



Guiding Spirit to Shipping Industry

Sagar Sandesh

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PAGE - 5

2023 is a year of acceleration for the maritime industry – ABS



PAGE - 6

European Union Confirms World's First Green Shipping Fuels Law



PAGE - 7

Indian Ports to go Green in the next few years



PAGE - 9

Bangladesh Begins Exporting Fruits Using Reefer Containers



Launch of Anglo-Eastern Women of Seas (AWOS) network to encourage Indian Women Seafarers

A proud moment for the **Anglo-Eastern Group** in their recent Seminar was the unique launch of the **Anglo-Eastern Women of Seas (AWOS) network** to provide a global platform for women seafarers to share knowledge and experience besides providing mentorship and support, with a one-day workshop for female seafarers, cadets, and trainee cadets from the academy.

An initiative, organized by the Wellbeing team at Anglo-Eastern, was soft-launched online last year on International Women's Day (Mar 8) and attended by more than 500 female seafarers, cadets, and seafarer wives.

A step in making an impressive gain in diversity, equity, and inclusion, particularly in the gender diversity segment. This event focused on promoting the need for a more and bigger talent pool which is Female seafarers. A humble message to the male-dominated industry to accept and recognize Female Seafarers as equal as possible. The event was attended by 35 female seafarers and cadets, including cadets currently studying at the AEMA academy.

The **Inauguration** was done with lamp lighting by the group **Capt. Vinay Singh**, MD of Marine HR, **CHRO Michael Sandaluk**, Wellbeing General Manager **Priyanka Gupta**, and special guest **Sanjam Sahi Gupta**, Director of Sitara Shipping and founder of Maritime SheEO.

Opening speech delivered by **Capt. Singh**, followed by **Michael**



Lighting of Lamp- Sanjam Sahi, CHRO Michael Sandaluk, Sheldon Gonsalvez, Priyanka with First CE of AE Joanna Kwok and Capt Vinay Singh

Sandaluk and Senior Manager – Ship Management Processes, Technical Department, **Marlene Riise**.

A brief presentation on well-being and DEI initiatives were conducted by the Welfare Assistant Manager **Trusha Butthello** and Wellbeing Officer **Sheldon Gonsalvez**.

A real debate in the form of a panel discussion led by Priyanka Gupta was the need of the hour, to find rise to the many challenges faced by women in physically challenged occupations as in the Maritime industry. Gender mainstreaming, accelerating women's careers in Maritime,



Ms Priyanka Gupta and Panelists

revision in the policies, and creating a plethora of opportunities, were some of the predominant topics debated.

A Vote of Thanks and Appreciation was conveyed to the Panelists: **Sanjam Sahi Gupta**, Maritime SheEO founder; **Abheepsa Gupta**, a senior

commander of B787 Dreamliners for AirIndia; **Joana Kwok**, the first female C/E in Anglo-Eastern and Hong Kong; **Supriya Doke**, C/E and core member of AEFPC; **Dr. Delna Shroff**, senior psychologist at AEMTC and **Anand Rai**, Marine HR Manager.

Turn to page -3 >>



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Launch of Anglo-Eastern Women of Seas From Page : 2



CHRO Michael Sandaluk receiving Memento from Sanjam Sahi for participation in AWOS WS



Marlene Riise receiving Memento from Priyanka Gupta for participation in AWOS WS



(L-R)Melissa Otto, Ms Bianca Gonsalves, Ms Brenda Hojgaard with Priyanka Gupta and Janet Lobo

Post lunch, Group Communications Manager **Melissa Otto** delivered a thought-provoking talk on gender stereotypes and breaking the mould, with a special focus on female-specific words and

language connotations. **The workshop was concluded with a powerful message by Brenda Hojgaard, entrepreneur (OctoberEighteen) and wife of CEO Bjorn Hojgaard.**

Anglo-Eastern initiatives towards Diversity, Equity, and Inclusivity at Sea

It is Anglo-Eastern's commitment to promoting diversity, equity, and inclusivity and it will continue to take initiatives to support women's participation in the maritime industry. We are a signatory of the All Aboard Alliance which brings senior leaders from across the maritime industry together towards a collaborative drive towards increasing diversity, equity, and inclusion in all organizations, at sea and onshore in order to make maritime a sustainable, forward-looking, and innovative industry.

Anglo-Eastern Maritime Academy plays an important role in encouraging women to join the maritime industry by providing around 20% concession in their tuition fee for girl cadets which is a considerable step towards making the shipping industry a desirable career for women. We also offer several training programs and seminars on gender sensitivity and equality.

Anglo-eastern has received the prestigious NMD award for having the largest number of women seafarers in India. We have 189 women seafarers overall globally and more than 65 in India. We are extremely proud and are walking the talk by having women reaching the highest ranks as Master, Cos, and CEs in UK, India, and Hong Kong.

Anglo-Eastern has taken the initiative and developed unique policies that address the glaring challenges that women face at sea- such as safety, career progression, monthly cycle, and harassment.

We have taken several steps steadily in creating a circle of trust for our seafarers. We are driven by our goals which further drive our initiatives. We have policies in place starting from the admission in the Academy that we run to the time a woman seafarer joins the vessel and till the time she finishes each contract successfully. At the Academy level, we have dedicated mentors and psychologists who provide time-to-time guidance to our women. We have placed several interventions in place to ensure that a Ship is a safe workplace for our women seafarers. We have a well laid out details step-wise guidance mechanism in place to prepare the vessel even before a woman seafarer is planned to join. Gender sensitization 10 module training is mandatory for all the crew members onboard, have Anti- Harassment training on our AE Apps, a dedicated hotline number for women seafarers, and orientation guidelines

for our women seafarers from our wellbeing team before she joins the vessel. Special boiler suits, shoes, and safety gloves specific to women's requirements/sizes are being designed and distributed. We have implemented initiatives like AWOS led by our well-being team which intends in building a strong community and safety circle for women. We have also spearheaded a Gender Diversity Booklet as a reference and guidance book for the entire maritime industry.

A special Women Leadership Team with senior women from Shore and Sea from AWOS is formed which will work with the organization to identify policies that will advocate for the rights and interests of women seafarers, raising awareness about the challenges they face in their career and hence pushing for policy changes that promote gender equality and diversity.



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