Lower Management Survey

Positive	Negative
88.5%	11.5%

Participants

8

Type of Organization

8

Private

Questions Wise Score

Question	Agree	Disagree
After completing a training program, have you received any follow-up support or opportunities for further development?	87.5%	12.5%
Are there any specific programs or policies in place that support women during the training process (e.g., mentorship, flexible training schedules)?	87.5%	12.5%
Do you feel that the training programs offered by your company are relevant to your career development?	87.5%	12.5%
Do you feel that there are sufficient female role models within the company to inspire and guide your career development?	87.5%	12.5%
Equal Opportunities in Training: Our company guarantees that women seafarers are given equal opportunities to participate in all training programs, including those focused on leadership and technical skill development.	87.5%	12.5%
Have you been assigned or connected with a mentor during your training?	87.5%	12.5%
Have you had access to training programs that are specifically designed for women employees?	87.5%	12.5%
Ongoing Development: Our company provides ongoing training and professional development opportunities for women seafarers to enhance their skills and stay current with industry advancements.	87.5%	12.5%

State

State	Count
Maharashtra	6
Gujarat	1
New Delhi	1

Name of the Company	Participants
Agata Maritime Private Limited	1
Anglo-Eastern	1
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	2
FML	1
INDUS HOSPITALITY CAREERS & TRAINING	1
MSC Crewing Services Pvt Ltd	1
MSC Crewing Services Pvt. Ltd.	1
Total	8

Facilities on Ship

This category explores the physical, emotional, and safety-related facilities provided for women seafarers on board—covering healthcare, privacy, maternity support, recreational access, and gender-specific accommodations.

With an impressive overall positive score of 97.9%, it's clear that most women feel well-supported by the facilities provided on ships. From safe sleeping spaces to maternity and mental health support, the company seems to be taking a thoughtful approach toward comfort and inclusivity. However, the small 2.1% gap lies in healthcare and wellness, suggesting a need for slightly better alignment with women's specific health needs, especially in terms of regular access and emotional well-being on long voyages. Strengthening this area could ensure holistic support that matches the high standards already in place elsewhere.

Middle And Lower Management Survey

Category

Agree ● Disagree

97.9%

2.1%

Facilities in Ship

Positive	Negative
97.9%	2.1%

Participants

8

Type of Organization

8

Private

State

6

1 1

Maharashtra Gujarat New Delhi

Questions Wise Score

Healthcare and Wellness: Our company provides healthcare facilities that address the specific needs of women's health, along with support for wellness and mental health on board and in office.
87.5%
12.5%

Gender-Specific Facilities: Our company ensures that the facilities on board, including restrooms, sleeping quarters, and changing areas, are adequate and comfortable for women seafarers.
100.0%

Privacy and Comfort: Our company provides provisions that ensure women seafarers have sufficient privacy and comfort in their living and working conditions aboard ships.
100.0%

Recreational and Fitness Facilities: Our company ensures that women seafarers have equal access to recreational and fitness facilities on board to maintain their physical well-being during long voyages.
100.0%

Support for Maternity and Family: Our company provides maternity leave and other support for women seafarers and women in offices, who are expecting or have young children, while also assisting them in balancing work-life responsibilities at sea.
100.0%

Workplace Safety: Our company takes measures to ensure that women seafarers feel safe and secure while onboard, particularly with regard to physical safety and protection from harassment or discrimination.
100.0%

Name of the Company	Participants
Agata Maritime Private Limited	1
Anglo-Eastern	1
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	2
FML	1
INDUS HOSPITALITY CAREERS & TRAINING	1
MSC Crewing Services Pvt Ltd	1
MSC Crewing Services Pvt. Ltd.	1
Total	8

Support (Workplace & Family)

This category focuses on the emotional, mental, and cultural support systems available to women seafarers—including mental health programs, peer networks, and inclusive workplace practices.

The overall score is a perfect 100% positive, indicating that women seafarers strongly feel supported in their mental and emotional well-being. The presence of mentorship, peer support, and an inclusive culture reflects the company's commitment to creating a safe and empowering environment. No negative responses were recorded, showing zero gaps in this area. Maintaining this momentum while continuing to adapt to evolving emotional needs will be key to sustaining this strong foundation of care and connection at sea.
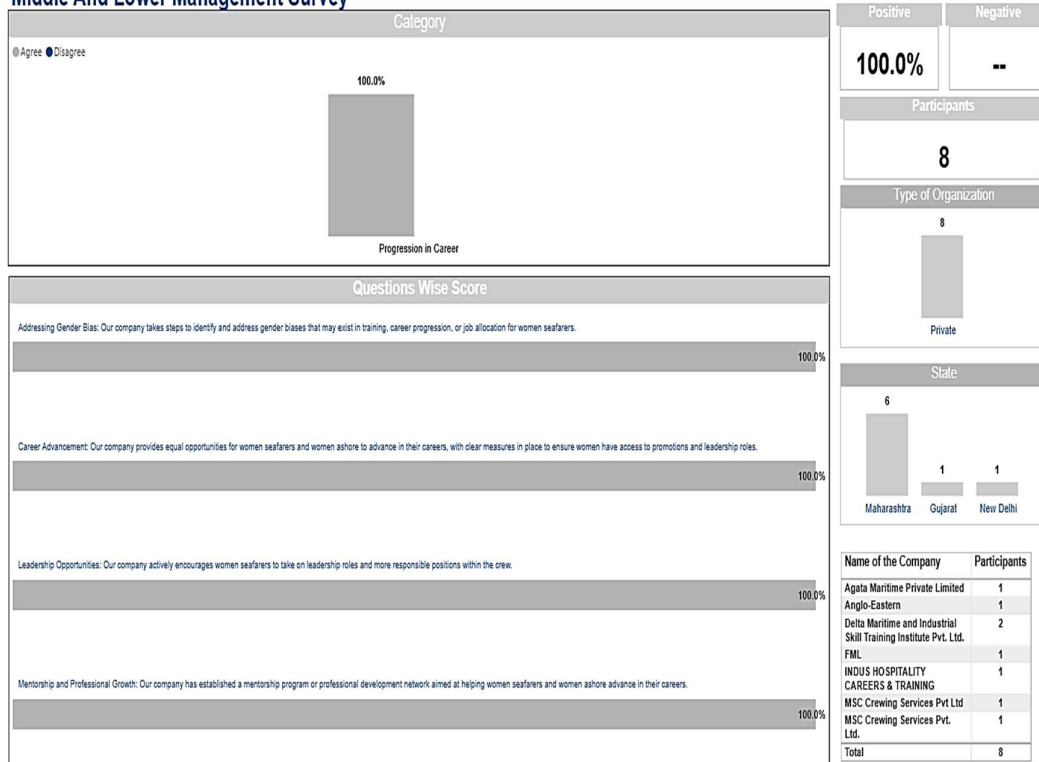
Middle And Lower Management Survey

Category

Agree ● Disagree

100.0%

Support

Questions Wise Score

Mental and Emotional Well-being: Our company has specific programs and initiatives in place to support the mental and emotional well-being of women seafarers, particularly during long deployments

100.0%

Support Networks: Our company provides women seafarers with a robust support network, including mentorship, peer support, and access to resources for managing challenges both on duty and off.

100.0%

Workplace Culture: Our company fosters an inclusive and respectful workplace culture that promotes equality and addresses gender-specific issues faced by women seafarers.

100.0%

Positive	Negative
100.0%	--

Participants

8

Type of Organization

8

Private

State

Maharashtra	Gujarat	New Delhi
6	1	1

Name of the Company	Participants
Agata Maritime Private Limited	1
Anglo-Eastern	1
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	2
FML	1
INDUS HOSPITALITY CAREERS & TRAINING	1
MSC Crewing Services Pvt Ltd	1
MSC Crewing Services Pvt. Ltd.	1
Total	8

Progression in Career

This category explores the opportunities available for women seafarers to grow professionally, including efforts to eliminate gender bias, access to promotions, leadership roles, and structured mentorship for career advancement.

With an overall positive response of 100%, women feel fully supported and confident in their potential to progress within the company. From fair promotion policies to active encouragement into leadership, the organization has successfully created an environment where professional

growth is not just possible—but accessible. There is no reported gap, which reflects a strong foundation of trust and equity in career development. Continued consistency and visibility in these efforts will help sustain this momentum and inspire more women to lead.

Middle And Lower Management Survey

	Positive	Negative
	100.0%	--

Participants: 8

Type of Organization: Private (8)

State: Maharashtra (6), Gujarat (1), New Delhi (1)

Category — Agree / Disagree — Progression in Career: 100.0%

Questions Wise Score

Addressing Gender Bias: Our company takes steps to identify and address gender biases that may exist in training, career progression, or job allocation for women seafarers. — 100.0%

Career Advancement: Our company provides equal opportunities for women seafarers and women ashore to advance in their careers, with clear measures in place to ensure women have access to promotions and leadership roles. — 100.0%

Leadership Opportunities: Our company actively encourages women seafarers to take on leadership roles and more responsible positions within the crew. — 100.0%

Mentorship and Professional Growth: Our company has established a mentorship program or professional development network aimed at helping women seafarers and women ashore advance in their careers. — 100.0%

Name of the Company	Participants
Agata Maritime Private Limited	1
Anglo-Eastern	1
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	2
FML	1
INDUS HOSPITALITY CAREERS & TRAINING	1
MSC Crewing Services Pvt Ltd	1
MSC Crewing Services Pvt. Ltd.	1
Total	8

Hindrances/Challenges Faced

This category focuses on the real-world difficulties women seafarers encounter—such as entering the profession, staying satisfied in their roles, and managing work-life balance—and how the company responds to these issues.

With a 100% positive response, it's clear that women feel the company truly understands the unique hurdles they face and is actively working to remove them. From easing entry into the field to supporting family responsibilities and long-term career growth, the organization has built a supportive structure that listens and acts. There is no gap in perception, which highlights a deep alignment between company efforts and employee experience—a reassuring sign of genuine progress and care.

Middle And Lower Management Survey

	Positive	Negative
	100.0%	--

Participants

8

Type of Organization

8

Private

State

Maharashtra	Gujarat	New Delhi
6	1	1

Name of the Company	Participants
Agata Maritime Private Limited	1
Anglo-Eastern	1
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	2
FML	1
INDUS HOSPITALITY CAREERS & TRAINING	1
MSC Crewing Services Pvt Ltd	1
MSC Crewing Services Pvt. Ltd.	1
Total	8

Category

● Agree ● Disagree

100.0%

Hindrances/Challenges Faced

Questions Wise Score

Barriers to Entry: Our company recognizes the challenges women face in entering the seafaring profession and has implemented strategies to overcome these barriers.

100.0%

Retention and Satisfaction: Our company is aware of the specific challenges women seafarers face in terms of job satisfaction, retention, and long-term career prospects, and takes appropriate actions to address them.

100.0%

Work-Life Balance: Our company supports women seafarers in balancing the demands of their careers with family responsibilities, especially when faced with long periods away from home.

100.0%

Governance and Compliance

This category explores how the company upholds fairness, safety, and equality through policies, legal compliance, monitoring systems, and clear anti-harassment protocols—all specifically focused on supporting women seafarers.

With a 100% positive score, it's evident that the governance framework is not only in place but also trusted by the women it aims to protect. Whether it's following international maritime laws, ensuring gender equality, or maintaining strict anti-harassment measures, the organization demonstrates strong accountability and care. There is no visible gap, which speaks volumes about the effectiveness of these systems and the confidence women have in them—setting a solid foundation for a safe and equitable workplace at sea.

