



“Good Afternoon to our worthy hosts at **IIM Mumbai**, esteemed partners from **CMMI**, distinguished industry leaders, mariners, logistics professionals and all participants joining us today. It is a pleasure to be part of this important conversation on leadership pathways in maritime, logistics, and supply chain—a conversation that is deeply aligned with India’s strategic maritime ambitions. ”

Contribution of the Blue Economy Towards Viksit Bharat 2047



India and its Blue Economy

95%

By trade volume

70%

By trade value

India's Infrastructure Leverages

12

Major Ports

200+

Non-major
Ports

11,098 km

Total length of
India's coastline

India's Vessel Advantage



India has 1,520+ merchant vessels with 13 mn+ GT capacity



India ranks 18th globally in flag registration and 19th globally in carrying capacity

India is emerging as the leader of the Blue Economy in the world with multiple initiatives focusing on infrastructure, business and the overall economy

Port-led
Development

Ports for
Prosperity

Policy reforms driving EoDB, modern infrastructure and multi-modal logistics

2

Contribution of the Blue Economy

The Blue Economy lies at the heart of India's economic and strategic rise, accounting for **95% of trade by volume and 70% by value**. With **12 major ports, 200+ non-major ports, and an extensive coastline of 11,098 km**, India possesses one of the largest maritime infrastructures in the world, giving it a natural advantage in connecting markets and enabling prosperity.

India's fleet strength has also grown steadily, with **1,520+ merchant vessels aggregating over 13 million GT capacity**. On the global stage, India now ranks **18th in flag registration and 19th in carrying capacity**, underscoring its expanding role in global shipping while contributing significantly to supply chain resilience.

The Government has positioned the Blue Economy as a **pillar of Viksit Bharat 2047**, with a strong emphasis on **port-led development, multimodal logistics, and ease of doing business reforms**. Initiatives under Sagarmala, Harit Sagar, and Maritime India Vision 2030 have transformed ports into hubs of efficiency, green practices, and integrated logistics.

Thus, India's Blue Economy is not just about scale, but about direction, moving towards sustainability, competitiveness, and strategic influence. As the world transitions towards cleaner and more resilient maritime operations, India's leadership in the Blue Economy offers a model of how infrastructure, business, and policy can be aligned to deliver long-term growth and global impact.

India's Maritime Vision



MIV 2030

Chapter 10 : Become Top Seafaring Nation with World Class Education, Research and Training

- **10.2 - By Promoting research and innovation** by establishing maritime knowledge clusters and dedicated innovation laboratories.
- **10.2 - By Strengthening maritime education and training** through continuous improvement of training programmes and expansion of career opportunities for seafarers.
- **10.3 - By Building a robust seafarer-centric ecosystem** with a focus on welfare measures, grievance redressal mechanisms, and social security.
- **10.4 - By Encouraging port-led capability development** to support skill creation, employment generation, and integrated maritime growth.

MAKV 2047

Theme 7 : Develop World Class Education, Research & Training

- **By Integrating maritime education, training, and research** through a unified innovation ecosystem.
- **By Setting up knowledge clusters, incubators, and accelerators** to drive maritime research and startups.
- **By Strengthening global partnerships and Centres of Excellence** to enhance institutional quality and faculty capability.
- **By Implementing systemic reforms** to improve efficiency, standardisation, and future readiness.

Chapter 10 of the Maritime India Vision 2030 outlines the development of a comprehensive training ecosystem aimed at enhancing maritime education, training, and skilling across the sector.

3

India's Maritime Vision: MIV 2030 and MAKV 2047

India's Maritime Vision focuses on transforming the country into a globally competitive maritime nation through strong emphasis on education, research, training, and institutional development. Under the Maritime India Vision (MIV) 2030, Chapter 10 lays special focus on making India a top seafaring nation by developing world-class maritime education, research, and training systems. This vision emphasizes promoting research and innovation by establishing maritime knowledge clusters and dedicated innovation laboratories to support advanced learning and technological development. It also highlights the need to strengthen maritime education and training through the continuous improvement of training programs and by expanding career opportunities for seafarers.

The **MIV 2030** further stresses building a robust seafarer-centric ecosystem that prioritizes welfare measures, effective grievance redressal mechanisms, and social security for maritime professionals. In addition, port-led capability development is encouraged to support skill creation, employment generation, and integrated growth of the maritime sector. Overall, Chapter 10

of the Maritime India Vision 2030 aims at establishing a comprehensive training ecosystem that enhances maritime education, skill development, and workforce readiness across the sector.

Complementing this long-term vision, the **Maritime Amrit Kaal Vision (MAKV) 2047** focuses on developing world-class education, research, and training under Theme 7. This vision seeks to integrate maritime education, training, and research into a unified innovation ecosystem that promotes excellence and collaboration. It proposes setting up knowledge clusters, incubators, and accelerators to drive innovation, research, and startup development within the maritime domain. Strengthening global partnerships and establishing Centres of Excellence are key priorities under MAKV 2047, aimed at enhancing institutional quality and faculty capability. The vision also emphasizes implementing systemic reforms to improve efficiency, standardization, and future readiness of the maritime education and training framework.

Together, MIV 2030 and MAKV 2047 present a structured and forward-looking approach to developing human capital, innovation capacity, and institutional strength, thereby positioning India as a leading global maritime nation.

DIRECTORATE GENERAL OF SHIPPING

As the apex maritime authority in the nation, the Directorate General of Shipping is entrusted with the responsibility to:

Protect and advance India's maritime interests

Ensure the welfare and safety of over 500,000 seafarers

Safeguard the marine environment and prevent pollution

Regulate the registration, survey, and operation of all seafaring vessels, including their architecture and certifications

Promote international cooperation in maritime affairs

Represent India in global forums of the International Maritime Organization (IMO), London

Facilitate multimodal logistics and ensure the safe and economical transit and transshipment of cargo at major and non-major ports

Ensure port navigational safety, port and vessel security, in coordination with port authorities and security agencies

Maintain navigational standards and promote maritime domain awareness for commercial vessels

MERCHANT SHIPPING ACT 2025

CARRIAGE OF GOODS BY SEA ACT 2025

COASTAL SHIPPING ACT 2025

INDIAN PORTS ACT 2025

BILLS OF LADING ACT 2025

Directorate General of Shipping

MARITIME MERCANTILE DEPARTMENTS (MMD) ACROSS INDIA

Under the Directorate General of Shipping,
Ministry of Ports, Shipping and Waterways

The Directorate General of Shipping functions as India's central maritime authority, shaping the regulatory and operational framework that governs the careers of seafarers and the overall safety and efficiency of the maritime sector. Its responsibilities span the protection of national maritime interests, the welfare and certification of seafarers, environmental safeguards, and the maintenance of navigational and operational standards across Indian waters. Through its representation in international maritime bodies and its oversight of vessel and crew compliance, it ensures that Indian shipping remains aligned with global norms and competitive in a rapidly evolving industry.

