



Guiding Spirit to Shipping Industry

Sagar Sandesh

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Yet another indigenous Missile Destroyer delivered to the Navy

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Increasing recession fears may impact.....



Maritime SheEO Conference 2022

Changing Leadership Paradigms

Moving the Needle on Gender Equity

Maritime SheEO Conference 2022 was held on 16th November 2022 for the third time and the theme was 'Changing Leadership Paradigms'. This year's

Highlighting the theme of the conference, she asked the audience "If you are put on trial for your commitment towards Diversity, would you be found Guilty!". A good leading question,

development to 60 participants globally and you will hear about their learning experience from some of these women in the panel and how I took the leap. Collaboration is the key to success

and no one can do it on their own I would like to use this forum to thank all, especially Birgit, my Norwegian sister who's come all the way to support the conference. The Norwegian consulate who's been part of my journey from the way go and everybody else here to make who has helped to make this conference a reality" she closed her address with the words "let's work together for a better future for our industry".

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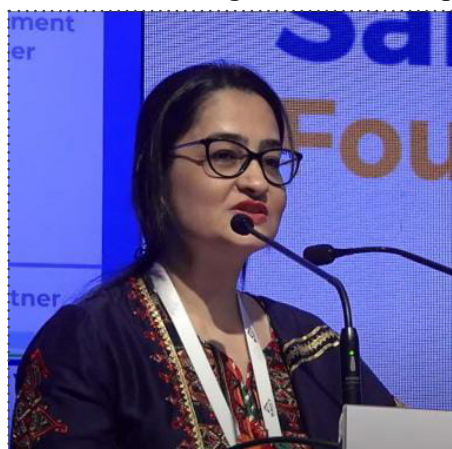
Lighting of Lamp

conference was hybrid and with a physical event at Taj Hotel in Mumbai – India, where over 200 people attended, and more than 2000 attended and followed it virtually, the biggest of its nature and one of the biggest events on Diversity & Sustainability of the year!

The Conference began with the **Lighting of the Lamp** by the esteemed guests as a traditional ritual in India before the commencement of an auspicious event.

Ms. Sanjam Sahi Gupta, **Founder of Maritime SheEO**, the brain & beauty behind this concept of the conference heartily welcomed the august gathering and conveyed her deepest gratitude to each individual sponsor.

she continued, "In order to create the next generation of Maritime Leaders, Maritime SheEO has developed a Leadership Accelerator Program which is supported by WISTA and IMO. Maritime SheEO has provided certified training in leadership



Ms. Sanjam Sahi Gupta



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Dr. Jose Matheickal

Dr. Jose Matheickal, Chief, Department of Partnerships & Projects, IMO conveyed thanks and appreciation on behalf of IMO to Ms. Sanjam Gupta for taking the lead in organizing this important and timely conference. He voiced IMO's ongoing support in promoting female leaders and the advancement of gender equality throughout the maritime sector.

Shri Amitabh Kumar, Director General of Shipping, GOI briefed on the status of the workforce in India which remains a serious cause of concern. Sharing the survey report conducted in India on the workforce, he informed that Covid

has actually driven women towards the workforce in India. **While appreciating Sanjam's approach towards diversity and a focus on a leadership role for women**, he mentioned another survey report which has been conducted recently in India that says **only 4.7% women are CEOs and 7.7% in the board across industries**. To increase the participation of women in leadership, both top-down approach and bottom-up approaches are being initiated, he continued. **"A.P.Moller-Maersk Group** has come up with a very aggressive business strategy for inducting women into the maritime



Shri Amitabh Kumar

industry. They have set targets and they are going aggressively toward achieving their targets. **MASSA and FOSMA** also have come up with their own strategies to have more women on board and collectively if this trend continues what we have seen in the last 2 years, the number of women on board both Indian & Foreign flag ships is going to increase", he said. From the administration side, to increase women on board the ships, he informed the bottom-up approach is being taken including a scholarship for women cadets and guidelines in on-board culture. Currently, 3746 women cadets are sailing which is seen as a 30% growth this year.

Highlighting IMO and WMU, who have played a huge role in bringing this issue under focus. He expressed that in the next 5 to 10 years, we are going to see a very major shift in the maritime industry and we will see increased diversity, we will see more women participation which will definitely result in better financial outcomes for the industries in times to come and they are the one who are going

to benefit from the efforts that they are making today.



Mr. Ottar Ostnes

Mr. Ottar Ostnes, DG of the Department of Maritime Policy & Coastal Development, Underlying Ministry of Trade, Industry and Fisheries (Norway), offered his gratitude to Ms. Sanjam for organizing this event and highlighting the importance of this conference that brings together leading maritime nations and industry players who together can accelerate change in the maritime industry.

