

श्याम जगन्नाथन, भा.प्र.से.

नौवहन महानिदेशक

एवं अपर सचिव, भारत सरकार

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भारत सरकार

Government of India

पत्तन, पोत परिवहन और जलमार्ग मंत्रालय

MINISTRY OF PORTS, SHIPPING AND WATERWAYS

नौवहन महानिदेशालय

Directorate General Of Shipping

**F. No. DG SEC/16/2024-O/o DGS**

**Date: 27.03.2024**

**TO WHOMSOEVER IT MAY CONCERN**

DG Shipping has extended support (Non-Financial) with M/s Maritime SheEO, Ms. Sanjam Sahi Gupta, Email id: sanjam@maritimesheeo.com and contact no. 9820186740 for comprehensive Study of Women in Maritime 2024.

2. The request for Non-financial support was received from M/s Maritime SheEO vide email dated 22.03.2024 giving the background and objective of the comprehensive study focusing on the representation, challenges, and opportunities for women in the maritime industry as appended hereinbelow. This endeavour aims to delve into the current status of gender diversity within the maritime sector, identify existing barriers, and propose actionable recommendations to foster inclusivity and equality.

**3. Background (as communicated)**

The maritime industry has traditionally been predominantly male-dominated, with women often facing obstacles in achieving equal representation and advancement in various sectors. Despite ongoing efforts to promote gender inclusivity, disparities persist in areas such as recruitment, leadership roles, and career progression. This study seeks to build upon the 2019 report (accessible at [www.maritimesheeo.com](http://www.maritimesheeo.com)) to evaluate any progress made and address remaining gaps.

**4. Objectives (as communicated)**

1. Examine the representation of women across different segments of the maritime industry, from seafaring to ship management.

2. Assess the factors influencing gender disparities in employment, career growth, and leadership within the maritime sector.

3. Investigate current initiatives and best practices implemented by organizations to enhance gender diversity and inclusivity.

4. Identify challenges hindering women's access to education, training, and job opportunities in maritime-related fields.

5. Analyze the socio-economic implications of gender inequality in the maritime industry and its impact on sustainable growth.

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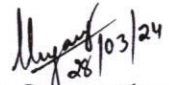
  
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6. Develop recommendations and strategies to build a more inclusive and equitable maritime sector that empowers women and encourages their active participation and leadership.

5. The support solicited in terms of domain expertise/ partnership/ sponsorship or submission of professional context vis-avis maritime sector with your participation in the three surveys. These are designed to gather insights from companies, women on shore and women seafarers alike, to ensure a robust and comprehensive analysis of the current landscape.

6. This communication is issued on a formal request from M/s Maritime SheEO vide request mail dated 22<sup>nd</sup> March, 2024. This support is limited only to the comprehensive Study of Women in Maritime 2024.

7. The initiative is supported under the obligation of the office of the undersigned as provisioned in the Merchant Shipping Act 1958 and in consonance with the credentials of M/s Maritime SheEO. The said organization and its office bearers shall be solely liable for any breach or non-compliance of provisions as mandated by law and the office of the undersigned shall not bear any liability whatsoever thereof. Any organization or individual may kindly bear this on record while interacting with the aforesaid organization/ institution.



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