Middle And Lower Management Survey

Category

Agree ● Disagree

100.0%

Governance and Compliance

Positive	Negative
100.0%	--

Participants

8

Type of Organization

8

Private

State

6

| Maharashtra | Gujarat | New Delhi |

Questions Wise Score

Anti-Harassment and Discrimination: Our company has clear measures in place to prevent and address harassment, bullying, or discrimination faced by women seafarers, with well-defined reporting and support systems. — 100.0%

Gender Equality Policies: Our company has established gender equality policies and initiatives aimed at promoting the inclusion of women in seafaring roles, ensuring they are well-enforced. — 100.0%

Monitoring and Reporting: Our company tracks and reports on the well-being, career progression, and safety of women seafarers through regular audits or reviews that assess gender equity on board. — 100.0%

Regulatory Compliance: Our company complies with both national and international regulations regarding the treatment and rights of women seafarers, including the Maritime Labour Convention (MLC) and other relevant laws. — 100.0%

Name of the Company	Participants
Agata Maritime Private Limited	1
Anglo-Eastern	1
Delta Maritime and Industrial Skill Training Institute Pvt. Ltd.	2
FML	1
INDUS HOSPITALITY CAREERS & TRAINING	1
MSC Crewing Services Pvt Ltd	1
MSC Crewing Services Pvt. Ltd.	1
Total	8

Strategic Implications for the Sagar Mein Samman Initiative

- Policy enforcement mechanisms must accompany documentation.
- Audit systems, grievance redressal tools, and gender data tracking must be instituted.
- Training models should be layered across cadets, instructors, managers, and executives.
- Regulatory bodies (DG Shipping, MUI) must drive alignment between seafarer and shore policies.

- Port companies, recruitment firms, and logistics players must be onboarded with tailored strategies.
- Feedback loops and annual stakeholder reviews will enable dynamic improvement.

Based on the survey responses across six key stakeholder groups, the following actions are recommended:

1) Develop enforceable, measurable gender policies with audit provisions.
2) Implement dedicated support structures such as shore-based grievance cells, mentoring circles, and maternity re-entry programs.
3) Codify gender inclusion into the core curriculum and operational mandates of MTIs.
4) Create tiered training programs for cadets, instructors, managers, and C-suite executives.
5) Regularize gender-disaggregated data collection and public reporting across organizations.
6) Align Indian efforts with international standards (MLC, STCW, ILO, and SDGs).

The Sagar Mein Samman Initiative is not just a corrective response it is a transformative platform to reimagine the maritime industry as a space that empowers, protects, and uplifts women at every stage of their professional journey.

6   Suggested Policy changes

6.1   Seafarers

Policy Framework for Women in Seafaring Roles

This framework aims to create a supportive ecosystem for women seafarers throughout their careers, from pre-joining to leadership roles ashore, under the "Sagar Mein Samman" project, as well as ensuring complete wellbeing at sea, including mental and social wellbeing.

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1. Pre-Joining Mentoring and Familiarization

1.1.   Integrated Awareness, Guidance, and Collaboration (Mandatory)

1.1.1.   Launch national campaigns, participate in career events, and showcase role models to highlight opportunities and explain career paths.

1.1.2.   Provide scholarship information and partner with training institutes for outreach.

1.1.3.   Establishment of standardized helplines accessible to all aspiring female candidates. These helplines should be centralized.

1.2.   Comprehensive Pre-Joining Support (Mandatory)

1.2.1.   Establish a robust mentorship program connecting aspiring women with experienced seafarers (both at sea and ashore) to provide guidance, share experiences, and address career-related queries through online and in-person sessions.

1.2.2.   Conduct detailed pre-joining briefings for candidates and their families, offering realistic insights into life at sea, covering safety protocols, onboard facilities, communication systems, and emphasizing gender diversity and inclusivity policies.

1.2.3.   Facilitate collaboration between IWSF, MUI, WISTA, and shipping companies to develop and implement a structured pre-joining support plan.

2.   *Mandatory and Effective Training*

2.1.   MANDATORY Gender-Sensitive Training Modules:

2.1.1.   Integrate gender sensitivity training into all pre-sea and post-sea course curricula.

2.1.2.   Include topics on unconscious bias, respectful communication, and bystander intervention.

2.2.   Ensure training materials include below (not limited to):

2.2.1.   Training shall ensure that people adhere to the requirements of strict confidentiality pertaining to matters related to cases of sexual harassment/assault.

2.2.2.   A module on cultural sensitivity training to prepare female seafarers for the diverse cultural environments they may encounter on board.

2.2.3.   Include scenario-based training for creating a respectful work atmosphere on board.

Emphasize the role of senior officers in promoting and maintaining a respectful and inclusive environment.

2.2.4.   Incorporate training on resilience, mental health awareness, and stress management.

2.3.   Equal Opportunities in Training (Pre-Sea and Post-Sea):

2.3.1.   Guarantee equal access to all training facilities, equipment, and opportunities for women trainees.

2.3.2.   Training of the trainers to ensure equal participation from both male and female participants in all training courses.

2.3.3.   Encourage female participation in traditionally male-dominated areas of specialization.

2.3.4.   Special focus for physical training and building strength and stamina should be there.

2.4.   Specialized Training:

2.4.1.   Consider offering specialized training modules addressing the specific needs and concerns of women seafarers, such as leadership development and stress management.

2.4.2.   Facilitate collaboration between IWSF, MUI, WISTA, and shipping companies to develop and implement a structured pre-joining support plan.

2.5.   Familiarization ashore upon hiring:

2.5.1.   Every company shall carry out a familiarization of new joiners about the company's policies towards women seafarers, procedures, and code of conduct.

2.5.2.   Assign mentors for women seafarers, preferably senior women seafarers, to guide and support them during their initial voyages.

2.5.3. Ensure they are thoroughly briefed on safety procedures for personal safety, emergency protocols, self-defence, and grievance redressal mechanisms.

3. *Sexual Harassment and Bullying*

(To be in accordance with "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013", the Act is an extension of the Vishaka Guidelines issued by the Supreme Court in 1997.)

Please refer to the POSH Act for sexual harassment and bullying.

3.1. Zero Tolerance for Harassment:

3.1.1. Reinforce a strict zero-tolerance policy towards all forms of harassment (sexual, physical, verbal, etc.) through clear company policies, Standard protocols, and awareness campaigns.

3.1.2. Ensure robust and easily accessible reporting mechanisms for harassment, both onboard and ashore.

3.1.3. The flag state of vessel and Flag state of RPSL should work in tandem to decide and conclude on a harassment case.

3.1.4. Any cases related to sexual harassment/ assault shall be handled in a strictly confidential way. Violation of confidentiality will be treated as a non-compliance with POSH and GDPR.

3.1.5. Conduct regular audits and reviews of onboard work culture to identify and address potential issues.

3.1.6. Preventive measures shall be put in place to ensure no recurrence of a similar incident in the future. For this purpose, a database of harassment cases should be maintained, and provisions to take strict and effective action against repeated offenders to be put in place.

3.1.7. For ensuring a safe and secure environment for women onboard, companies shall consider taking steps like putting at least two female seafarers together onboard.

3.1.8. Identifying ships in the fleet that have been checked for suitability for females, like individual cabins with attached toilets.

3.1.9. There should be a procedure in place to ensure no unauthorized entry is allowed in the women seafarers' cabin. There should be proper key control for women seafarers' cabins.

3.1.10. Provision to share best practices among companies, which must be further shared with IMO/DG as applicable.

3.2.   Complaint Redressal and Support

3.2.1. Companies should have a clear and fair complaint redressal system in place, and all complaints should be kept strictly confidential.

3.2.2. Complaint redressal and support system must be explained to all the female seafarers prior to joining onboard.

3.2.3. A direct reporting channel is to be established between the company and the complainant. (hotline)

3.2.4. The complainant has the right to submit a copy of the complaint directly to the company through the direct reporting channel.

3.2.5.   An onboard complaint must be submitted in writing to the Master or directly to the company (if the Master is the accused). The complaint can be submitted by the complainant or anyone else on behalf of the complainant.

3.2.6.   A copy of the complaint must be submitted to the office immediately (within 24 hours) by the Master.

3.2.7.   The complainant should receive an acknowledgment of the complaint submitted to the Master/Office/Company within 24 hours of her complaint.

3.2.8.   Complaints can also be made online in the "Grievance Report for female seafarers" on the Directorate General of Shipping E-governance site.

3.2.9.   Company shall record all facts and statements in the prescribed format (refer to Appendix I).

3.2.10. Upon receiving the complaint onboard, the shipboard inquiry committee shall resolve the complaint within 7 days from the date of receipt of the complaint in the format prescribed in Appendix I.

3.2.11. However, unresolved complaints within 7 days should be referred to the internal "Complaints Committee" at the shore office and shall be resolved within 3 months.

3.2.12. Once referred ashore, all companies hiring Indian women seafarers to be guided by "The

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013", Act is an extension of the Vishaka Guidelines issued by the Supreme Court in 1997.

3.2.13. Companies should have a strict no-retaliation policy for complainants.

3.2.14. In case the complainant needs to sign off or is required to sign off due to the severity of the incident, companies shall ensure safe travel and safe stay in the city of enquiry, accompanied by a chosen individual (immediate family or a female seafarer).

3.2.15. Complainants shall have permission to have a chosen individual present during investigation interviews.

3.2.16. Complainants shall get financial assistance for legal purposes from the company or the union, if required.

3.2.17. The complainant shall have access to psychological assistance.

3.2.18. The employment of the complainant shall not be adversely affected because of the complaint.

3.2.19. On-staff wages shall be paid to the complainant during the course of the enquiry.

3.2.20. Company ICCs must include at least two female members with a minimum of one year of experience as seafarers and one person from top management. In the absence of any women seafarers within the company, IWSF can be approached for assistance.

3.2.21. The complainant should be given a copy of the enquiry report.

3.3. For grievance redressal of women seafarers for matters apart from sexual harassment, company may like to provide helpline with a preferable women staff/counsellor at shore.

3.4. It is recommended that a dedicated shore-based representative be assigned specifically to gather feedback from women seafarers regarding their onboard experiences. In instances where a complaint is lodged, any prior feedback submitted by the concerned woman seafarer to the designated representative must be reviewed and considered as part of the resolution process.

3.5. Propagation of content, e.g., in social media, hurting the modesty of females should be classified as cybercrime and dealt with as cybercrime.

3.6. Whistle-blower cases involving women seafarers shall be addressed with the highest level of seriousness and urgency.

3.7. **Guidelines upon receiving a complaint ashore:**

On receiving a sexual harassment complaint verbally or in writing from a complainant or third person, below guidelines can be followed.

3.7.1. Formation of the Complaint Committee as below:

3.7.1.1. The committee should be headed by a Woman at a senior management level in the company.

3.7.1.2. At least 50% (including the Head of the committee) of the member of the committee shall be women, and at least two senior women seafarers employed with the company. In case of absence of 50% as per above, it is not available with the organization, participation and involvement of

IWSF/third party/relevant NGO expert on these matters should be considered.

3.7.1.3. Training of the Complaint committee members on conducting fair and impartial investigations.

3.7.2. The committee shall be responsible for -

3.7.2.1. Receiving complaints of sexual harassment onboard.

3.7.2.2. Initiating and conducting inquiry as per the established procedure.

3.7.2.3. Submitting findings and recommendations of queries.

3.7.2.4. Coordinating with the management in implementing appropriate action.

3.7.2.5. Maintaining strict confidentiality throughout the process.

3.7.2.6. Submitting annual reports in prescribed format.

3.7.2.7. Counselling of complainant women seafarers on a need basis.

4.   *Maternity Benefits*

4.1.   Strictly adhere to the Maternity Benefit Act, 1961, as amended, for all female seafarers, whether permanent or contractual. (To be defined in the definition, entitled women seafarers or something similar.)

4.2.   Female seafarers shall get a minimum of 24 months of maternity leave, from the last menstruation cycle, out of which six months of paid maternity leave shall be given, as per the Maternity Benefit Act 1961 as amended.

4.3.   For all female seafarers, whether permanent/contractual (To be defined in the definition, entitled women seafarers or something similar.), implement and clearly communicate provisions for:

4.3.1.   Timely repatriation upon detection of pregnancy (not exceeding 26 weeks).

4.3.2.   Guaranteed re-employment by the last/current employer at the same rank or at the next level as applicable within 24 months of the start of maternity leave.

4.3.3.   Establish clear procedures for availing maternity leave and the re-joining process.

4.4.   The seafarer should communicate in writing or by mail to the ship owner to confirm the date of re-joining at least 3 months in advance, prior completion of maternity leave.

4.5.   Ship-owners shall also consider offering suitable employment ashore to pregnant women seafarers who wish to continue working, until permissible medical conditions. Basis the medical condition, the work from home option shall also be offered during or after pregnancy, as applicable, as per the provision of the amendment to the Maternity Benefit Act 2017.

