



भारत सरकार / GOVERNMENT OF INDIA
पत्तन, पोत परिवहन और जलमार्ग मंत्रालय
MINISTRY OF PORTS, SHIPPING AND WATERWAYS
नौवहन महानिदेशालय, मुंबई^१
DIRECTORATE GENERAL OF SHIPPING, MUMBAI

DGS Circular No. 05 of 2026

F.No. 23-MISC/38/2025-CREW - DGS (C.No. 28971)

Date: 09.02.2026

Subject: Implementation of *Sagar Mein Samman (SMS)* – Five-Year Action Plan (2025–2030) for Promotion of Gender Equality and Inclusion in the Maritime Sector. - reg.

The Directorate General of Shipping (DGS) is pleased to inform all concerned stakeholders that, in furtherance of the Government of India's commitment towards fostering a safe, inclusive, and equitable maritime sector, the *Sagar Mein Samman (SMS)* Five-Year Action Plan for the period 2025–2030 has been finalized.

2. *Sagar Mein Samman* is a flagship initiative aimed at empowering women seafarers and strengthening gender inclusion across maritime governance, education, training, shipboard operations, and allied institutions. The Action Plan outlines a structured, phased roadmap to address existing policy gaps, infrastructure requirements, capacity building, sensitization, leadership development, and long-term institutional sustainability across the maritime ecosystem.

3. The initiative is being implemented pursuant to a Memorandum of Understanding (MoU) signed between the Directorate General of Shipping (DGS) and Maritime Union of India (MUI), under which MUI serves as the sole investor for *Sagar Mein Samman*. This formal partnership ensures dedicated financial commitment, institutional support, and a robust governance framework, enabling effective implementation, scalability, and sustained impact nationwide.

4. The Five-Year Action Plan shall be implemented in a phased manner as outlined below:

Year 1 (2025–26): Charting the Course:

Establishment of the SMS brand identity and digital presence; conduct of gender-sensitization workshops; launch of India's first Maritime Gender Inclusion Policy; awareness initiatives among male seafarers; identification of policy and infrastructure gaps; and organization of outreach seminars at schools and colleges to promote maritime careers for women.

Year 2 (2026–27): Anchoring Integration:

Implementation of the National Maritime Gender Framework across Directorates and maritime

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/टेल No.: +91-22-2575 2040/1/2/3 फैक्स/Fax.: +91-22-2575 2029/35 ई-मेल/Email: dgship-dgs@nic.in वेबसाइट/Website: www.dgshipping.gov.in

boards; issuance of a Zero Tolerance Policy and Model Code of Conduct for Seafarers; initiation of infrastructure upgradation for gender-neutral facilities; pilot implementation in select ports and shipping companies; and integration of gender modules in DGS-approved training programmes.

Year 3 (2027–28): Expanding Horizons:

Launch of national scholarship and sponsorship programmes for women; collaboration with international organizations and progressive maritime nations; nationwide awareness campaigns; documentation and publication of best practices; and encouragement of all-women batches in Maritime Training Institutes (MTIs).

Year 4 (2028–29): Leading the Wave:

Conduct of National Maritime Gender Leadership Programmes; organization of the National Sagar Mein Samman Conclave; publication of profiles of women achievers; recognition of inclusive institutions and companies; and formulation of the SMS Toolkit for maritime stakeholders.

Year 5 (2029–30): Sailing Forward:

Release of the SMS Toolkit and Global Showcase Report; formalization of long-term international partnerships; integration of gender equity principles into Maritime Education and Training Regulations; annual observance of *Sagar Mein Samman Week*; and alignment with *Maritime India Vision 2047*.

This circular is issued with the approval of the Competent Authority and shall come into force with immediate effect.



09.02.26

Capt Nitin Mukesh
Dy. Nautical Advisor cum Senior DDG (Tech)

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-dgs@nic.in वेबसाइट/Website: www.dgshipping.gov.in