Major Legislative Reforms (2025)

Merchant Shipping Act, 2025

- Modernizes maritime regulations.
- Broadens the definition of vessels.
- Simplifies ownership norms.
- Aligns India's shipping framework with global standards.
- Strengthens overall maritime capabilities.

Indian Ports Act, 2025

- Replaces the Indian Ports Act, 1908.
- Introduces a modern regulatory framework for port operations and management.

4

- Ensures tariff transparency.
- Mandates pollution control and disaster management plans at ports.

Coastal Shipping Act, 2025

- Promotes coastal and inland water transport.
- Encourages efficient use of waterways.
- Supports sustainable and cost-effective transportation.
- Helps reduce logistics costs and congestion.

Bill of Ladings Act, 2025

- Establishes a modern legal framework for bills of lading.
- Covers both electronic and physical documents.
- Improves transparency, traceability, and security in maritime trade documentation.

Carriage of Goods by Sea Act, 2025

- Updates liability and carriage rules.
- Aligns Indian practices with international conventions.
- Ensures fair, efficient, and standardized procedures for sea transport of goods.

Two Pillars Of Maritime Transformation



Technology Integration - Digital Platforms

1. Flagship platforms: e-Samudra, SAGAR SETU, Maritime Single Window (MSW).
2. e-Samudra integrates 60+ maritime services (MTO registration, shipbuilding aid).
3. AI-powered exams & simulations for seafarer training.
4. Real-time vessel/cargo monitoring via Command & Control Centre.
5. Digital Centre of Excellence (DCoE) promotes AI, IoT, blockchain.
6. Reduced cargo dwell time; enhanced port efficiency.
7. Swachh Sagar Portal

Sustainability Initiatives - Green Shipping Agenda

1. Targets: 500 GW non-fossil energy (2030), 1 billion-ton carbon cut, net-zero by 2070.
2. Policies encourage LNG, green hydrogen, biofuel vessels.
3. Mandates shore power, waste, and renewable port integration.

Sustainability Initiatives - Key Programmes

1. Harit Sagar Guidelines support 100% renewable energy, AI/IoT logistics in ports.
2. Green Tug Transition: 50% hybrid/electric tugs by 2030.
3. Green hydrogen plant at Deendayal Port scaling to 10 MW; 5 million tonnes by 2030 goal

INDIA'S MARITIME TECHNOLOGY TRANSFORMATION IN 2025



CLOUD - NATIVE PLATFORMS



ARTIFICIAL INTELLIGENCE



BLOCKCHAINS



MARITIME SINGLE WINDOW



SIGNIFICANT REDUCTION IN CARGO DWELL TIMES

REAL TIME VESSEL TRACKING



DIGITAL CENTER OF EXCELLENCE

INDIA'S MARITIME SUSTAINABILITY INITIATIVES



500 GW NON-FOSSIL ENERGY BY 2025



1 BILLION TONNE CARBON REDUCTION



LNG GREEN HYDROGEN VESSEL



100% RENEWABLE ENERGY PORTS



GREEN TUGS TRANSITION PROGRAMME



GREEN SHIPPING CORRIDORS



GREEN HYDROGEN



GREEN SHIPPING CORRIDORS



₹ 25,000 CRORES MARITIME DEVELOPMENT FUND

Two Pillars of Maritime Transformation

India's maritime transformation is being led through two parallel and reinforcing pillars, Technology integration and Sustainability adoption. On the technology front, flagship digital platforms such as e-Samudra, SAGAR SETU and the Maritime Single Window are reshaping port, fleet and regulatory services. These platforms integrate over sixty maritime functions, from vessel registration to shipbuilding support, while AI-powered exams, simulations and real-time command centres are modernising training and operational visibility.

The Digital Centre of Excellence is now promoting advanced technologies such as AI, IoT and blockchain, targeting reduced cargo dwell times, predictive logistics and enhanced transparency. Initiatives like the Swachh Sagar Portal and automated monitoring systems are creating a unified digital maritime ecosystem.

Parallel to this, India's sustainability pillar is anchored in national commitments — 500 GW of non-fossil energy by 2030 and one billion tonnes of carbon reduction. Maritime policies now actively promote LNG, green hydrogen and biofuel-based vessels, alongside mandatory adoption of shore power, waste reception and renewable port integration.