4.6.   Company shall ensure that a female seafarer's onboard promotion shall not be affected by the maternity leave.

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5.   Onboard Respectful, Safe, and Inclusive Work Culture

5.1.   Onboard support:

5.1.1.   Master to ensure familiarization of new joiners, immediately after joining, explaining the company policies, complaint procedures, and emergency contacts.

5.1.2.   Assign mentors ashore to guide and support them during their initial voyages. Encourage participation of senior male allies in the mentorship program to support inclusive culture-building.

5.1.3.   Ensure all ship's personnel are thoroughly aware and informed on the code of conduct, including updates if any, at all times, in a gender diverse work environment.

5.2.   Inclusive Environment:

5.2.1.   Promote a culture of respect, understanding, and collaboration among all crew members, regardless of gender.

5.2.2.   Encourage open communication and feedback mechanisms.

5.2.3.   Organize onboard activities and social events that foster inclusivity.

5.2.4.   The company should share best practices on women seafarers among all ships internally.

5.3.   Safe Working Conditions:

5.3.1.   Ensure that personal protective equipment (PPE) and workwear are available in sizes and designs suitable for women.

5.3.2.   Review and adapt work practices and accommodation arrangements to cater to the needs of a diverse crew.

5.3.3.   Provide adequate and well-maintained separate accommodation and sanitary facilities for women seafarers.

5.3.4.   Ship-owners should provide relevant medicines to control heavy bleeding and period pain, sanitary napkins as part of bonded stores or consumables, and a procedure for the disposal of

sanitary napkins as per MARPOL regulations. The ship's medicine chest should include medicines like Mefenamic acid and dicyclomine (e.g., Meftal spas) or equivalent for pain, and Tranexamic Acid (e.g., Tab pause 500) or equivalent for heavy bleeding.

5.4. Gender Diversity Champions:

5.4.1. Identify and train "Gender Diversity Champions" onboard and ashore who can act as points of contact, provide support, and promote inclusivity. If no voluntary participation occurs, the Master/Company shall assign a responsible individual or personally engage in the support system.

5.5. Regular Awareness and Sensitization:

5.5.1. Conduct regular gender sensitization workshops and awareness sessions for all seafarers onboard. Seafarers joining a company for the first time should undergo shore-based gender sensitization briefings. All seafarers should be briefed onboard by the ship's management team when there is a woman seafarer onboard.

5.5.2. Utilize various communication channels (e.g., newsletters, briefings, posters, etc.) to reinforce inclusive behaviours and address gender-related issues.

6. Connecting Career to Shore

6.1. Opportunity to Shift to a Shore Job:

6.1.1. Encourage opportunities for women seafarers to transition to suitable shore-based roles within the shipping company or related maritime organizations.

6.1.2. Women seafarers' ship-to-shore transition to be part of the company's annual KPI review.

6.1.3. Identify potential shore-based positions that leverage their seafaring experience and skills (e.g., Operations, Crewing, Training, Safety, Administration, etc.).

6.1.4. Offer reskilling and upskilling programs to facilitate this transition.

6.2. Opportunity to Carry the Child Onboard (with conditions):

6.2.1. Conduct a feasibility study and develop a comprehensive policy framework for allowing women seafarers to carry children onboard under specific conditions. This policy should address:

6.2.1.1. Age limit of the child. (Recommend considering the minimum age of the child to be 12 months and above.)

6.2.1.2. Learning from international best practices in this area.

6.2.2. Pilot such a program on select vessels initially to assess its effectiveness and address any challenges.

6.3. Networking and Support Groups:

6.3.1. Facilitate the creation and growth of professional networks and support groups for women seafarers, both online and ofline.

6.3.2. Organize events and forums for women seafarers to connect, share experiences, and access mentorship and career guidance.

6.4. Guiding to Leadership Positions Ashore:

6.4.1. Mentorship and Coaching for Leadership:

6.4.1.1. Implement targeted mentorship and coaching programs to identify and nurture women seafarers with leadership potential and assign equal opportunities accordingly.

6.4.2.   Leadership Training Programs:

6.4.2.1. Offer specialized leadership training programs designed to equip women seafarers with the necessary skills and knowledge for leadership roles ashore.

6.4.2.2. Encourage their participation in management and executive development programs.

6.4.3.   Identifying and Creating Leadership Opportunities:

6.4.3.1. Actively identify and create leadership opportunities for women seafarers within the DGS, shipping companies, maritime organizations, and training institutes.

6.4.3.2. Encourage their nomination and participation in relevant committees and decision-making bodies.

6.4.4.   Succession Planning:

6.4.4.1. Leadership succession at every level should prioritize inclusivity by drawing from a diverse talent pool, inclusive of women seafarers. Recommend it to be included in the company's annual KPI review.

6.4.4.2. Shipboard experience should be valued when considering candidates for shore-based roles or promotions.

6.4.5.   Recognition and Awards:

6.4.5.1. Establish awards and recognition programs to celebrate the achievements and contributions of women in the maritime sector, particularly those in leadership roles.

7. *Implementation and Monitoring*

7.1. **Dedicated committee for monitoring and implementation**:

7.1.1.   Administration shall ensure that a committee is established for the monitoring and implementation of this policy document.

7.1.2.   The policy review committee shall have at least 80% women seafarers.

7.2. **Data Collection and Analysis:**

7.2.1.   Collect and analyse gender-disaggregated data on recruitment, training, employment, retention, and career progression of women seafarers to track progress and identify areas for improvement.

7.2.2.   Gather feedback from women seafarers and stakeholders, and submit to the review committee.

7.2.3.   Ship owners/managers/employers should submit data to the administration on the Harassment and Bullying cases. This data is to be made available to the review committee.

7.2.4.   All the above data and data related to adherence to this policy document should be made available to the "policy review committee" on a quarterly basis.

7.3.   Annual review/ Amendment to the policy document:

7.3.1.   Policy document to be reviewed and updated annually.

7.3.2.   Committee to connect at least once in six months to analyse/review the received data.

7.4.   Collaboration (Recommendatory):

7.4.1.   Foster strong collaboration between the DGS, ship-owning and ship-managing companies, seafarer unions, training institutes, and women seafarers' organizations (e.g., IWSF, WISTA) for effective implementation.

7.5.   Key Performance Indicators (KPIs):

7.5.1.   Define clear KPIs to measure the success of the "Sagar Mein Samman" project, including the percentage increase in women seafarers, retention rates, and representation in leadership roles.

6.2   Shore based

The Sagar Mein Samman initiative is committed to fostering inclusivity, safety, and equity not only for women seafarers but also for women working in shore-based roles within the maritime and merchant navy sectors. This comprehensive Policy Framework for Women in Shore-Based Maritime Roles is designed to create an enabling, supportive, and empowering ecosystem. It specifically targets those who work in port operations, maritime administration, ship management (in office settings), recruitment agencies, training institutions, logistics and supply chain companies, and other related corporate functions.

Various Areas Where Women Can Have Ashore Roles

in the Maritime Industry

The maritime industry extends far beyond vessels and offshore operations; a significant portion of this sector operates from shore-based establishments, offering a variety of roles that are crucial to the industry's ecosystem. Women can contribute meaningfully across ports and harbours, marine logistics firms, shipping company headquarters, maritime training institutions, recruitment and placement service agencies (RPSLs), port health and safety departments, vessel traffic services (VTS), and maritime regulatory authorities. There is also great potential for employment in maritime research institutions, policy-making bodies, shipping finance departments, maritime insurance, and the growing digital maritime services sector.

Moreover, roles in environmental compliance, maritime law, fleet management, IT support systems, chartering, and crew management allow women to have long, dynamic careers ashore while contributing to the global shipping supply chain. Promoting these opportunities will diversify talent, improve representation, and help address the ongoing skill shortages in the sector.

Induction into the Workforce

Inducting women into shore-based maritime roles requires deliberate onboarding strategies that address both technical knowledge and workplace integration. Customized orientation programs must be developed to familiarize women with the sector's operations, safety protocols, gender policies, and career progression pathways. Mentorship from senior professionals and visibility of female role models can ease entry barriers and reinforce confidence.

Progression into a Career

Women often face stagnation after entry-level roles due to limited opportunities for growth or unconscious biases in promotion systems. Structured career pathways, merit-based promotions, leadership training, and transparent appraisal systems are essential to ensure women can progress into mid and senior management roles, board-level positions, and technical expert roles.

Skills Required

Technical training in logistics, port management, compliance, and maritime IT is key for women in shore-based roles. In addition to domain-specific skills, soft skills such as negotiation, communication, leadership, and conflict resolution must be emphasized. Regular upskilling opportunities aligned with emerging technologies and regulations should be offered.

Workplace Requirements

- **Safety:** Physical and psychological safety is paramount. Workplaces must be equipped with surveillance, secure entry systems, designated safe zones, and emergency response mechanisms.

- **Zero Discrimination Policies:** Gender-neutral hiring, pay structures, and harassment redressal mechanisms must be institutionalized.

- **Pay Parity for Equal Work**: Compensation structures must be audited regularly to eliminate wage gaps.

- **Equitable Promotion**: Performance-based appraisals and promotion matrices must be made gender-inclusive.

- **Social Security Benefits**: Female employees should be entitled to medical coverage, retirement benefits, maternity support, and financial planning workshops, customized to their life stages.

Support Groups (Counselling)

Support groups and access to professional counselling are crucial elements in fostering a psychologically safe and inclusive environment for women in maritime roles. Whether it is handling workplace stress, managing work-life balance, or addressing personal or professional challenges, female employees benefit immensely from confidential, judgement-free spaces. Organizations should establish internal support networks that connect women with trained counsellors, mental health professionals, or peer-support mentors. These services must be accessible both in-person and virtually. Moreover, emotional wellness programs should be integrated into corporate calendars to encourage open conversations around mental health. Setting up Women's Resource Groups (WRGs) or Diversity Councils can offer community, networking, and shared learning.

These initiatives build solidarity, reduce isolation, and promote collective advocacy on issues such as harassment, unfair treatment, or underrepresentation. Regular feedback loops should be created to refine support structures in alignment with women's evolving needs.

Hours of Work

Defining appropriate and flexible working hours is vital to promoting retention, performance, and well-being among women in shore-based maritime roles. While the maritime sector often involves irregular schedules, shift duties, and extended coverage windows, it is essential that female employees are protected against overwork, unsafe late-hour commutes, and burnout. The standardization of an 8-hour workday, along with clearly communicated start and end times, is crucial. Additionally, policies should allow for staggered shifts or flexible clock-in/out options for those managing caregiving responsibilities. Companies must also ensure that rest periods and meal breaks are integrated into rosters, with attention to gendered needs such as medical conditions or family duties. Where night shifts are unavoidable, transport arrangements, accommodation options, and emergency contact protocols should be in place. Adopting gender-responsive scheduling practices not only improves productivity but sends a powerful signal of care, equality, and professionalism.

Holiday Entitlement

Recognizing the importance of personal time, cultural observances, and family responsibilities, holiday entitlement must be equitable, clearly defined, and gender-responsive. Female employees should be granted paid annual leave, sick leave, and personal time off, aligned with industry benchmarks and labour law requirements. Moreover, employers should consider introducing floating holidays, allowing women to take time off for religious, cultural, or regional occasions important to them.

In addition to statutory holidays, menstrual leave, wellness days, or mental health leave can further reflect a company's commitment to holistic employee well-being. It is also essential that holiday schedules are published well in advance and managed transparently to ensure fairness in allocation. Encouraging employees to utilize their entitled leave without fear of stigma or performance penalties helps avoid burnout and supports long-term retention.

Flexible Working Policies

Flexible work arrangements have become indispensable in modern workplaces and are particularly impactful in supporting women professionals across various life stages. The maritime sector must embrace flexible working policies that include remote work options, job-sharing models, part-time roles, compressed workweeks, and adaptive schedules. These policies not only empower women who are balancing work with caregiving but also allow them to remain engaged and productive during life transitions such as pregnancy, postpartum periods, or eldercare responsibilities. Beyond caregiving, flexibility is also a tool for professional autonomy and well-being, enabling women to pursue further education, community engagement, or health recovery without career compromise. Each organization should establish guidelines for eligibility, duration, accountability, and team coordination under flexible work formats. Managers should be trained to lead hybrid teams with empathy and performance clarity, ensuring that flexibility does not compromise fairness or opportunity.

