

The Maritime SheEO Conference 2024 hosted at TAJ Mumbai - Diversity and Leadership in Maritime Take Centre Stage

Continued from 18th November 2024 Article..

The Maritime SheEO Conference hosted its 5th annual one-day conference at TAJ Santacruz on November 15th, 2024, under the theme "**Setting Sail for Equality: Empowering Women Leaders.**" This conference united CXOs from across the globe to champion diversity and inclusivity.

Sanjam Sahi Gupta Founder of Maritime SheEO gave an opening speech followed by a video message from **IMO Secretary-General Arsenio Dominguez** recognizing the vital role that women's leadership plays in shaping the future of maritime and conveyed his best wishes for a successful and inspiring conference.

The morning session was kicked off by keynote speakers **Monica Nagelgaard**- Consul General at the Norwegian Consulate Mumbai, **Dr Malini Shankar**-Vice Chancellor IMU, and **Capt (Dr) Daniel Joseph**- DDG (Crew) DG Shipping Mumbai. **Monica** briefed on statistics of women's participation in Norway and government commitment to increase participation across all sectors. **Dr Malini** highlighted the capabilities of girl cadets outsmarting in fact the boy cadets. However, she stressed dress sense for girls working on board and urged the industry to add courses to be conducted on cross-cultural management and gender sensitization in maritime & logistics. Thereafter the survey report was launched on gender equality in the Indian maritime industry (2024) jointly prepared and presented by **Sanjam Gupta and Thierry van Helden**-Dy Consul General Netherland at Mumbai.

Keynote speaker **Capt (Dr) Daniel** highlighted initiatives taken by the Directorate General of Shipping, India on Sagar Mein Samman (Honour at the Sea), an initiative to protect and enhance the well-being of women seafarers, the backbone of global trade and the economy. National Commission for Women (NCW), which has developed materials for gender sensitization, including booklet modules targeting students to promote gender equity, he said.

The Sagar Mein Samman initiative was launched during the Global Maritime India Summit 2023, which was held in Mumbai between 17th and 19th October 2023. Post-GIMS 2023, there have been initiatives taken to independently discuss with stakeholders' consultation for developing a comprehensive policy framework.

"The initiative serves three primary objectives – recognition and respect, well-being and mental health, safety and security to ensure safe and working conditions on board. By focusing on these three pillars, the initiative seeks to create an environment where women seafarers feel supported, respected and valued," he said.

Conference moved to midday sessions and the following panel discussions were conducted:

1. **Visible Leadership Towards Inclusion:** Speakers: Karen Avelino (on video), Prof Maximo Q. Mejia Jr., Dr Tanuja Kaushik, Annette Holte, Guy Platten, Nafeesa Moloobhoy. Moderator Jillian Carson Jackson
2. **Navigating the Future: Technology & Innovation in Maritime-** Speakers Uday Ganivada, Akanksha Batura Pai, Udara Cumaratunga. Moderator Meera Kumar.
3. **Legal Frameworks and Advocacy For An Inclusive Maritime Industry:** Speakers Shiv Iyer, Amitava Majumdar, Dimitris Seirinakis. Moderator Jacqueline Zalapa.
4. **Fireside Chat: Women Leading the Charge in Decarbonization-** Speakers Khusbhu Singh, Isabela Tatu, Shipra Saxena. Interviewed by CO Santhikrishna Radhakrishnan-Seaspan

**Diversity at Sea: Belgium’s approach to enhancing Maritime Wellbeing and Inclusion-
By Nathalie De Jaeger**

Afternoon Sessions were discussed through various panels, the details as under:

5. **Supporting Wellbeing: From Sea to Shore-** Speakers Aishwarya Gupta Pilankar, Capt Tushar Pradhan, Shemaiah Busgano Mata, Priyanka Gupta. Moderator Manisha Thakar.
6. **Personal Branding: Leveraging Strengths for Growth-** Speakers Nicole Van Spronsen, Chris Hall, Ambika Singh, Avishkar Srivastava, Capt Dinesh Jairam. Moderator Brigit M. Liodden.
7. **Measuring Diversity and Closing the Pay Gap:** Speakers Heather Brooks, Fredrik Bjerke Abdelmaguid, Caroline Gonsalves, Ruchita Chopra, Chris-Ann Carrasco. Moderator Capt Karan Kochar.