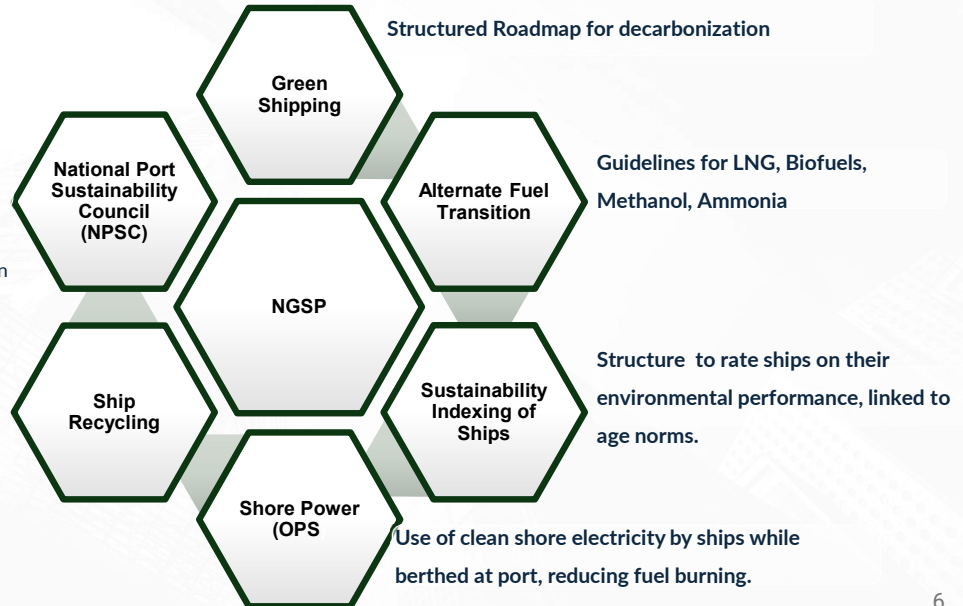
Through programmes such as the Harit Sagar Guidelines, Green Tug Transition and the planned 10 MW hydrogen facility at Deendayal Port, India is aligning port infrastructure with future fuel readiness. Together, these two pillars position India not only to meet regulatory compliance but to emerge as a global leader in green, intelligent and future-ready maritime operations.

Sustainability : Green Shipping Initiatives



NPSC metrics include Green Port Index (GPI), Port Readiness Level (PRL), Smart Port Shore Power Index (SPSPI), Environmental Ship Index (ESI), and GHG Emissions Inventory to benchmark sustainability and readiness of Indian ports

With the Hong Kong Convention now in force, India leads globally with 115 compliant yards at Alang.



India's Green Shipping Initiatives

India's maritime decarbonization roadmap is evolving from isolated compliance measures into an integrated national strategy under the broader vision of "Samudra Shuddhih, Rāṣṭrasya Vṛiddhih." This transformation is being driven by coordinated initiatives that target vessels, ports, fuel ecosystems, and regulatory governance.

At the institutional level, the formation of the **National Port Sustainability Council (NPSC)** reflects a shift toward performance-based benchmarking in port operations. The council employs indicators such as the *Green Port Index (GPI)*, *Port Readiness Level (PRL)*, *Environmental Ship Index (ESI)* and *GHG Emissions Inventory*, ensuring Indian ports are globally aligned on sustainability, electrification, and green infrastructure standards.

A central pillar of green transition is the **National Green Shipping Plan (NGSP)**, which provides a structured roadmap for decarbonisation of both ports and ships. The plan not only sets targets for reducing port emissions but also outlines future bunkering corridors for alternative fuels such as LNG,

biofuels, methanol, and green ammonia. These fuels are being introduced through detailed guidelines to support a phased shift from transitional to zero-carbon fuels.

On the vessel front, **Sustainability Indexing of Ships (SIS)** is being introduced to rate ships based on environmental performance, integrating parameters such as fuel type, age, emissions, and onboard energy efficiency. This index will be directly linked to regulatory incentives and port access policies, encouraging shipowners to modernise fleets and retire obsolete, high-emission tonnage.

Shore Power (Onshore Power Supply - OPS) forms another critical component, aimed at eliminating auxiliary engine use while ships are docked. By supplying clean electricity directly at berth, OPS significantly reduces particulate emissions, sulphur oxides, and carbon output in port cities. Pilot installations at major ports such as VOC and JNPA are now being expanded to create OPS-enabled green corridors.

Ship recycling also contributes to India's green leadership. With the Hong Kong Convention now in force, India leads the world with over **115 HKC-compliant recycling yards at Alang**, integrating environmentally safe dismantling practices and hazardous waste management. This positions India as a responsible global hub in the circular economy for ships.

Together, these initiatives illustrate India's transition from a compliance-driven maritime nation to a climate-responsible maritime power. By integrating policy (NGSP), infrastructure (OPS), market readiness (alt-fuels), and regulatory reform (SIS, NPSC), India is preparing not only to meet IMO's 2050 targets but to set new benchmarks for green maritime leadership.

Shipbuilding Scenario in India



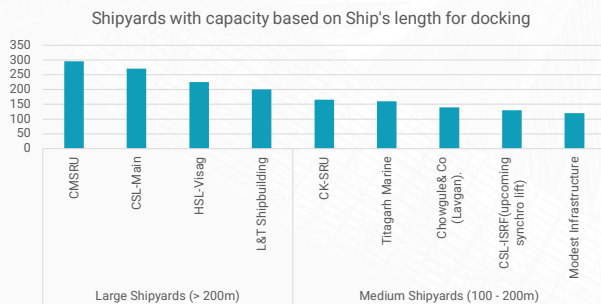
**30,000
GT**

**Current Annual
Tonnage
Produced**

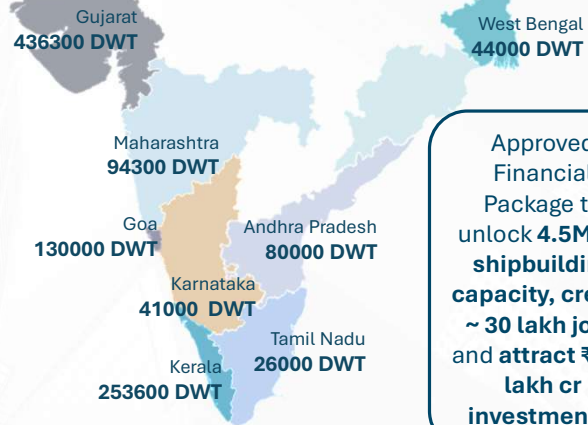
53*

**Total Number of
Shipyards**

*Annual Report, MoPSW



State-wise Shipbuilding capacities



Approved Financial Package to unlock **4.5M GT shipbuilding capacity**, create **~ 30 lakh jobs** and attract **₹ 4.5 lakh cr investments**.

7

Shipbuilding Scenario in India

India's shipbuilding sector is at a **nascent but strategically critical stage**. Despite having a long coastline and 53 shipyards (as per MoPSW Annual Report), the country currently produces only **30,000 GT annually**, which is a small fraction compared to global leaders like China, South Korea, and Japan.