Maternity Leave / Parental Leave

Maternity and parental leave policies are among the most crucial enablers of gender equity in the workplace. These policies must comply with national standards while also going beyond compliance to promote inclusion. Women should be offered at least 26 weeks of fully paid maternity leave, with the option to extend unpaid leave as required. Paternity leave for partners—irrespective of gender—must also be provided, recognizing the importance of shared parenting. Companies should facilitate seamless return-to-work programs, including transitional roles, reduced hours, remote work options, and access to lactation rooms or childcare facilities. HR departments must conduct regular briefings and support check-ins with returning mothers to ensure comfort and clarity. Such policies reduce attrition during early motherhood and affirm the organization's long-term investment in women's careers. Financial support, mental health services, and peer mentorship further strengthen the effectiveness of parental leave programs.

Time Off for Dependents

Women in the maritime industry often juggle multiple roles, including caregiving responsibilities for children, elderly parents, or family members with disabilities. Policies must reflect this reality by granting flexible, paid or unpaid time off for dependent care. This includes emergency leave, caregiver leave, and bereavement leave. Organizations should also consider integrating family support benefits such as subsidized childcare, access to caregiving resources, counselling for dependent stress, and eldercare planning workshops.

Managers must be sensitized to avoid penalizing caregivers for unplanned absences and instead offer solutions such as coverage support, workload redistribution, or remote assignments. Formalizing such leave ensures that women are not forced to choose between family obligations and their careers. Creating a caregiving-friendly work culture enhances loyalty, morale, and employee engagement.

Training & Development

Structured training and development programs are essential to empower women in shore-based maritime careers, enabling them to acquire the knowledge, confidence, and competencies needed to advance professionally. These programs should cover both technical areas—such as maritime logistics, port security, regulatory compliance, marine environmental policy—and soft skills like communication, leadership, negotiation, and conflict management. Institutions and employers should offer induction programs for new joiners, upskilling sessions for mid-career professionals, and executive coaching for those preparing for leadership roles. Additionally, digital learning modules and certifications must be made available to accommodate diverse schedules, particularly for women balancing work with caregiving. Career development plans should be discussed as part of performance reviews, and access to training should be equal and transparent. Organizations must also budget for external learning opportunities, including conferences, fellowships, and maritime exchange programs. By investing in women's professional growth, the sector can address leadership gaps and build a diverse pipeline of talent that reflects the future of shipping.

Retirement Benefits

Retirement planning for women in the maritime sector requires a gender-aware lens that accounts for employment gaps due to maternity, caregiving, or part-time roles. Employers must ensure that female employees have equal access to provident fund contributions, pensions, and gratuity payouts, with options for flexible retirement ages, phased exits, or bridge roles.

Financial literacy programs should be introduced to educate women on managing retirement savings, insurance, and healthcare planning. For contract or part-time staff, portable benefit models—where contributions follow the employee across employers—should be considered. Women must also have access to post-retirement medical coverage and wellness programs, acknowledging their long-term service and contributions.

Retirement policies must be free of discrimination and clearly communicated well in advance to aid planning. Celebrating women retirees through events, testimonials, or mentorship roles can also build legacy, retain institutional knowledge, and inspire the next generation of professionals.

7 Institutional Framework for monitoring with funding mechanism

1. Each company in the Maritime Sector must implement the final policy within their organisation (Non seafarers) and on ships/shore for seafarers on their own cost.

2. International bodies to be taken into confidence for ensuring they make it mandatory for international companies and foreign flag vessels. Like IMO, ITF, ICS, BIMCO ETC.

3. Training institutes also need to implement final policy on their own cost.

4. Govt of India to nominate an independent body who should have the authority to audit/inspect the maritime companies, Ports, vessels, institutes, unions, Surveying companies, logistic and supply chain companies, Ship agents etc. as to whether they are following a uniform standard policy for women in maritime. The Constituents of such an independent body should be compensated on payment basis.

5. The preparation and the roll out of the policy shall require rigorous follow ups, supervision, monitoring, feedback, corrective action and reporting to the Government on a periodic basis. This shall require dedicated and committed people to be associated and a minimal infrastructure and space to function.

6. The functioning can be out of any of the existing Government offices/ PSU/Port offices in Mumbai to avoid any financial outgo on premises. The equipment for functioning could be donated by the existing Maritime Organizations and could also be part of their CSR outlay.

7. The Independent body could have about six members and could be christened as "Women in Maritime Monitoring Agency" WIMMA or any other name considered appropriate and being a non profit body could be set up as a Section 8 Company which could also be aligned with WIMA under IMO considering our strategy to get recognition under IMO for being champions in this cause.

8. WIMMA could have one or two members from the Government and the rest could be senior government retired officials primarily women who are dedicated and committed to the cause of diversity and have proven it and also have an understanding of the Maritime Industry.

9. To cater to the effective functioning of WIMMA an initial corpus/funding from Govt of at least Rs. 10 crores in the 1st year shall be essential to kick off functions and activities which could be reviewed on annual basis for future funding.

10. It is proposed that the annual budget of WIMMA from the 2nd year be funded to the extent of 40% by the Government to give credibility and support basis which the balance funding could come from MTT, FOSMA, MASSA, MANSA, CSLA, IPA, UNIONS, SWFS etc.

11. WIMMA could also tap the availability of CSR funding from Corporates.

12. Resources shall be required to meet the Budget which shall be required for implementation and monitoring after the policy roll out. It is important that the objectives of the policy of increasing the participation of Women in Maritime is accomplished as per projections particularly the women seafarers. The budget shall cater to the requirement of workshops/seminars (for making people aware of policy requirements), development of training modules for standardized application across all MTIs, outreach activities, advertisement, travel, flyers, salary for the members of the independent body.

8   Future Roadmap

To effectively translate the policy vision into measurable outcomes, a structured Action Plan will be developed and implemented through a participatory strategy at the national level, engaging all relevant stakeholders including maritime institutions, training centers, regulatory bodies, ship owners, and women seafarers themselves.

For translating the policy into a set of concrete actions, action plan through a participatory strategy will be adopted at National level. There will be short term (0ne year), mid-term (0-3 years) and long term (above 5 years) action plan with definite timelines and outcomes.

The existing POSH Committee of DG could also come under the ambit of the proposed institutional framework. This framework aims to create a supportive ecosystem for women seafarers throughout their careers, from pre-joining to leadership roles ashore, under the "Sagar Mein Samman" project, as well as ensuring complete wellbeing at sea, including mental and social wellbeing.

Sagar Mein Samman: Way Ahead:

Phase I -

has concluded with the preparation of this policy framework.

Next Steps:

- Legal Vetting of the Report by DGS

- Uploading policy on DGS website and keeping it open for a period of one month after uploading for Stakeholder review, comments, suggestions, inputs

- Holding Stakeholder Consultations

- Submitting updated policy document for obtaining approvals and Clearances from MoPSW for necessary notifications

- Aug 2025 - Visit other countries which have high women participation for study tour (Sponsored by MUI) except for team lead from DGS

- Oct 2025 - Visit IMO for assembly prep arrangements. Preparation of documents, soft copies, pamphlets, brochures etc. Setting and arrangements of 1st floor at IMO

- Nov 2025 - IMO Assembly

Presentation of SMS concept to IMO by Hon'ble Minister MoPSW

Phase II - Implementation & Expansion as detailed at point 6.6

- Introduce policy measures, sensitization programs. mentor networks

- Monitor the growth in women seafarers post policy rollout

- Offer financial support and specialized training

- Drive CSR-based recruitment and outreach campaigns

- Establish feedback and review, mechanisms

9   Conclusion

The "Sagar Mein Samman" initiative, with its focus on recognition, well-being, and safety, offers a robust framework for empowering women seafarers in India. By addressing socio-cultural, economic, institutional, psychological, safety, and leadership barriers through data-driven strategies, India can foster inclusion and break gender bias in its maritime sector. Collaborative efforts among government, industry, and communities, supported by global best practices, will position women as leaders in India's blue economy, contributing to sustainable development and maritime excellence.

Ultimately, the framework is designed to inspire organizations to embrace inclusivity, enforce ethical governance, and deliver sustainable growth, making the maritime industry a model for progress and equity.

The overarching goal of this framework is to ensure that all women working in various shore-based and seafarer and on-board capacities receive equal opportunities for professional growth, have access to robust support systems, and enjoy workplace environments that reflect the highest standards of safety, inclusivity, and ethical governance. This framework reaffirms our collective commitment to equity and aims to serve as both a guiding document and a call to action for maritime organizations to transform their operational culture.

10   Annexure

1. DGS Order xx of 2024

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

2. Exhibit 10.15 with example

3. Survey Questions

श्याम जगन्नाथन, भा.प्र.से.
नौवहन महानिदेशक
एवं अपर सचिव, भारत सरकार
Shyam Jagannathan, I.A.S.
Director General of Shipping &
Additional Secretary to the Govt. of India

भारत सरकार
Government of India
पत्तन, पोत परिवहन और जलमार्ग मंत्रालय
MINISTRY OF PORTS, SHIPPING AND WATERWAYS
नौवहन महानिदेशालय
Directorate General of Shipping

File No.: 23-MISC/38/2024-CREW – DGS (C. No: 28971)   Date: 22.04.2025

Subject: Updated overview of the Directorate's initiative "Sagar Mein Samman (SMS) Honor at Sea" and compliance with MIV 2030 deliverable 10.15 on launch of 'Women in Seafarer'- reg.

Respected Sir,

I am writing to draw your kind attention to a significant initiative being undertaken by the Directorate General of Shipping as part of the broader vision of *Maritime India Vision 2030* (MIV 2030), which outlines over 150 strategic initiatives to transform India into a global maritime leader. Among these, initiative MIV deliverable 10.15 specifically focuses on Launch 'Women in seafarer' program including encouragement to undertake onshore jobs, awareness and marketing campaign, incentivizing shipping companies and leveraging scholarships to improve women participation.

2. Recognizing the pressing need to address challenges faced by women in maritime professions and to enhancing women's participation in the maritime sector through structured programs and targeted interventions, the Directorate has launched a flagship initiative titled **"Sagar Mein Samman (SMS)".** This forward-looking and inclusive program is aligned with the Government's DEI (Diversity, Equity and Inclusion) objectives and seeks to create a future-ready and equitable maritime ecosystem.

3. The Sagar Mein Samman initiative is a pilot project designed to foster gender inclusivity and leadership development, offering equal opportunities for women across both onshore and offshore maritime roles. It aims to dismantle structural barriers through a holistic framework emphasizing skill development, mentorship, safety, and policy advocacy. The aim is to increase women's share in the seafaring workforce to 5% and beyond, and ultimately enhance India's global maritime representation.

3.1 Key Objectives:
- Empowerment & Leadership: Equip women with skills and confidence to take up leadership roles.
- Inclusivity & Equal Opportunity: Promote unbiased recruitment and representation at all levels.
- Safety & Well-being: Ensure a harassment-free, supportive work environment.
- Skill Development & Training: Provide tailored training, certifications, and industry exposure.

3.2 Core Challenges Addressed:
- Gender discrimination and wage disparities
- Workplace safety concerns
- Limited access to leadership roles
- Societal barriers affecting work-life balance
- Lack of female role models and training access

3.3 Milestones Achieved:

- **Constitution of Task Force** – DGS Order No. 18 of 2024 (25 November 2024):
The initiative was formally inaugurated through DGS Order 18 of 2024. A dedicated SMS Task Force was constituted comprising key stakeholders and domain experts seven subcommittees were established with specific Terms of Reference (ToR), supported by Nodal Coordinators to ensure targeted execution and monitoring.

- **Task Force Composition:**
62 members across domains. Divided into 7 subcommittees: Planning & Strategy, Governance & Compliance, Communication & Outreach, Operations & Logistics, Research & Development, Training & Development, Monitoring & Management (Core Leadership)

- **Strategic Collaboration - MoU between DGS and MUI** (23 January 2025):
An MoU was signed between the Directorate General of Shipping and the Maritime Union of India (MUI) to jointly promote and operationalize the SMS objectives. This collaboration reflects the spirit of shared responsibility in institutionalizing gender inclusivity. A copy of intimation about signing of MoU to MoPSW is attached for reference.

