

A Message from the Founder



In recent years, the Indian maritime industry has witnessed significant advancements in various aspects, yet one pressing issue continues to persist - the glaring gender disparity within its workforce.

Despite the industry's crucial role in the nation's economy and global trade, women remain significantly underrepresented in key maritime roles, both onshore and offshore. With this report, we aim to delve into the challenges faced by women in the Indian maritime sector, analyze the existing gender gaps, and propose strategies to promote gender equality and empower women within this vital industry.

Since 2001, I have been working in the maritime industry. While there have been advances, we still have a long way to go. In 2001, I remember being the only one or one of the 2-3 women present in the room for conferences. While this situation has improved and we have a greater visibility of women at conferences we still have MANELS - all male panels! This, despite having qualified women who can participate.

Companies lament they can't find talented women to hire but clearly there is something more that needs to be done. On one hand we have women who have the qualifications and interest to enter the industry, on the other hand companies constantly need to scout for the right talent to hire.

This is like fitting a jigsaw puzzle pieces together to create a beautiful photograph. Many years back when I lamented about the lack of women in maritime my father shot back "What are you doing about it?".

Each of us has the responsibility to make a change. We need to work together to drive change in this industry. Individually, we might be one drop, but together, we are the ocean!

The first gender equality survey was conducted in 2019. Five years on, I'm pleased to see a significant change in gender equality in the maritime industry. I would like to thank the Netherlands Consulate for its support in carrying out the study, the office of the DG Shipping for extending its support, and all the industry stakeholders who took the time to participate in the survey. Lastly, I'd like to thank my team, who have worked hard to bring out this report.

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