State-wise Capacities

Gujarat leads the sector with **436,300 DWT**, thanks to strong industrial clusters and its coastal industrial base.

Kerala (253,600 DWT) and **Goa (130,000 DWT)** follow, with a mix of public and private yards catering to both defence and commercial orders.

Other contributors include **Maharashtra (94,300 DWT)**, **Andhra Pradesh (80,000 DWT)**, **West Bengal (44,000 DWT)**, **Karnataka (41,000 DWT)**, and **Tamil Nadu (26,000 DWT)**.

This distribution highlights both the **geographic spread of capacity** and the under-utilisation of existing infrastructure.

Yard Capacities & Capabilities

India has a handful of large shipyards capable of handling vessels >200m in length — such as **Cochin Shipyard Limited (CSL)**, **Hindustan Shipyard Ltd. (HSL)**, **L&T**

Shipbuilding, and

Central/State-run units like CMSRU and CKSRU.

Medium shipyards like **Timblo, Chowgule, Titagarh Marine, CSL's smaller yards** and others handle repair, retrofits, and mid-sized vessels.

However, compared to international peers, India suffers from **low productivity, high financing costs, and limited scale economies.**

Policy & Investment Push

The Government has approved a **financial package to unlock 4.5 million GT of shipbuilding capacity**, with the potential to:

Generate **~30 lakh direct and indirect jobs**,

Attract **₹4.5 lakh crore in investments**,

Enable India to become a **competitive global player** while reducing dependence on foreign-built ships.

Strategic Importance

Shipbuilding is not just an industrial sector, it is a **strategic enabler**:

Strengthens national security by ensuring **domestic capacity for defence and merchant fleets.**

Boosts **exports of vessels and green technology** in the long run.

Creates linkages with allied industries — **steel, engineering, design, marine electronics**, and services.

Positions India to capture a share of the **\$70 billion global shipbuilding market.**

India's shipbuilding potential is large but untapped. With policy support, financing reforms, and capacity unlocking, the sector can shift from a marginal 30,000 GT output today to millions of GT tomorrow, creating jobs, saving forex, and boosting strategic autonomy.

Four Pillar Approach For Shipbuilding And Maritime Sector



Cabinet approves ₹ 69,725 crore Package to Revitalize India's Shipbuilding and Maritime Sector



Shipbuilding Financial Assistance scheme
Allocation: ₹24,736 crore

- Overcome cost differential vis-a-vis foreign shipyards.
- Credit note for new builds against ship scrapping in India
- Establish National Shipbuilding Mission



Maritime Development Fund
Allocation: ₹25,000 crore

- Enable long-term financing to maritime sector through equity & debt-based funding:
- Maritime Investment Fund
 - Interest Incentivization Fund
 - Credit Guarantee Fund



Shipbuilding Development Scheme (SbDS)
Allocation: ₹19,989 crore

- Greenfield cluster creation
- Brownfield capacity expansion to **4.5 million GT**
- Risk outlay for shipyards
- Setting up of India Ship Technology Centre (ISTC) as Apex body under IMU



Legal, Policy and Process Reforms

- Demand aggregation
- Large Ships as infrastructure
- Taxation issues
- Flagging reforms

Data Source : PIB Press Release 24 SEP 2025 3:08PM

8

Four Pillar Approach

The Government of India has approved a **₹69,725 crore revitalization package** for the shipbuilding and maritime sector. This approach rests on **four strategic pillars**, each addressing a critical gap in India's maritime ecosystem- finance, infrastructure, capacity building, and regulatory reform.

Pillar 1: Shipbuilding Financial Assistance Scheme (₹24,736 crore)

Designed to **bridge the cost differential** between Indian and foreign shipyards, ensuring domestic yards remain competitive.

Provides **credit notes** for new shipbuilding linked to ship recycling in India, integrating sustainability with incentives.

Includes the establishment of a **National Shipbuilding Mission** to provide long-term policy continuity.

Pillar 2: Maritime Development Fund (₹25,000 crore)

Aims to enable **long-term, low-cost financing** for the maritime sector via equity and debt funding.

Includes sub-funds such as:

Maritime Investment Fund – to channel capital into greenfield projects.

Interest Incentivization Fund – to reduce borrowing costs for shipyards.
Credit Guarantee Fund – to reduce lender risk and unlock financing for vessel owners and builders.

Pillar 3: Shipbuilding Development Scheme (SbDS) (₹19,989 crore)

Focused on **capacity expansion and technology development**:

Establishment of **greenfield shipbuilding clusters**.

Brownfield expansion to raise capacity to **4.5 million GT**.

Risk outlay provision to protect shipyards from financial exposure.

Setting up the **India Ship Technology Centre (ISTC)** under IMU as an apex R&D and training body for advanced shipbuilding technologies.

Pillar 4: Legal, Policy, and Process Reforms

Demand aggregation across PSU, defence, and private shipping to secure consistent order books for Indian shipyards.

Recognition of **large ships as infrastructure**, unlocking easier access to long-term credit and incentives.

Addressing **taxation anomalies** and simplifying GST/customs regimes for shipbuilders.

Flagging reforms to incentivize Indian ownership of ships and reduce outflow of foreign exchange.

The four-pillar approach provides a **holistic framework** for India's shipbuilding revival. With financing support, capacity expansion, institutional R&D, and regulatory reforms, the package seeks to transform India into a **globally competitive shipbuilding hub**, aligned with Maritime India Vision 2030 and Maritime Amrit Kaal Vision 2047.

Digital Initiatives in Training



Examination Reforms



MTI Modules- 3
+ helpline and
escalation
matrix



Learning
Management
System



Web based
simulation



Digitization of
Training and
Assessment
Record (TAR)



Centralized
Attendance
system CAS 2.0



OMCV



Maritime Knowledge
Cluster



Placement portal and
authentic job portal



Maritime Single
Window framework



Faculty
development
Program

9

Digital Initiatives In Training

Examination Reform

End-to-end digitized examination system covering registration to certification, including CBT/hybrid exams with secure, transparent processes, Features biometric verification, encrypted question papers, online proctoring, and standardized evaluation for improved integrity and efficiency.