- **Logo Launch and Sector Recognition** (30 January 2025):
The official logo of SMS was unveiled by Hon'ble Shri Shantanu Thakur, Union Minister of State, MoPSW, during a ceremony hosted at the Shipping Corporation of India (SCI), Mumbai. This symbol of commitment was well-received by the industry and emphasized the sector-wide endorsement of the initiative.

- **International Endorsement – Green Shipping Conclave** (21 February 2025):
SMS received a major boost when Mr. Arsenio Dominguez, Secretary-General of the International Maritime Organization (IMO), engaged directly with the SMS Task Force during the Green Shipping Conclave. His remarks underscored the global relevance of SMS and its potential to serve as a model for similar efforts worldwide.

4. Future Roadmap:
Phase I – Policy Research & Development
- Conduct nationwide surveys and gap assessments
- Draft a gender equity policy framework for maritime sector

- Hold stakeholder consultations for validation

Phase II – Implementation & Expansion
- Introduce policy measures, sensitization programs, mentor networks
- Offer financial support and specialized training
- Drive CSR-based recruitment and outreach campaigns
- Establish feedback and review mechanisms

5. A Permanent Oversight Committee is being conceptualized under the Governance & Compliance Subcommittee for creating **institutional mechanism** to monitor policy implementation, handle complaints, track progress, recommend rule changes, conduct quarterly reviews, and issue circulars, functioning beyond individual tenures and aligned with the 2030 and *Amrit Kaal Vision* 2047. Legal vetting of the draft policy will be carried out keeping in view the rules & regulations.

6. As part of the global observance of the **International Day for Women in Maritime on (18th May 2025)**, it is proposed to organize a high-level program at hotel Taj, Santacruz, Mumbai in collaboration with National Maritime Day Celebration Committee (NMDC) and industry associated partners such as Marex, MUI, FOSMA, MASSA, INSA etc.

7. **Proposal for Ministerial Participation and Release of "Sagar Mein Samman" Policy Framework (18th May 2025)**

7.1 In alignment with India's growing emphasis on the welfare of seafarers and the holistic development of the maritime sector, a high-level function is being planned to highlight and celebrate ongoing **Sagar Mein Samman** initiative.

7.2 It is proposed to invite Hon'ble Minister Shri Sarbananda Sonowal, Ministry of Ports, Shipping and Waterways, and Hon'ble Minister of State Shri Shantanu Thakur, Ministry of Ports, Shipping and Waterways as Chief Guests for this significant event, in recognition of their continued leadership and support for initiatives improving the lives of Indian seafarers.

7.3 Further, your good self is respectfully invited as Guest of Honour to the Sagar Mein Samman scheduled on 18th May 2025 at hotel Taj, Santacruz, Mumbai, acknowledging your key role in conceptualizing and steering gender equality programs within the maritime administration.

7.4 A key highlight of the function will be the formal release of the "Sagar Mein Samman" policy framework, which aims to institutionalize recognition, respect for Indian women seafarers, reinforcing India's commitment to their mental, physical and professional well-being. This function will serve not only as a ceremonial milestone but also as a reaffirmation of India's leadership in shaping a compassionate, future-ready maritime workforce aligned with global best practices.

8. In addition, attention is invited to the letter dated 1st March 2025 received from Secretary General, IMO to Hon'ble Minister Shri Sarbananda Sonowal, Minister of Ports, Shipping and Waterways (MoPSW) and to Director General of Shipping (copy enclosed) for expressing gratitude to his warm welcome in India.

9. He had particularly commended the Directorate General of Shipping for its commendable initiatives particularly in promoting gender diversity and addressing seafarers' mental health and well-being as these actions are vital for building a more inclusive and resilient maritime industry.

10. Further, he has stated that India's strong economic standing is reflected in its advanced maritime infrastructure and strategic initiatives. He had reiterated the invitation to Hon'ble Minister Shri Sarbananda Sonowal, MoPSW to attend the upcoming IMO Assembly, scheduled from 24 November to 3 December 2025 at IMO Headquarters, London, United Kingdom to strengthen the partnership between India and the IMO.

11. Proposal for Visit of month of August / October 2025 for Capt. (Dr.) Daniel J Joseph, Dy. Director General (Crew) and his Team to IMO for preparatory activities related to "Sagar Mein Samman" showcase & International exposure visit to other countries

11.1 In view of the upcoming IMO Assembly and the personal invitation extended by the Secretary General of IMO to Hon'ble Minister Shri Sarbananda Sonowal, Minister of Ports, Shipping and Waterways, it is strongly proposed that India's flagship welfare initiative, "Sagar Mein Samman," be showcased as a cornerstone of the country's commitment to enhancing the dignity, mental well-being, and holistic support of seafarers.

11.2 To ensure a meticulously planned and impactful presentation, it is proposed that Deputy Director General (Crew) and his team, who are spearheading this initiative be permitted to visit the IMO Headquarters in advance of the Assembly.

11.3 This preparatory visit will enable them to:
- Coordinate with IMO officials on content, logistics, and technical aspects of the showcase.
- Liaise with the Indian High Commission, London, for local arrangements and facilitation.
- Curate and refine India's narrative on seafarer welfare for maximum global resonance.

It is noteworthy that this **visit will be fully sponsored by the Maritime Union of India (MUI)**, reflecting the unified support from maritime stakeholders.

11.4 Furthermore, to integrate international best practices into the "Sagar Mein Samman" policy framework and ensure global benchmarking, international exposure visit are planned in the month of July / August / September 2025.

11.5 Capt. (Dr.) Daniel J Joseph and his selected team members (Task Force) are planned to visit countries with leading women seafarer welfare frameworks such as Philippines, Russian Federation, Indonesia, China and Chinese Taipei etc. to study successful models of women seafarer's growth, policy framework supporting their growth, to engage with global maritime stakeholders and welfare boards and identify replicable elements suitable for adoption within the Indian maritime ecosystem.

11.6 These coordinated efforts will not only enhance the credibility and impact of India's presentation at IMO but also serve as a foundation for shaping a globally-aligned, India-specific welfare policy for seafarers.

11.7 Accordingly, necessary approvals may kindly be accorded in advance for both the preparatory visit to IMO and the international exposure tour and the High Commission of India, United Kingdom, may be advised to provide full support to the visiting delegation.

12.. Furthermore, the Sagar Mein Samman initiative is more than a policy, it is a transformative movement aimed at establishing India as a global leader in gender-inclusive maritime governance. We respectfully seek your continued guidance, support, and endorsement to sustain the momentum of this landmark initiative.

With regards,

respectful regards.

(Shyam Jagannathan)
Director General of Shipping

Enclosure(s): As above

To,
Shri T. K. Ramachandran,
The Secretary to the Govt. of India,
Ministry of Ports Shipping and Waterways (MoPSW),
Transport Bhawan, 01, Parliament Street,
New Delhi – 110001. [Email: _____]

Enclosures:
1. Copy of DGS Order No. 18 of 2024
2. MoU between DGS and MUI (January 2025)
3. Event Reports: Logo Launch & Green Shipping Conclave

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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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

....3/-

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

9वीं मंज़िल, बीटा बिल्डिंग, आई थिंक टेक्नो कैम्पस, कांजुर गाँव रोड, कांजुरमार्ग (पूर्व) मुंबई- 400042
9th Floor, BETA Building, I-Think Techno Campus, Kanjur Village Road, Kanjurmarg (E), Mumbai-400042
फ़ोन/Tel. No.: +91-22-2575 2040/1/2/3 फ़ैक्स/Fax.: +91-22-2575 2029/35 ई-मेल/Email: dgship-dgs@nic.in वेबसाइट/Website: www.dgshipping.gov

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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 (Comp. No.: 28971)   Date: 22.01.2025

To,
The Secretary
Ministry of Ports, Shipping & Waterways,
New Delhi

[Kind Attn: Shri. Mandeep Singh Randhawa, IPS, Director- MA]
Subject: Memorandum of Understanding (MoU) with Maritime Union of India (MUI) related to Sagar Mein Samman - reg.

Sir,

I am directed to refer to the subject matter on the Memorandum of Understanding (MoU) with the Maritime Union of India (MUI) with the objective aimed to protect and enhance the well-being of women seafarers and promote women in maritime. The initiative serves three primary objectives, such as recognition and respect, well-being and mental health, safety and security to ensure safe working conditions on board. By focussing on these three pillars, the initiative seeks to create an environment where women seafarers and women in maritime would feel supported, respected and valued.

2. MUI has embarked upon initiatives to protect and enhance well- being issues of seafarers and develop policies for framing guidelines and unified application in the maritime industry.

3. This MoU shall serve to support the Sagar Mein Samman initiative, wherein, MUI shall provide all necessary assistance, guidance, logistics and financial etc. including collaboration with experts to facilitate the successful implementation of the Directorates flagship program.

4. Furthermore, there is **NO financial liability** on the Directorate as a result of this collaboration. The MOU is agreed between both parties (DGS and MUI) is being signed and further executed is submitted to Ministry for kind information (copy enclosed).

Yours faithfully,

Capt. (Dr.) Daniel Joseph
Dy Directorate General of Shipping

Enclosure(s): As above

9वीं मंज़िल, बीटा बिल्डिंग, आई थिंक टेक्नो कैम्पस, कांजुर गाँव रोड, कांजुरमार्ग (पूर्व) मुंबई- 400042
9th Floor, BETA Building, I-Think Techno Campus, Kanjur Village Road, Kanjurmarg (E), Mumbai-400042
फोन/Tel No : +91-22-2575 2040/1/2/3 फैक्स/Fax : +91-22-2575 2029/35 ई-मेल/Email: dgship-dg@nic.in वेबसाइट/Website: www.dgshipping.gov

Exhibit 10.15 | Women in Seafarer Program to Increase Women Participation

Launch 'Women in seafarer' program

Awareness and Marketing:
- Increase awareness regarding women seafarer roles through career counselling / marketing campaigns
- Publicize women seafarer success stories to improve sentiment

Incentivization:
- Supply: Leverage scholarships and promote participation through waving tuition fees
- Demand: Evaluate mandating domestic shipping companies to hire women seafarers

Promote gender sensitization and zero tolerance gender discrimination

For Seafarers onshore, launch buddy program and counselling support if needed

Information Box 10.1 | Global Example of Increasing Women Participation in Seafarers

Taipei has achieved a significant women participation in seafarers through active marketing and implementation of a recruitment mandate. As a result, the share of women seafarers has reached over 3.5% against a global average of about 2%

Gender Equality Education Act (2019): Introduction of act to provide fair opportunities for participation in MET for women

Marketing and promotion: Active usage of media to promote women seafarers through micro movies, press conferences

CSR: Chinese Taipei shipping companies employ women seafarers as a part of their CSR

Specialized programs: Introduction of gender diversity programs to raise awareness

Recruitment Mandate: State owned shipping companies are required to recruit female nautical candidates

Chinese Taipei has increased share of women seafarers to ~3.5% share of national seafarers vs.~2% global average

Survey Questions

Objective of Survey

To understand the attitude and current status of Principals,Heads of Maritime Training Institutes/University departments on aspects related to Training and Development for Women in maritime(seafaring & Ashore) with respect to Facilities and Infrastructure for Women Cadets, Career Progression and Gender Equality, Support Systems and Workplace Culture. Compliance and Governance, Challenges and Obstacles.

Time taken to fill the questionnaire

10 Mins.

Type of Questionnaire

Likert Type Scale,0 to 5 where 0 is least and 5 is most and multiple choice leading questions,few open ended spaces to cover if any concerns are left out.

Section 1: Demographics

1. **Name of the Principal   /Head**: _____
2. **Name of the Institution: _____**
3. **Type of Organisation**
    - **A.** Government
    - **B.** Semi Government
    - **C.** Private
4. **Total Number of Women Cadet Currently enrolled in your institution:**

    _____

When the institute's person will be filling it, Your should be replaced by My or I as appropriate.