Dr. Cleopatra Doumbia-Henry, President WMU, sharing appreciating word for Sanjam said that empowering women and pursuing gender equality at all levels in the maritime &

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Maritime SheEO Conference 2022

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Dr. Cleopatra Doumbia- Henry

ocean sectors has been key and very important. To achieve women's empowerment, the crucial tool is education and training, especially in science technology, and engineering. Today STCW certified women represent only 1.28% of total STCW-certified seafarers and an estimated 24,059 seafarers worldwide. Appx 94% of women seafarers are working in the cruise industry. Stressing on Education, she highlighted graduate & postgraduate degrees available at WMU and humbly submitted to industry operators to extend support in giving scholarships to women to undertake these graduate & postgraduate programs available to promote gender equality & women empowerment in ocean science.

Host of today's event Birgit M. Liodden, Founder of the Ocean Opportunities Lab shared personal stories of her and Sanjam

that how they became dedicated to use themselves as change agents. She made an announcement of the launching with the syndrome and other partners the two real hardcore initiatives where one is a female candidate pool gathering female candidates for management positions from all over the world for all parts of the industry and the other one is the gathering and the launch of



Birgit M. Liodden

the first list of 100 inspirational female entrepreneurs, Founders from across ocean energy and after that and starting this global commitment together working with the other gender equality focussed initiatives she proudly said that "If you then claim you can't find the women then come to us and we will make it happen, this is just a beginning!"

Release of Gender Diversity Handbook:



Release of Gender Diversity Handbook

WISTA International, Anglo Eastern, ISWAN, and ICS had conducted a public online survey designed to examine how women seafarers perceived "discrimination" and how it manifested on board (based on personal experience). The complete findings from the survey and recommendations covered in the Gender Diversity Handbook that was released by the hands of esteemed guests Ms. Elpi Petraki, Shri Amitabh Kumar, Capt. Kersi Deboo, Parnita Rasal, and Delna Shroff along with Host Ms. Sanjam Gupta.

Capt. Kersi Deboo, Director and Principal Anglo Eastern Maritime Training Centre briefed the audience on important contents of the handbook, it guides seafarers on board colleagues on how men can be better allies for women on board the ship as a workplace and how the employers could facilitate further recruitment of female seafarers through building the facilities on board ships because the ships lack quite a

few facilities for women seafarers and this needs to be acknowledged



Capt. Kersi Deboo

and need to be also put into place so that we can attract more and more female seafarers on board our ships. He complimented Ms. Sanjam for her great initiative in bringing awareness through such platforms. Highlighting Anglo Eastern Academy for Cadets intake wherein 480 cadets are under training this year has currently 8% female cadets and looking at the trend of 'Confidence' seen in female students, this will increase to 20 to 30% in years to come, he expressed with determination.

To be continued in the next publication.....



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MARINE NEWS

NEW DELHI
Sagar Sandesh News Bureau

The Indian Navy's Guided Missile Stealth Frigate, INS Trikand, Offshore Patrol Vessel, INS Sumitra, and Maritime Patrol Aircraft, (MPA) Dornier, participated in the 13th Edition of the Indian Navy (IN) - Royal Navy of Oman (RNO) bilateral exercise 'Naseem Al Bahr' (Sea Breeze).

The exercise was conducted from November 19 to 24 off the coast of Oman and had three phases: harbor phase, sea phase and debrief. Activities undertaken during the harbour phase included professional interactions

Indo Oman Naval Exercises Conclude

between IN and RNO operations teams and friendly sports fixtures between the two navies. IN Ships Trikand and Sumitra, along with RNO Ships Al Shinas and Al Seeb, sailed for the sea phase. IN - MPA Dornier, RNO MPA and shore based RAFO fighter aircraft Hawks joined the exercise at sea.

The sea phase included tactical maritime exercise involving surface action, air defence, maritime surveillance and interdiction/VBSS. These operations helped in strengthening interoperability as well as enhancing understanding of each other's procedures. The last phase of exercise, debrief, was conducted at

the RNO Naval Base at Duqm on 23 Nov 22.

India and Oman have traditionally enjoyed warm and friendly relations, sharing common cultural values. Naval exercises have added strength and substance to these bilateral ties. The first IN-RNO exercise was conducted in 1993. This year marks 30 years of IN-RNO bilateral exercises.

INS Trikand, a frontline frigate, is equipped with a versatile range of weapons and sensors. The ship is a part of the Indian Navy's Western Fleet, based at Mumbai. INS Sumitra, a multirole offshore patrol vessel is part of the Eastern Fleet of the Indian Navy, based at Visakhapatnam.