MTI Module

The new MTI Module is DG Shipping's centralized digital platform to regulate, monitor, and govern Maritime Training Institutes across India.

It enables real-time compliance, inspections, and integration with CIP, STCW, and Digital TAR Book to improve transparency, training quality, and global credibility.

LMS

The LMS is a secure, DGS-compliant e-learning platform for standardized

maritime training which ensures training integrity through real-time tracking, anti-cheating controls, and assessment access only after full course completion.

Web Based Simulation

A web-based simulator provides an immersive, interactive platform that replicates real-world maritime scenarios for effective learning and assessment.

Digital Tar

The Training and Assessment Record (TAR) Book is a mandatory document that records and verifies a seafarer's structured onboard training and practical competencies.

CAS 2.0

The Centralized Attendance System (CAS) uses facial biometrics to securely verify the presence of candidates, faculty, and administrators across Maritime Training Institutes.

OMCV

Online Marine Certificates Verification (OMCV) is a digital platform that enables secure upload, verification, and digital stamping of maritime certificates to ensure authenticity.

FDP

A Faculty Development Program (FDP) is a structured initiative designed to upgrade teaching skills, subject expertise, and professional competencies of faculty members through continuous learning and assessment.

Maritime Knowledge Cluster and the Maritime Single Window framework

The digital initiatives under the Directorate General of Shipping (DGS) are part of the Maritime Knowledge Cluster and the Maritime Single Window framework, aligned with the Ministry of Ports, Shipping and Waterways (MoPSW) and integrated with the India Port Authority – National e-Governance Division (IPA-NeGD). These initiatives aim to enable transparent, efficient, and paperless governance across the maritime ecosystem.

The initiatives encompass the development of specialized digital portals for

ship recycling, maritime security through ISPS and NSPC geospatial systems, and stakeholder interaction through E-Samudra. Enhancements to the DGS website and social media platforms support timely dissemination of information and improved stakeholder engagement.

Standardized data protocols and cybersecurity compliance frameworks have been implemented to ensure secure, interoperable, and resilient digital operations. The examination, assessment, and certification processes have been digitized in collaboration with the National Testing Agency (NTA) and C-DAC to strengthen credibility, efficiency, and transparency.

A comprehensive multi-module digital system provides 24×7 grievance redressal, services for Maritime Training Institutes (MTIs) and Recruitment and Placement Service Licensees (RPSLs), job authentication, Certificate of Competency authentication, and crisis management, contributing to the realization of a unified Maritime Single Window and enhanced ease of doing business in the maritime sector.

India's Seafaring Scenario



- **India among top 5 maritime nations** in seafarer supply
- **Contributes ~ 12%** of the global seafarer workforce
- **MIV 2030 target:** Increase India's share to **20%** by 2030

- Current share of women seafarers in India: **< 0.5%**
- **MIV 2030 target:** Raise women participation to **2-3%** by 2030
- **Growth achieved: 339%** rise since 2021

Sagar Mein Yog

Sagar Mein Yog is a **comprehensive wellness program** built on the integration of yoga, mindfulness, emotional resilience, physical health, and spiritual well-being.

- In partnership with **NUSI** and knowledge partner **Trijog**
- Linked with MIV 2030 **Deliverable 10.16.3**
- A pilot 3 day ToT Programme was conducted in December with participations of ~56 trainers



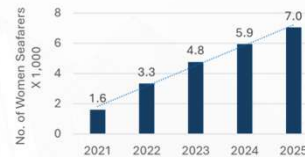
LMS Link



Sagar Mein Samman

Sagar Mein Samman (Honor at Sea) is the flagship initiative, **designed to transform India's maritime sector into a more inclusive, equitable, and aspirational ecosystem.**

Year on Year growth of Women Seafarers



- **National average:** **< 0.5%** women seafarers in India
- **Maritime India Vision 2030:** **2-3%** women participation by 2030.

10

India's Seafaring Scenario

India is currently positioned among the **top five maritime nations** in terms of supplying seafarers to the global shipping workforce. The country contributes nearly **12%** of the world's seafarers, and under the **Maritime India Vision (MIV) 2030**, the target is to further increase this share to **20%** by 2030.

Over the past decade, India has witnessed **steady year-on-year growth** in the number of seafarers, as reflected in the bar chart. The seafarer pool has expanded significantly, showcasing India's increasing relevance in global maritime operations.

In terms of gender participation, the current share of women seafarers stands at **less than 0.5%**, but the growth trajectory is highly encouraging. MIV 2030 aims to raise this participation to **2-3%**. Notably, India has already achieved a **339% increase** in women seafarers over the last 5 years, as shown by the green chart.

Overall, the data highlights India's expanding maritime talent pool, strong

global positioning, and focused efforts toward enhancing both workforce size and gender inclusivity in the sector.

Sagar Mein Yog

This slide introduces **Sagar Mein Yog (SMY)** as a **holistic wellness initiative for the maritime sector**, designed not merely as a yoga programme but as a **comprehensive mental, physical and emotional well-being framework** for seafarers and maritime professionals.

Concept and Rationale

Sagar Mein Yog integrates yoga, mindfulness, emotional resilience, physical fitness and spiritual well-being into a structured programme tailored for maritime life.

The maritime profession involves long isolation at sea, irregular work cycles, high stress, fatigue and mental health challenges, and SMY is positioned as a preventive and corrective wellness mechanism rather than a recreational activity.

It is therefore framed as a structured capacity-building and human sustainability initiative, not a standalone fitness module.

Institutional Linkages

Implemented in partnership with NUSI with Trijog as the knowledge partner, bringing domain expertise in counselling and mental wellness.

Linked to Maritime India Vision (MIV) 2030 – Deliverable 10.16.3, which focuses on seafarer welfare and well-being.

The programme is also being presented at the 136th IMO Council, indicating international visibility and positioning India as a leader in seafarer wellness frameworks.

Wellness Dimensions Covered

The circular graphic on the right illustrates that SMY is not limited to physical yoga but covers multi-dimensional wellness, including:

Emotional wellness – stress management and psychological balance

Physical wellness – fitness, stamina and lifestyle discipline

Occupational wellness – work satisfaction and fatigue management

Social wellness – interpersonal relations and onboard harmony

Environmental and climatic wellness – adaptability to sea conditions

Intellectual and cultural wellness – cognitive engagement and awareness

Spiritual wellness – inner balance and mindfulness

Economic wellness – financial awareness and long-term security mindset

This makes SMY a 360-degree human performance and resilience model for maritime professionals.