Training and Development for Women Cadets	0	1	2	3	4	5
1. Training Alignment: My institution ensures that the training programs for women cadets align with industry standards and adequately prepare them for their roles at sea.						
2. Ongoing Development: institution provides ongoing training and professional development opportunities for women cadets to enhance their skills and stay current with industry advancements.						
3. Gender-Inclusive Training: Your institution ensures that training materials, programs, and resources are specifically designed to meet the needs of women cadets.						
4. Equal Opportunities in Training: Your institution guarantees that women cadets are given equal opportunities to participate in all training programs, including those focused on leadership and technical skill development.						
5. Physical Training Requirements: Your institution offers specialized training to ensure women cadets meet the same physical endurance requirements as their male counterparts.						
6. Safety and Security Training: Your institution provides safety and security training tailored to address the specific challenges that women may face while working on board.						
Facilities and Infrastructure for Women Cadets	0	1	2	3	4	5
7. Gender-Specific Facilities: Your institution ensures that the facilities including restrooms, hostels, and changing areas, are adequate and comfortable for women cadets.						
8. Workplace Safety: Your institution takes measures to ensure that women cadets feel safe and secure while onboard, particularly with regard to physical safety and protection from harassment or discrimination.						
9. Privacy and Comfort: Your institution provides provisions that ensure women cadets have sufficient privacy and comfort in their living and working conditions at the institute.						

	0	1	2	3	4	5
10. Healthcare and Wellness:*Your institution provides healthcare facilities that address the specific needs of women's health, along with support for wellness and mental health.						
11.Are vending machines/pads/incinerators/ sanitary waste management equipment made available to women cadets in your institution? Yes/No						
12. Recreational and Fitness Facilities: Your institution ensures that women cadets have equal access to recreational and fitness facilities to maintain their physical well-being.						
13. Support for Maternity and Family:Your institution provides maternity leave and other support for women staff employed in your institution who are expecting or have young children, while also assisting them in balancing work-life responsibilities at sea.						
Career Progression and Gender Equality	**0**	**1**	**2**	**3**	**4**	**5**
14. Career Advancement: Your institution provides equal opportunities for women cadets to advance in their careers, with clear measures in place to ensure women have access to promotions and leadership roles.						
15. Mentorship and Professional Growth:Your institution has established a mentorship program or professional development network aimed at helping women cadets advance in their careers.						
16. Leadership Opportunities: Your institution actively encourages women cadets to take on leadership roles and more responsible positions within the crew.						
17. Addressing Gender Bias:Your institution takes steps to identify and address gender biases that may exist in training, career progression, or job allocation for women cadets.						
18.What measures has your institution implemented to improve women's retention in your institution? (Tick appropriately) o A. Flexible work arrangements for better work-life balance o B. Clear career progression paths with equitable opportunities o C. Improved onboard facilities and living conditions						

o D. Regular feedback mechanisms to address workplace concerns o E. Any other-_____						
19. Support Networks:Your institution provides women cadets with a robust support network, including mentorship, peer support, and access to resources for managing challenges both on duty and off.						
20. Mental and Emotional Well-being: Your institution has specific programs and initiatives in place to support the mental and emotional well-being of women cadets, particularly during long deployments.						
21. Workplace Culture: Your institution fosters an inclusive and respectful workplace culture that promotes equality and addresses gender-specific issues faced by women cadets.						

22.Has your institution/organization developed other policies to address gender inclusivity for women employees ? (Select all that apply):

1. Paid Maternity leave
2. Time away for breastfeeding/bottle-feeding
3. Childcare facilities
4. Breastfeeding spaces
5. Gender/diversity training
6. Flexible working arrangements for women
7. Mentorship schemes for women
8. Sexual harassment policy
9. Designated gender/diversity focal point
10. Gender sensitization campaigns
11. Other (Specify): _____

Compliance and Governance	0	1	2	3	4	5
23. Gender Equality Policies:Your institution has established gender equality policies and initiatives aimed at promoting the inclusion of women in seafaring roles, ensuring they are well-enforced.						
24. Anti-Harassment and Discrimination:Your institution has clear measures in place to prevent and address harassment, bullying, or discrimination faced by women cadets, with well-defined reporting and support systems.						

25.Has your organisation established a Code of Conduct for interactions and behavior with women cadets on managed vessels, such as • No calling of women staff into cabins: Yes/ No • Briefing before joining duty: Yes/No • Any Other: _____						
26. Regulatory Compliance:Your institution complies with both national and international regulations regarding the treatment and rights of women cadets,including the Maritime Labour Convention (MLC) and other relevant laws.						
27. Monitoring and Reporting:Your institution tracks and reports on the well-being, career progression, and safety of women cadets through regular audits or reviews that assess gender equity on board.						

Challenges and Obstacles	0	1	2	3	4	5
28. Barriers to Entry: Your institution recognizes the challenges women face in entering the seafaring profession and has implemented strategies to overcome these barriers.						
29. Retention and Satisfaction: Your institution is aware of the specific challenges women cadets face in terms of job satisfaction, retention, and long-term career prospects, and takes appropriate actions to address them.						
30. Work-Life Balance: Your institution supports women cadets in balancing the demands of their education life with family responsibilities.						

Objective of Survey

To understand the attitude of Top management (CEO/MD/COO) on aspects related to Training and Development for Women in maritime(seafaring & Ashore) with respect to Facilities and Infrastructure for Women Seafarers, Career Progression and Gender Equality, Support Systems and Workplace Culture. Compliance and Governance, Challenges and Obstacles.

Time taken to fill the questionnaire

10 Mins.

Type of Questionnaire

Likert Type Scale,0 to 5 where 0 is least and 5 is most and multiple choice leading questions,few open ended spaces to cover if any concerns are left out.

Section 1: Demographics

1. **Name (Optional)**: _____

2. **Name of the Company (Optional)_____**

3. **Type of Organisation**
   - **A.** Government
   - **B.** Semi Government
   - **C.** Private

4. **Total Fleet Size : _____**

5. **Total Number of Women Employees Ashore:_____**

6. **Total number of Women Seafarers currenlty under your company contract for sailing:_____**

if the survey is being filled by the person then Your should not be used, instead My or I should be used.

Training and Development for Women Seafarers	0	1	2	3	4	5
1. Training Alignment: My company ensures that the training programs for women seafarers align with industry standards and adequately prepare them for their roles at sea.						
2. Ongoing Development: My Company provides ongoing training and professional development opportunities for women seafarers to enhance their skills and stay current with industry advancements.						
3. Gender-Inclusive Training: My company ensures that training materials, programs, and resources are specifically designed to meet the needs of women seafarers.						
4. Equal Opportunities in Training: My company guarantees that women seafarers are given equal opportunities to participate in all training programs, including those focused on leadership and technical skill development.						

	0	1	2	3	4	5
5. Physical Training Requirements: My company offers specialized training to ensure women seafarers meet the same physical endurance requirements as their male counterparts.						
6. Safety and Security Training: My company provides safety and security training tailored to address the specific challenges that women may face while working on board.						
Facilities and Infrastructure for Women Seafarers	0	1	2	3	4	5
7. Gender-Specific Facilities: My company ensures that the facilities on board, including restrooms, sleeping quarters, and changing areas, are adequate and comfortable for women seafarers.						
8. Workplace Safety: My company takes measures to ensure that women seafarers feel safe and secure while onboard, particularly with regard to physical safety and protection from harassment or discrimination.						
9. Privacy and Comfort: My company provides provisions that ensure women seafarers have sufficient privacy and comfort in their living and working conditions aboard ships.						
10.Are separate toilets and changing rooms available for women seafarers in the engine room? A) Yes B) No						
11. Healthcare and Wellness:* My company provides healthcare facilities that address the specific needs of women's health, along with support for wellness and mental health on board.						
12.Are incinerators/ sanitary waste management equipment made available to women seafarers? Yes/No						
13.Are self-contained cabins available for women seafarers and women ratings on board with: • Phone- Yes/No • Attached Washroom-Yes/No						
14. Recreational and Fitness Facilities: My company ensures that women seafarers have equal access to recreational and fitness facilities on board to maintain their physical well-being during long voyages.						

	0	1	2	3	4	5
15. Support for Maternity and Family: My company provides maternity leave and other support for women seafarers who are expecting or have young children, while also assisting them in balancing work-life responsibilities at sea.						
Career Progression and Gender Equality	0	1	2	3	4	5
16. Career Advancement: company provides equal opportunities for women seafarers to advance in their careers, with clear measures in place to ensure women have access to promotions and leadership roles.						
17. Mentorship and Professional Growth:Your company has established a mentorship program or professional development network aimed at helping women seafarers advance in their careers.						
18. Leadership Opportunities: Your company actively encourages women seafarers to take on leadership roles and more responsible positions within the crew.						
19. Addressing Gender Bias:Your company takes steps to identify and address gender biases that may exist in training, career progression, or job allocation for women seafarers.						

20.What measures has your company implemented to improve women's retention in the maritime industry? (Tick appropriately)

o A. Flexible work arrangements for better work-life balance

o B. Clear career progression paths with equitable opportunities

o C. Improved onboard facilities and living conditions

o D. Regular feedback mechanisms to address workplace concerns

o E. Any other-_____

21.How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks) [this question may require time]

1. Senior management onboard: ___ women

2. Ship Operations Management: ___ women

3. Port and Terminal Management: ___ women

4. Logistics and Supply Chain Management: ___ women

5. Maritime Legal and Regulatory Affairs: ___ women

6. Technical and Engineering Leadership: ___ women

7. Other (Specify): ___ women

Support Systems and Workplace Culture	0	1	2	3	4	5
22. Support Networks:Your company provides women seafarers with a robust support network, including mentorship, peer support, and access to resources for managing challenges both on duty and off.						
23. Mental and Emotional Well-being: Your company has specific programs and initiatives in place to support the mental and emotional well-being of women seafarers, particularly during long deployments.						
24. Workplace Culture:*Your company fosters an inclusive and respectful workplace culture that promotes equality and addresses gender-specific issues faced by women seafarers.						

25.Has your company/organization developed other policies to address gender equality? (Select all that apply):

1. Paid parental leave
2. Time away for breastfeeding/bottle-feeding
3. Childcare facilities
4. Breastfeeding spaces
5. Gender/diversity training
6. Flexible working arrangements for women
7. Mentorship schemes for women
8. Sexual harassment policy
9. Designated gender/diversity focal point
10. Gender sensitization campaigns
11. Other (Specify): _____

Compliance and Governance	0	1	2	3	4	5
26. Gender Equality Policies:Your company has established gender equality policies and initiatives aimed at promoting the inclusion of women in seafaring roles, ensuring they are well-enforced.						
27. Anti-Harassment and Discrimination:Your company has clear measures in place to prevent and address harassment, bullying, or discrimination faced by women seafarers, with well-defined reporting and support systems.						
28.Does the internal committee for POSH include lady seafarers with 2-3 years of sailing experience?"						

A) Yes B) No							

29.Has your organisation established a Code of Conduct for interactions and behavior with women seafarers on managed vessels, such as

- No calling of women staff into cabins: Yes/ No
- Briefing before joining duty: Yes/No
- Exemption of women trainees/OS from cleaning common toilets: Yes/No
- Any Other: _____

30. Regulatory Compliance:Your company complies with both national and international regulations regarding the treatment and rights of women seafarers, including the Maritime Labour Convention (MLC) and other relevant laws.						

31.Does your organisation provide maternity leave for women seafarers in accordance with DG guidelines 2019 Notice 07?
A) Yes
B) No

32. Monitoring and Reporting:Your company tracks and reports on the well-being, career progression, and safety of women seafarers through regular audits or reviews that assess gender equity on board.						

Challenges and Obstacles	0	1	2	3	4	5
33. Barriers to Entry: Your company recognizes the challenges women face in entering the seafaring profession and has implemented strategies to overcome these barriers.						

34.How does your company address gender equality in recruitment and promotion processes? (Select all that apply):

1. Use of neutral or women-friendly language in job descriptions
2. Anonymized assessment of job applications
3. Provide organizational training around gender bias
4. Involve a diverse team of people in the interview process
5. Have specific quantitative measures for increasing diversity
6. Ensure pay parity for the same positions
7. Use of gender quotas/reservations for women

Other (Specify): _____

35. Retention and Satisfaction: Your company is aware of the specific challenges women seafarers face in terms of job satisfaction, retention, and long-term career prospects, and takes appropriate actions to address them.					
36. Work-Life Balance: Your company supports women seafarers in balancing the demands of their careers with family responsibilities, especially when faced with long periods away from home.					
37. Our company maintains and audits records on 'Retention' and ' Progress of Women Seafarers' from time to time-Yes/No					

List down any concerns you have that are not covered in the above statements.