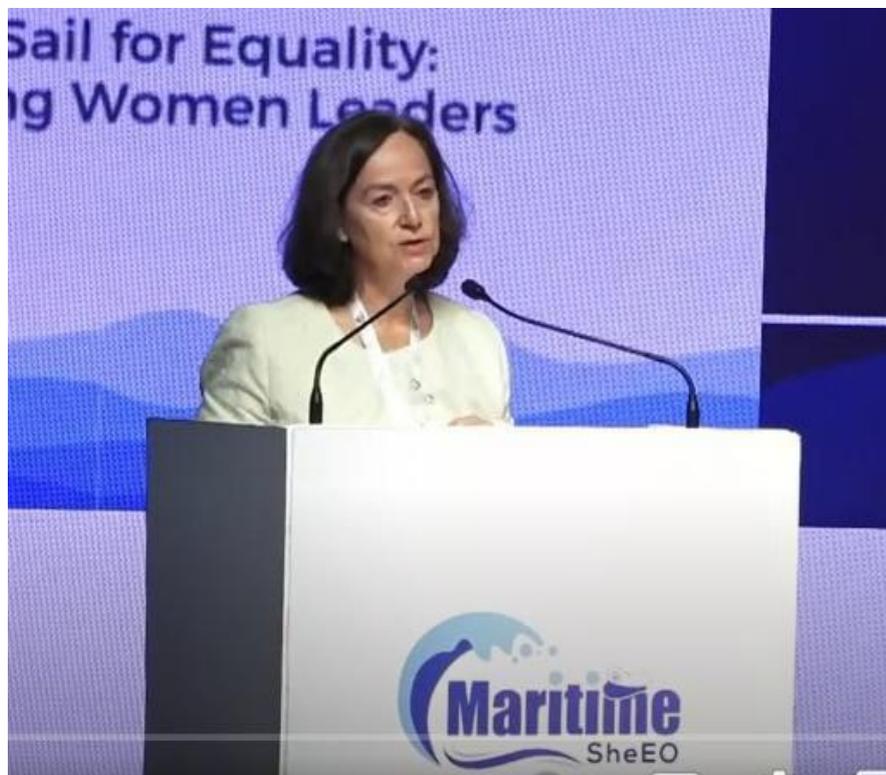
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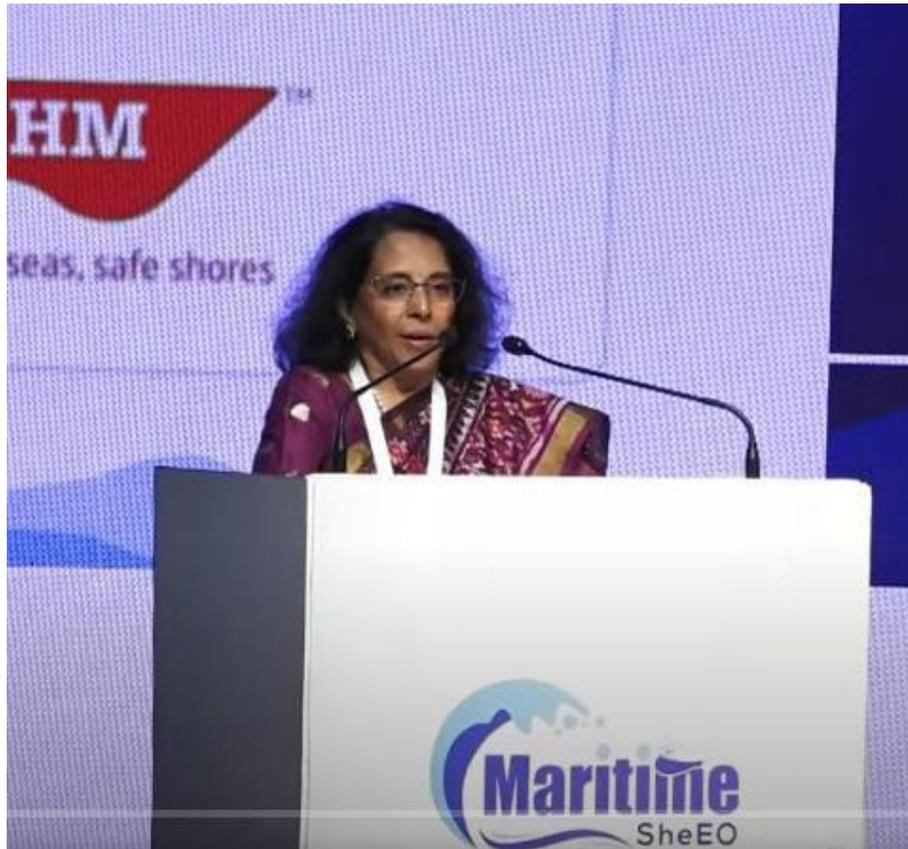
Sanjam Sahi Gupta