Way Ahead / Implementation Path

The next steps are structured and regulatory-aligned:

Formal STCW approvals for both Training of Trainers (ToT) and Yoga curriculum to ensure global acceptability.

Conduct of ToT programmes for MTIs, covering both pre-sea and post-sea phases, so trainers are standardised.

Integration of yoga and wellness modules into existing maritime training curricula, rather than creating parallel systems.

Phased rollout plan – starting with pre-sea institutes, then post-sea courses, and eventually at-sea deployment.

Monitoring and evaluation mechanisms to measure impact, collect feedback and allow course correction.

Sagar Mein Yog is positioned as a human-centric maritime reform, aiming to improve seafarer mental health, productivity, safety performance and long-term career sustainability.

It signals a shift from purely technical competency frameworks to balanced human wellness and resilience in the maritime ecosystem.

Sagar Mein Samman - Gender Inclusion in Maritime

This slide highlights the progress and policy direction of gender inclusion in the Indian maritime sector, with a specific focus on the rise in women seafarer participation and the institutional initiatives driving this change.

Overall Seafarer Growth Context

On the left side, we see the year-on-year growth of total Indian seafarers from 2013 to 2024.

The numbers indicate a steady expansion of India's maritime workforce, crossing 30 thousand seafarers by 2024.

This broader growth is important because gender inclusion is not happening in isolation — it is occurring alongside overall sectoral expansion, which provides more employment opportunities and capacity for diversification.

Women Seafarer Growth Trend

The central chart specifically captures **women seafarer growth**:

2021 – 1.6 thousand

2022 – 3.3 thousand

2023 – 4.8 thousand

2024 – 5.9 thousand

This shows **almost a four-fold rise in just four years**, indicating that targeted policy measures and awareness programmes are producing **visible and measurable impact**.

A key statistic reinforcing this trend is the **739% increase in registered women seafarers**, rising from **1,699 in 2015 to 14,255 in 2024**.

This reflects not just participation, but a **structural shift toward inclusivity and acceptance** within the maritime ecosystem.

Institutional Financial Support

To actively encourage entry into maritime careers, the Directorate General of Shipping provides **₹1,00,000 financial assistance** through the **Maritime Training Trust** for women cadets and ratings enrolling in pre-sea courses.

This is significant because financial barriers are often the **primary deterrent**, and this incentive directly addresses accessibility and affordability.

Sagar Mein Samman – Structural Inclusion Initiative

On the right side, the slide introduces **Sagar Mein Samman (Honor at Sea)** as the **flagship inclusion initiative** designed to transform India's maritime sector into a **more inclusive, equitable and aspirational ecosystem**.

Its goal is to build a **resilient and diverse maritime workforce**, and it operates through **six structural pillars**:

Planning & Strategy

Training & Development

Research & Innovation

Governance & Compliance

Communications

Community Outreach

These pillars ensure that gender inclusion is not treated as a one-time programme but as a **continuous, system-wide reform** embedded in policy, training, industry engagement and monitoring.

Key Message

The slide collectively conveys that **gender inclusion in maritime is transitioning from awareness to institutionalisation**.

Through **data-backed growth trends, financial incentives and structured initiatives like Sagar Mein Samman**, India is positioning its maritime

workforce to be **diverse, future-ready and globally competitive**, rather than merely compliant with equality norms.

Transparency and Zero Tolerance for Fraud



Raising issue over the Call/SMS/WhatsApp

Helpline between 09:00 AM – 06.00 PM

Escalation mechanism for resolving query

Follow-up Support and right guidance

Analysis & Correction and recurrence

Zero Tolerance in Crewing

DG Shipping follows a Zero Tolerance policy against fraud, cheating, and illegal recruitment of seafarers.

- A nationwide digital awareness campaign was launched through DG Shipping's social media platforms, publishing multiple videos on:
 - Fraudulent agents and fake job offers
 - Illegal payments to RPSL companies
 - Seafarers' rights
 - 24x7 Grievance redressal
- To strengthen outreach, DG Shipping conducted symposiums on seafarer recruitment and welfare.
 - Successfully held: Mumbai, Delhi
 - Planned next: Chennai, Kolkata

Social Media Outreach



11

Transparency and Zero Tolerance for Fraud

Transparency and Zero Tolerance for Fraud Analysis & Correction and recurrence Transparency, accountability, and ethical conduct are fundamental to effective maritime governance and public trust. In line with these principles, a zero-tolerance approach to fraud and malpractice has been adopted to ensure fairness, integrity, and credibility across maritime education, training, certification, and regulatory processes. A structured grievance redressal mechanism has been established to enable stakeholders to raise concerns through multiple accessible channels, including call, SMS, and digital platforms. The process is supported by defined helpline hours, clear escalation pathways, timely follow-up, and corrective action to ensure that issues are addressed efficiently and transparently. Systematic analysis of complaints further helps in identifying root causes and preventing recurrence. In parallel, proactive awareness initiatives are undertaken through social media and digital outreach to educate stakeholders on legitimate processes, caution against fraudulent practices, and promote responsible engagement.

Collectively, these measures reinforce a culture of transparency, safeguard stakeholder interests, and strengthen confidence in the maritime regulatory ecosystem

Ensuring Zero Tolerance In Crewing

Ensuring fairness, transparency, and ethical conduct in seafarer recruitment and crewing is a core priority of India's maritime administration. The Directorate General of Shipping (DG Shipping) follows a strict zero-tolerance policy against fraud, cheating, and illegal recruitment practices to safeguard the rights, welfare, and professional interests of seafarers. To strengthen awareness and preventive action, a nationwide digital outreach campaign has been launched through DG Shipping's official communication channels. The campaign focuses on educating seafarers about fraudulent agents and job offers, unauthorized payments to recruitment and placement service providers, statutory rights and entitlements, and the availability of 24x7 grievance redressal mechanisms. These initiatives are designed to empower seafarers with accurate information and enable informed decision-making. In addition to digital engagement, DG Shipping has complemented the campaign with on-ground symposia and stakeholder interactions focused on seafarer recruitment and welfare.