Objective of Survey

1. To understand the current status of middle/lower management employees(Shore-Based Personnel) on aspects related to Training and Development for Women in maritime(seafaring & shore-based) with respect to Facilities and Infrastructure, Career Progression and Gender Equality, Support Systems and Workplace Culture, Compliance and Governance, Challenges and Obstacles.

2. **Shore-Based Facilities** include (e.g., crewing & manning,ports, terminals, warehouses, or maintenance yards), or **Shore-Based Personnel** (e.g., employees working in an office or depot).

Time taken to fill the questionnaire
10 Mins.

Type of Questionnaire Scale needs to be clearly defined.
Likert Type Scale,0 to 5 where 0 is least and 5 is most and multiple choice leading questions,few open ended spaces to cover if any concerns are left out.

Section 1: Demographics

1. **Name (Optional)**: _____

2. **Name of the Company (Optional)_____**

3. **Type of Organisation**

   A. Government

   B. Semi Government

   C. Private

4. **Age**:

   A. Under 18

   B. 18–25

   C. 26–35

   D. 36–45

   E. 46–55

   F. 56 and above

5. **Gender**:

   A. Male

   B. Female

   C. Non-binary/Third Gender

   D. Prefer not to say

6. **Marital Status**:

   A. Single

   B. Married

   C. Divorced/Widowed

   D. Other

7. **State/City of Residence**: _____

8. **Current Rank/Role**:

   A. Shore-Based Middle Management (Vessel Managers, etc.):

   _____

   B. Shore-Based Junior Management (Officers, etc.):

   _____

9. **Employment Type:**

   o Permanent

   o Contract-based

10. **Years of Experience in the Maritime Industry**:

A. Less than 1 year

B. 1–3 years

C. 4–7 years

D. 8–12 years

E. 13+ years

11. **Educational Qualification**:

A. Diploma (Specify specialization): _____

B. Bachelor's Degree (Specify specialization): _____

C. Master's Degree (Specify specialization): _____

D. Other (Specify): _____

12. **Were you a Seafarer -Yes/No**

Your should be replaced by My or Our

Training and Development for Women Ashore	0	1	2	3	4	5
1. Training Alignment: company ensures that the training programs for women seafarers align with industry standards and adequately prepare them for their roles at sea.						
2. Ongoing Development: company provides ongoing training and professional development opportunities for women seafarers to enhance their skills and stay current with industry advancements.						
3. Gender-Inclusive Training: Your company ensures that training materials, programs, and resources are specifically designed to meet the needs of women seafarers.						
4. Equal Opportunities in Training: Your company guarantees that women seafarers are given equal opportunities to participate in all training programs, including those focused on leadership and technical skill development.						
5. Physical Training Requirements: Your company offers specialized training to ensure women seafarers meet the same physical endurance requirements as their male counterparts.						
6. Safety and Security Training: Your company provides safety and security training tailored to address the specific challenges that women may face while working on board.						

Question						
7.Have you had access to training programs that are specifically designed for women employees?						
8.Do you feel that the training programs offered by your company are relevant to your career development?						
9.Are there any specific programs or policies in place that support women during the training process (e.g., mentorship, flexible training schedules)?						
10.After completing a training program, have you received any follow-up support or opportunities for further development?						
11.Have you been assigned or connected with a mentor during your training?						
12.Do you feel that there are sufficient female role models within the company to inspire and guide your career development?						
Facilities and Infrastructure for Women Ashore	0	1	2	3	4	5
7. Gender-Specific Facilities: Your company ensures that the facilities on board, including restrooms, sleeping quarters, and changing areas, are adequate and comfortable for women seafarers.						
8. Workplace Safety: Your company takes measures to ensure that women seafarers feel safe and secure while onboard, particularly with regard to physical safety and protection from harassment or discrimination.						
9. Privacy and Comfort: Your company provides provisions that ensure women seafarers have sufficient privacy and comfort in their living and working conditions aboard ships.						
10.Are separate toilet and changing rooms available for women seafarers in the engine room? A) Yes B) No						
11. Healthcare and Wellness:Your company provides healthcare facilities that address the specific needs of women's health, along with support for wellness and mental health on board and in office.						
12.Are vending machines/incinerators/ sanitary waste management equipments made available to women on ships and in office?						

Yes/No						
13.Are self-contained cabins available for women seafarers, including for women ratings, on board with: ● Phone- Yes/No ● Attached Washroom-Yes/No						
14. Recreational and Fitness Facilities: Your company ensures that women seafarers have equal access to recreational and fitness facilities on board to maintain their physical well-being during long voyages.						
15. Support for Maternity and Family:Your company provides maternity leave and other support for women seafarers and women in offices,who are expecting or have young children, while also assisting them in balancing work-life responsibilities at sea.						
Career Progression and Gender Equality	0	1	2	3	4	5
16. Career Advancement: Your company provides equal opportunities for women seafarers and women ashore to advance in their careers, with clear measures in place to ensure women have access to promotions and leadership roles.						
17. Mentorship and Professional Growth:Your company has established a mentorship program or professional development network aimed at helping women seafarers and women ashore advance in their careers.						
18. Leadership Opportunities: Your company actively encourages women seafarers to take on leadership roles and more responsible positions within the crew.						
19. Addressing Gender Bias:Your company takes steps to identify and address gender biases that may exist in training, career progression, or job allocation for women seafarers.						
20.What measures has your company implemented to improve women's retention in the maritime industry? (Tick appropriately) o A. Flexible work arrangements for better work-life balance o B. Clear career progression paths with equitable opportunities o C. Improved onboard facilities and living conditions						

o D. Regular feedback mechanisms to address workplace concerns

o E. Any other-_____

21. How many women currently hold Upper/Middle management positions in your company in the following roles?(Fill Applicable blanks)

1. Senior management onboard: ___ women

2. Ship Operations Management: ___ women

3. Port and Terminal Management: ___ women

4. Logistics and Supply Chain Management: ___ women

5. Maritime Legal and Regulatory Affairs: ___ women

6. Technical and Engineering Leadership: ___ women

7. Other (Specify): ___ women

Support Systems and Workplace Culture	0	1	2	3	4	5
22. Support Networks:Your company provides women seafarers with a robust support network, including mentorship, peer support, and access to resources for managing challenges both on duty and off.						
23. Mental and Emotional Well-being: Your company has specific programs and initiatives in place to support the mental and emotional well-being of women seafarers, particularly during long deployments.						
24. Workplace Culture:*Your company fosters an inclusive and respectful workplace culture that promotes equality and addresses gender-specific issues faced by women seafarers.						

25. Has your company/organization developed other policies to address gender equality? (Select all that apply):

1. Paid parental leave

2. Time away for breastfeeding/bottle-feeding

3. Childcare facilities

4. Breastfeeding spaces

5. Gender/diversity training

6. Flexible working arrangements for women

7. Mentorship schemes for women

8. Sexual harassment policy

9. Designated gender/diversity focal point

10. Gender sensitization campaigns

11. Other (Specify): _____						
Compliance and Governance	**0**	**1**	**2**	**3**	**4**	**5**
26. Gender Equality Policies:Your company has established gender equality policies and initiatives aimed at promoting the inclusion of women in seafaring roles, ensuring they are well-enforced.						
27. Anti-Harassment and Discrimination:Your company has clear measures in place to prevent and address harassment, bullying, or discrimination faced by women seafarers, with well-defined reporting and support systems.						
28.Does the internal committee for POSH include lady seafarers with 2-3 years of sailing experience?" A) Yes B) No						

29.Has your organisation established a Code of Conduct for interactions and behavior with women seafarers on managed vessels, such as
   ● No calling of women staff into cabins: Yes/ No
   ● Briefing before joining duty: Yes/No
   ● Exemption of women trainees/OS from cleaning common toilets: Yes/No
   ● Any Other: _____						

30. Regulatory Compliance:Your company complies with both national and international regulations regarding the treatment and rights of women seafarers, including the Maritime Labour Convention (MLC) and other relevant laws.						
31.Does your organisation provide maternity leave for women seafarers in accordance with DG guidelines 2019 Notice 07? A) Yes B) No						
32. Monitoring and Reporting:Your company tracks and reports on the well-being, career progression, and safety of women seafarers through regular audits or reviews that assess gender equity on board.						
Challenges and Obstacles	**0**	**1**	**2**	**3**	**4**	**5**

33. Barriers to Entry: Your company recognizes the challenges women face in entering the seafaring profession and has implemented strategies to overcome these barriers.					

34.How does your company address gender equality in recruitment and promotion processes? (Select all that apply):
 	
    1. Use of neutral or women-friendly language in job descriptions
    2. Anonymized assessment of job applications
    3. Provide organizational training around gender bias
    4. Involve a diverse team of people in the interview process
    5. Have specific quantitative measures for increasing diversity
    6. Ensure pay parity for the same positions
    7. Use of gender quotas/reservations for women
 	
Other (Specify): _____					

35. Retention and Satisfaction: Your company is aware of the specific challenges women seafarers face in terms of job satisfaction, retention, and long-term career prospects, and takes appropriate actions to address them.					
36. Work-Life Balance: Your company supports women seafarers in balancing the demands of their careers with family responsibilities, especially when faced with long periods away from home.					
37.Our company maintains and audits records on 'Retention' and 'Progress of Women Seafarers' from time to time-Yes/No					

List down any concerns you have that are not covered in the above statements.

Objective of Survey

1. To understand perception of women seafarers on aspects related to them such as Training,Facilities on Ship,Support,Progression in Career,Hindrances faced and Governance and Compliance in their maritime career.

Sample

Women seafarers sailing currently or having sailing experience.

Time taken to fill the questionnaire

10 Mins.

Type of Questionnaire

Likert Type Scale,0 to 5 where 0 is least [can be more specific to explain what 0, 1, 2, 3, 4,5 means] and 5 is most and multiple choice leading questions,few open ended spaces to cover if any concerns are left out.

Section 1: Demographics

1. **Name (Optional)**: _____
2. **Name of the Organisation (Optional)_____**
3. **Type of Organisation**
    - **A.** Government
    - **B.** Semi government
    - **C.** Private
4. **Age**:
    - A. Under 18
    - B. 18–25
    - C. 26–35
    - D. 36–45
    - E. 46–55
    - F. 56 and above
5. **Marital Status**:
    - A. Single
    - B. Married
    - C. Divorced/Widowed

D. Other

6. **State/City of Residence**: _____

7. **Current Rank/Role**:

    A. Trainee– Sailing

    B. Junior Sailing Officer (2/O, 3/O, 4/E, 3/E)

    C. Ratings Seastaff

    D. Senior Sailing Officer (Captain, Chief Engineer, Chief Officer, 2/E)

8. **Employment Type:**

    o Permanent

    o Contract-based

9. **Years of Experience in the Maritime Industry**:

    A. Less than 1 year

    B. 1–3 years

    C. 4–7 years

    D. 8–12 years

    E. 13+ years

10. **Type of Vessel Worked On**:

    A. Bulk Carrier

    B. Tanker (Oil/Chemical/LNG)

    C. Container Ship

    D. Offshore Vessel

    E. Passenger Ship

    F. Cruise Ship

    G. Other (Specify): _____

    H. Not Applicable

11. **Educational Qualification**:

    A. Diploma (Specify specialization): _____

    B. Bachelor's Degree (Specify specialization): _____

    C. Master's Degree (Specify specialization): _____

    D. Other (Specify): _____

Training	0	1	2	3	4	5

	0	1	2	3	4	5
1. The training I received before joining my first ship was adequate and well-structured for my role on board.						
2. I have access to ongoing training opportunities that help me improve my skills in the maritime industry.						
3. The training materials provided were inclusive and addressed the needs of female seafarers.						
4. I feel that the company offers equal training opportunities for all gender seafarers.						
5. I was able to successfully complete the necessary training without gender-based barriers.						
6. I have been trained for physical endurance & strength equally to my male counterparts without exclusion.						
7. I have been made available certain provisions to ensure smooth training.(Eg- Arrangement of separate swimming class only for Females)						
Facilities on Ship	**0**	**1**	**2**	**3**	**4**	**5**
6. The onboard facilities (restrooms, accommodation, etc…) are suitable for female seafarers.						
7. I feel comfortable and safe using the ship's facilities, including the crew common areas.						
8. The ship has adequate private spaces for female crew members.						
9. There is enough privacy for female seafarers in their accommodation areas on the ship.{avoid similar questions. statement 8 & 9 are similar}						
10. I am satisfied with the overall living conditions on board the ship.						
Support (Workplace & Family)	**0**	**1**	**2**	**3**	**4**	**5**
11. I receive adequate support from my colleagues while working on board the ship.						
12. My employer offers sufficient support for female seafarers' mental and emotional well-being.						