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Visible Leadership Towards Inclusion



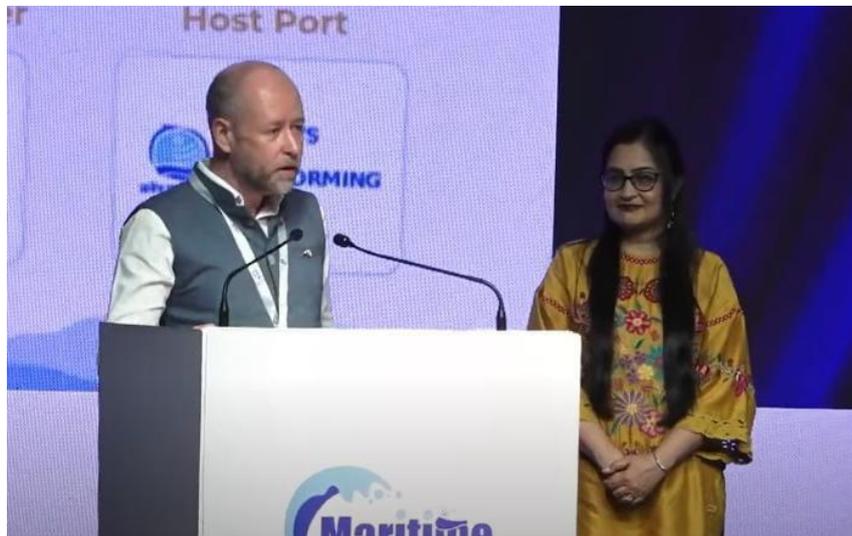
Navigating the Future Technology & Innovation in Maritime



Legal Frameworks and Advocacy For An Inclusive Maritime Industry



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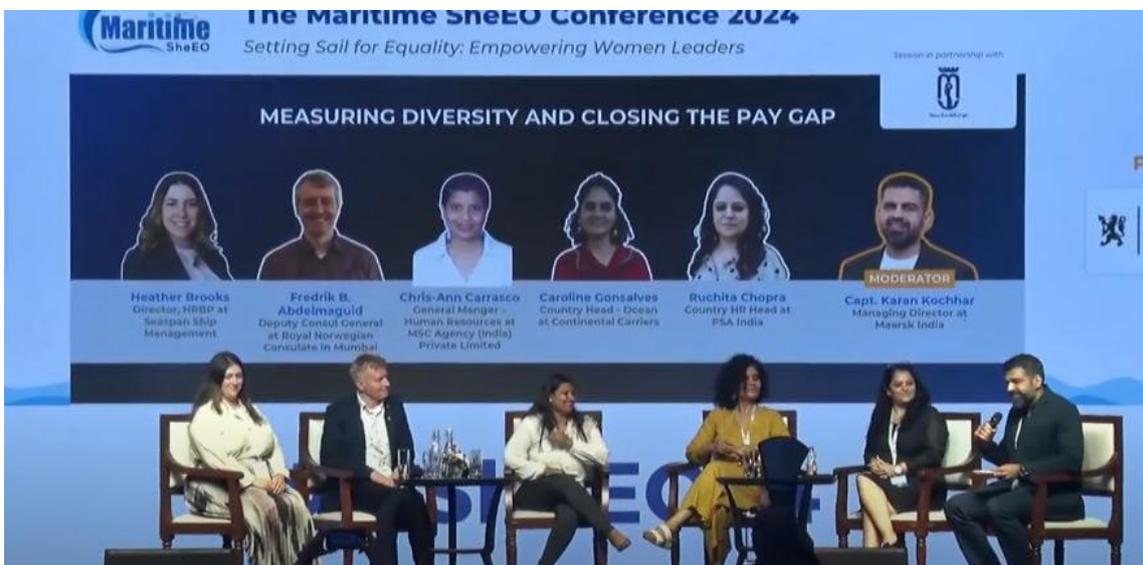
Supporting Wellbeing From Sea to Shore



Personal Branding Leveraging Strengths for Growth



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Measuring Diversity and Closing the Pay Gap



Capt Mohan Naik responds to Q-What do you love about Maritime industry