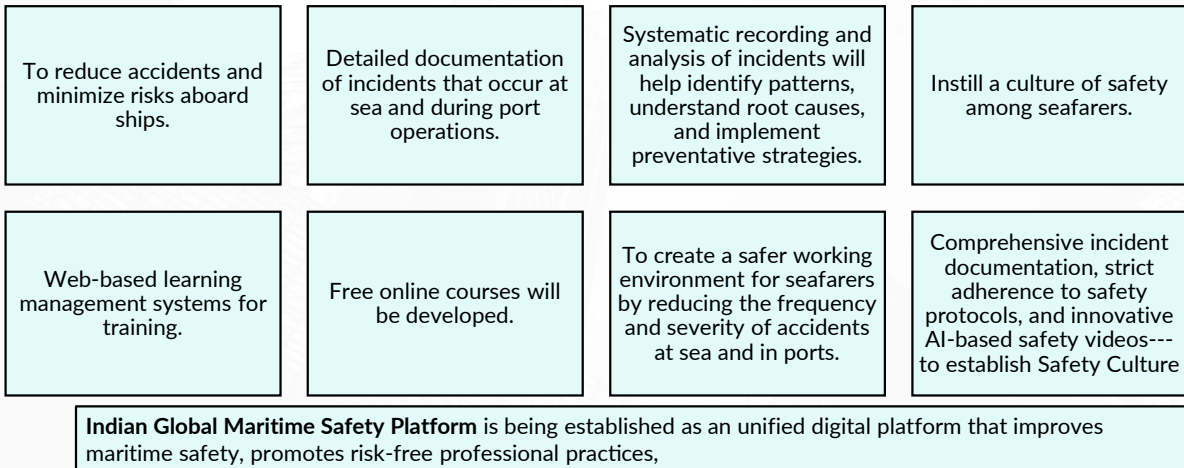
By combining policy enforcement, awareness generation, and structured grievance redressal, the initiative aims to prevent exploitation, promote ethical crewing practices, and reinforce confidence in India's maritime regulatory framework

Suraksha Sarvapratham



Safety First

DGS is focused on promoting safety on vessels and is set to launch a campaign called the Suraksha Sarvapratham, ensuring that the seafarers are able to discharge their duties in a risk-free manner.



12

Suraksha Sarvapratham

Safety of life at sea is a fundamental priority of India's maritime administration. Recognizing the need to strengthen safety practices and reduce operational risks, the Directorate General of Shipping (DGS) is launching the "Suraksha Sarvapratham" campaign, reinforcing a Safety First culture across the maritime sector. The initiative is aimed at ensuring that seafarers are able to discharge their duties in a safe, secure, and risk-free working environment, both at sea and during port operations. The campaign emphasizes a structured and proactive approach to safety management through systematic incident reporting, documentation, and analysis. By identifying patterns, understanding root causes, and implementing preventive measures, the initiative seeks to reduce the frequency and severity of maritime accidents. A strong focus is placed on capacity building through web-based learning management systems, free online courses, and innovative training tools, including technology-enabled safety learning

Suraksha Sarvapratham also aims to instil a sustained culture of safety among seafarers by promoting strict adherence to safety protocols, comprehensive incident documentation, and continuous learning. Collectively, these measures are expected to enhance operational safety, minimize risks, and contribute to safer maritime operations aligned with national and international safety objectives

Indian Global Maritime Safety Platform

The increasing scale and complexity of maritime operations necessitate a technology-enabled, integrated approach to safety management. In alignment with India's maritime vision and international safety standards, the Indian Global Maritime Safety Platform is envisioned as a unified digital ecosystem to enhance maritime safety, promote risk-free professional practices, and strengthen regulatory oversight. The platform aims to consolidate safety information, regulatory guidance, training resources, and incident data into a single, accessible interface. By leveraging real-time analytics, multilingual content, and AI-driven insights, it seeks to support informed decision-making for seafarers, operators, regulators, and training institutions. The integration of animated safety training modules and a centralized maritime incident database will enable proactive risk identification, continuous learning, and data-driven safety interventions. Through real-time monitoring, compliance support, and capacity-building 22 22 tools, the Indian Global Maritime Safety Platform is designed to advance the national objective of "Zero Incidents", fostering a strong safety culture while ensuring alignment with IMO conventions and global best practices

Humans As The Paramount Element In The Maritime Industry



Human element is of paramount importance in the maritime industry as human skills, judgement and welfare drive maritime safety.

Harnessing Onboard Experience to Drive Further Growth

Technical & Operational Expertise



- Strong base in ship operations, navigation, cargo systems.
- Knowledge of IMO conventions, SOLAS, MARPOL etc.
- Familiar with SMS and compliance culture.
- Practical sea experience to support shore decision making.

Commercial & Business Understanding



- Awareness of chartering, ship ops, port logistics.
- Understanding of cost control, fuel efficiency.
- Link operations with commercial results.
- Exposure to contracts, insurance, risk management.

Transferable Skills



- Leadership & teamwork in diverse crews.
- Crisis handling & decision-making under pressure.
- Adaptability to office environment.
- Analytical, problem-solving approach.

Entrepreneurship Support



- Provide opportunities for retired officers to contribute to audits, inspections, curriculum development or safety awareness.
- Facilitate linkages with credit schemes, incubation centres, and business advisory services.

Technology & Digital Competence



- Experience with digital shipboard systems.
- Adaptability to ERP, analytics, fleet monitoring tools.
- Awareness of green fuels, smart shipping, AI.

Programmes such as the Executive MBA in Logistics, Supply Chain & Maritime Management by IIM Mumbai contribute to building this capability.

13

Humans as the Paramount Element in the Maritime Industry

The maritime sector ultimately depends on the human element, the judgement, resilience and competence of seafarers who operate vessels across complex global environments. While technology and regulation continue to evolve, the protection of seafarer rights and welfare remains central to maritime safety and sustainability.