	0	1	2	3	4	5
{either use the word employer or company. uniformity needs to be maintained}						
13. The company provides resources for female seafarers to cope with the challenges of working at sea.						
14. I feel encouraged by my employer to take on leadership or more responsible roles within the company.						
15. I have access to mentorship and professional guidance from senior women in the maritime industry.						
16. I receive continuous support from my family towards my career at sea.						
17. Family related responsibilities have caused me to take career breaks/quit it completely.						

18. My family is concerned about certain socio-cultural factors that are exclusive to my gender. (Tick appropriate)

    a.Long absence from Home.

    b.Perceived   unsafe work environment

    c.Social Stigma or Stereotypes

    d.Financial instability

    e.Impact on Marriage/ relationship/child bearing

Any other:_____

Progression in Career	0	1	2	3	4	5
19. I believe that women seafarers have equal opportunities for career progression as their male counterparts.						
20. I have been given fair opportunities to advance in my career within the company.						
21. The company has policies that actively promote the career advancement of women in the maritime industry.						
22. I have been able to progress in my career without facing discrimination due to my gender.						
23. I am confident in my ability to achieve my career goals as a woman in the maritime industry.						

	0	1	2	3	4	5
24.Equal opportunities for placement on a vessel are made available to me.						
Hindrances/Challenges Faced	**0**	**1**	**2**	**3**	**4**	**5**
25. I have faced gender-based discrimination or bias during my time as a seafarer.						
26. My gender has restricted my ability to access certain roles or promotions on the ship.						
27. There have been occasions where I have felt excluded from key activities or decisions due to my gender.						
28. The lack of female representation in senior roles has made it more challenging for me to envision career growth in the maritime industry.						
29. Balancing personal life and work at sea has been difficult due to limited support for female seafarers.						
30. I have encountered physical or emotional health challenges related to a lack of gender-sensitive policies on board.						
31.I have experienced discrimination or harassment onboard in the form of:- (Tick appropriate) a.Verbal b.Physical c.Sexual d.Exclusion e.Bullying (also includes Cyber Bullying) f.Undervaluing /Undermining my contributions						
Governance and Compliance	**0**	**1**	**2**	**3**	**4**	**5**
33. My company has specific policies in place that support women seafarers.						
34. The company's policies regarding harassment and discrimination are clearly communicated to all employees, including women seafarers.						

35. My company has a designated team or officer responsible for addressing issues related to women seafarers' rights and welfare.						
36. The company's leadership demonstrates a commitment to gender equality and the welfare of women seafarers.						
37.My company complies with national and international regulations regarding women seafarers (e.g., International Maritime Organization, Maritime Labour Convention).						
38. I am provided with appropriate personal protective equipment (PPE) and facilities that are suitable for women seafarers.						
39. I am provided with the following facilities to ensure a safe working environment. (Tick appropriate) a.Private & secure rest rooms and changing areas. b.Gender-sensitive medical facilities and supplies c.dedicated recreational/wellness space d.Access to anonymous communication with authorities (digital/helplines etc) Any Other:_____						
40. The company follows regulations that prevent harassment, violence, or abuse on board, and provides clear reporting mechanisms.						
41. The company provides access to adequate healthcare and maternity benefits for women seafarers.						
42. I feel confident that any complaints I make regarding gender-related issues will be handled fairly and without retaliation.						
43. The company conducts regular training and awareness programs about compliance with gender equality regulations for all staff, including women seafarers.						

44.Do you feel comfortable speaking with the crewing department designated person about the issues related to harassment faced onboard?						
45.Do you have a specific facility for disposal of sanitary pads .Menstrual pain medicine,for females .						
46.Does the crewing department have designated employee for the follow up of lady seafarers' progress onboard						
47.Do you feel unsafe reporting harassment issues due to the fear of losing your job/promotion.						

List briefly any other issues/concerns not covered in the above questions.

Objective of Survey

1. To understand the current status of women cadets enrolled in Maritime Training Institutes on aspects related to them such as Training,Facilities ,Support,Progression in Career,Hindrances faced and Governance and Compliance in their journey as an aspiring seafarer.

Sample

Women cadets currently enrolled in Maritime Training Institutes or sailing as a trainee cadet.

Time taken to fill the questionnaire

10 Mins.

Type of Questionnaire The scale needs to be clearly defined.

Likert Type Scale,0 to 5 where 0 is least and 5 is most and multiple choice leading questions,few open ended spaces to cover if any concerns are left out.

Section 1: Demographics

1. **Name (Optional)**: _____
2. **Name of the Maritime Training Institute (Optional)_____**
3. **Type of Organisation**
   - **A.** Government
   - **B.** Semi government
   - **C.** Private
4. **Age**:
   - A. Under 18
   - B. 18–25
   - C. 26–35
5. **Marital Status**:
   - A. Single
   - B. Married
   - C. Divorced/Widowed
   - D. Other
6. **State/City of Residence**: _____

7. **Current Rank/Role**:

    A. Trainee– currently enrolled in a Maritime Training Institution.

    B. Trainee-Cadet

8. **Type of Vessel Worked On** (Applicable For Trainee -Cadets Only)

    A. Bulk Carrier

    B. Tanker (Oil/Chemical/LNG)

    C. Container Ship

    D. Offshore Vessel

    E. Passenger Ship

    F. Cruise Ship

    G. Other (Specify): _____

9. **Course currently Enrolled in :-**

    A. Diploma (Specify specialization): _____

    B. Bachelor's Degree (Specify specialization): _____

    C. Master's Degree (Specify specialization): _____

    D. Other (Specify): _____

Training	0	1	2	3	4	5
1. The training I receive during my time at the Maritime Training Institute is adequate and well-structured for my role as a future seafarer.						
2. I have access to ongoing training opportunities that will help me improve my skills in the maritime industry.						
3. The training materials provided are inclusive and address the needs of female cadets.						
4. I feel that the institution offers equal training opportunities for male and female cadets.						
5. I will be able to successfully complete the necessary training without gender-based barriers.						
6. I am trained for physical endurance and strength equally to my male counterparts, without exclusion.						

7. I am provided with certain provisions to ensure smooth training (e.g., arrangements like separate swimming classes for female cadets, etc.).						
8. The training I received has given me the confidence and knowledge needed to pursue a successful career as a seafarer, regardless of my gender.						
9.I have had the opportunity to attend training modules on equity/equality/gender/diversity and inclusion.						
10.I have attended competency based courses leading to my empowerment as a women seafarer.						
11. I have attended skill based training courses leading to empowerment as a women seafarer.						
12. In your opinion, which training programs should be included for enhancing women seafarers capacity and capabilities.Please list at least 3. a. b. c.						
13. Kindly choose training courses that you feel are most needed for enhancing capacity.(Choose from list below)						

Facilities at the Institution	0	1	2	3	4	5
14. The facilities at the maritime institution (restrooms, accommodation) are suitable for female cadets.						
15. I feel comfortable and safe using the institution's facilities, including common areas.						
16. The institution has adequate private spaces and accommodation for female cadets.						
17. I am satisfied with the overall living conditions at the maritime institution.						
18.The institution provides adequate healthcare facilities and support services for female cadets.						

19. The recreational and wellness facilities available at the institution cater to the needs of all cadets, including female cadets.						
20. The institution provides equal access to gym and fitness facilities for female cadets, ensuring we can maintain physical training standards.						
21. The institution ensures that sanitary products are readily available and accessible to all female cadets.						
Support (Workplace & Family)	**0**	**1**	**2**	**3**	**4**	**5**
22. I receive adequate support from my colleagues and instructors during my training.						
23. The institution offers sufficient support for female cadets' mental and emotional well-being.						
24. The institution provides resources [need to be specific as to which resources] for female cadets to cope with the challenges of maritime training. (Eg-						
25. I feel encouraged by my instructors to take on leadership or more responsible roles during my training.						
26. I have access to mentorship and professional guidance from senior personnel in the maritime industry.						
27. I receive continuous support from my family towards my career in the maritime industry.						
28. Family-related responsibilities have caused me to reconsider /discontinue my training in the past or at present.						
29. My family is concerned about certain socio-cultural factors that are exclusive to my gender. (Tick appropriate)						
a. Long absence from home						
b. Perceived unsafe work environment						
c. Social stigma or stereotypes						
d. Financial instability						
e. Impact on marriage/relationship/childbearing						
Any other:_____						

	0	1	2	3	4	5
30. The institution offers programs to help female cadets manage stress and mental health.						
Progression in Career	**0**	**1**	**2**	**3**	**4**	**5**
31. I believe that female cadets have equal opportunities for career progression in the maritime industry.						
32. I am given fair opportunities to advance in my career within the institute.						
33. The institution has policies that actively promote the career advancement of women in maritime training.						
34. I aim to progress in my training without facing discrimination due to my gender.						
35. I am confident in my ability to achieve my career goals as a woman in the maritime industry.						
36. Equal opportunities for placement on training vessels are available to me.						
37. I have received information and guidance on work-life balance, including how to manage future family responsibilities while pursuing a career at sea.						
38. I have opportunities to network with other female cadets and professionals within the maritime industry.						
Hindrances/Challenges Faced	**0**	**1**	**2**	**3**	**4**	**5**
39. I have faced gender-based discrimination or bias during my training.						
40. My gender has restricted my ability to access certain roles or training opportunities.						
41. There have been occasions when I felt excluded from key activities or decisions due to my gender.						
42. The lack of female representation in senior roles within the institution has made it more challenging for me to envision career growth in the maritime industry.						

	0	1	2	3	4	5
43. Balancing personal life and training has been difficult due to limited support for female cadets.						
44. I have encountered physical or emotional health challenges related to a lack of gender-sensitive policies at the institution.						

45. I have experienced discrimination or harassment during my training in the form of: (Tick appropriate)

   a. Verbal

   b. Physical

   c. Sexual

   d. Exclusion

   e. Bullying (also includes cyberbullying)

   f. Undervaluing/Undermining my contributions

Governance and Compliance	0	1	2	3	4	5
46. My institution has specific policies in place that support female cadets. (Diversity and Inclusion)						
47. The institution's policies regarding harassment and discrimination are clearly communicated to all cadets, including female cadets.						
48. The institution has a designated team or officer responsible for addressing issues related to female cadets' rights and welfare.						
49. The institution's leadership demonstrates a commitment to gender equality and the welfare of female cadets.						
50. My institution complies with national and international regulations regarding female cadets (e.g., International Maritime Organization, Maritime Labour Convention).						
51. I am provided with appropriate protective equipment and training facilities that are suitable for female cadets.						

52. I am provided with the following facilities to ensure a safe and inclusive training environment: (Tick appropriate)

   a. Private and secure restrooms and changing areas

   b. Gender-sensitive medical facilities and supplies

   c. Dedicated recreational/wellness space

   d. Access to anonymous communication with authorities (digital/helplines, etc.)

   Any other:_____

53. The institution follows regulations that prevent harassment, violence, or abuse, and provides clear reporting mechanisms.					
54. I feel confident that any complaints I make regarding gender-related issues will be handled fairly and without retaliation.					
55. The institution conducts regular training and awareness programs about compliance with gender equality regulations for all staff and cadets.					
56.The institution has effective mechanisms for female cadets to report grievances anonymously.					
57. Feedback from female cadets is regularly solicited and visibly implemented by the institution.					

List down any concerns you have faced as a women cadet that are not covered in the above statements.