India has taken a proactive approach through digital records, real-time crew tracking and grievance platforms. By creating transparent digital logs of incidents and service history, wrongful criminalisation can be contested with authenticated data. Certification and assessment systems, integrated with global databases, enable quick intervention when seafarers report abandonment or wage disputes.

Harnessing Onboard Experience to Drive Further Growth

Sea experience provides a strong and practical base for management roles, giving mariners a deep understanding of ship operations, safety systems, and regulatory compliance. This technical grounding allows them to engage confidently with operational teams and make informed decisions when transitioning into shore-based responsibilities.

Alongside this, mariners gain valuable exposure to the commercial aspects of shipping, including port logistics, fuel efficiency, and cost-related considerations. This awareness helps them connect day-to-day operations with broader business outcomes, an essential skill for leadership roles in maritime organisations.

Their time at sea also builds transferable strengths such as teamwork, crisis management, and problem-solving under pressure. As digital systems become integral to modern shipping, mariners grow increasingly comfortable with technology, analytics tools, and monitoring platforms, enabling them to adapt quickly to office environments.

Many find opportunities beyond traditional roles, contributing through consultancy, training, audits, or entrepreneurial ventures supported by professional networks and advisory services. With continued learning and structured management education, seafaring experience becomes a strong platform for growth across the wider maritime sector.

Management Education & IIM: Strengthening Maritime Sector

Overview

Management education plays a crucial role in strengthening the maritime sector by improving decision-making, leadership, and operational efficiency. It equips maritime professionals with the skills needed to manage finances, risks, and global trade challenges effectively. Institutions such as the Indian Institutes of Management (IIMs) contribute by offering Executive MBA programs and world-class management training tailored to maritime needs, thereby promoting industry growth and modernization.

Role of Management Education in the Maritime Sector

Management education plays a vital role in improving decision-making among maritime professionals by enabling them to take strategic, timely, and well-informed decisions in complex operational environments. It enhances operational efficiency by improving cargo handling systems, optimizing route planning, and strengthening port operations. Through a strong focus on financial planning, management education helps professionals develop skills in budgeting, cost control, and investment management, which are essential for the financially intensive maritime industry. Additionally, it supports the development of leadership and team-management skills, ensuring effective coordination between ship crews and shore-based staff. Management education also ensures preparedness for risks and crises by equipping professionals with the knowledge to handle accidents, environmental threats, and emergency situations efficiently.

Importance of IIMs and Management Institutions

Institutions such as the Indian Institutes of Management (IIMs) play an

important role in strengthening the maritime sector by providing high-quality management training that builds a strong foundation in business administration and leadership. Their industry-oriented curriculum emphasizes case studies and real-world problem-solving approaches, enabling professionals to address practical challenges in shipping and logistics. IIMs further support research and innovation by encouraging the development of modern and sustainable solutions for maritime operations. Through global exposure and networking opportunities, these institutions connect maritime professionals with international business leaders and organizations. Moreover, executive education programs and specialized courses offered by IIMs provide continuous professional growth and help develop competent leaders for the maritime industry.

Upcoming Events

Sagar Milap 2026

Sagar Milap 2026 is envisaged as a national-scale engagement platform that brings together seafarers and the wider maritime ecosystem government, shipping companies, RPS agencies, unions, welfare bodies, and regulators to promote welfare, rights, safety, training, and digital reforms. Conceived as a 3-day conference-cum-exhibition, the event will enable direct interaction, practical awareness, and experience-sharing, helping seafarers understand the full spectrum of initiatives undertaken for their welfare and professional growth.

The format is designed to balance knowledge sessions with interactive exhibits, ensuring participants can both learn and experience how policies, schemes, technology modules, and welfare infrastructure translate into tangible benefits for the community.

Objectives:

- Strengthen engagement between seafarers and key maritime stakeholders for two-way feedback and collaboration.
- Increase awareness of seafarers' rights, welfare schemes, grievance mechanisms, and available support systems.
- Promote wellbeing initiatives such as Sagar Mein Yog (SMY) and Sagar Mein Samman (SMS), focusing on mental, physical, financial, cultural, and occupational wellbeing, and women's participation and safety.
- Showcase welfare infrastructure and SWBAT projects supported by SWFS, and explain how seafarers can access club facilities and related services.
- Enhance transparency in recruitment through DGS digital platforms (e.g., RPSL module, authentic job ecosystem), and familiarize attendees with digital grievance systems and ERP.
- Support MIV 2030 goals by empowering and upskilling India's seafaring

workforce through knowledge-sharing and practical demonstrations.

Event Format & Structure

Duration: 3 days (Conference + Exhibition)

Core Components:

- Plenary and thematic sessions on rights, regulations, welfare, grievance redressal, and digital reforms.
- Parallel exhibition areas for live demonstrations, information desks, and interactive kiosks.
- Help counters for on-the-spot guidance on schemes, documentation, digital modules, and grievance process walk-throughs.
- Networking & community interactions to encourage collaboration between stakeholders and seafarers.

Awareness & Outreach Focus (What DG Shipping will emphasize)

During the event, DG Shipping will prioritize **awareness and familiarization** on the following initiatives so that seafarers, cadets, and stakeholders gain clear, actionable understanding:

- **Seafarers' Rights, Welfare, Safety & Grievance Redressal** - What protections exist, where to seek help, grievance escalation paths, and time-bound resolution norms.
- **Regulatory Awareness: Maritime Labour Convention (MLC) and MS Act 2025**
 - Practical implications for contracts, repatriation, medical care, living/working conditions, and complaint mechanisms.
- **Welfare Infrastructure & SWBAT Projects**
 - Status and access to recreational clubs, welfare centres, and other shore-based facilities funded through SWFS.
- **SWFS Welfare Schemes**
 - Eligibility, benefits, application processes, and contact points.
- **Seamen's Provident Fund Organisation (SPFO)**
 - Contributions, withdrawals, grievance processes, and nominee/legal heir procedures.
- **Sagar Mein Yog (SMY) LMS & Wellness Modules**
 - Mindfulness, stress management, financial literacy, cultural tolerance, environmental awareness, and occupational wellbeing.
- **Sagar Mein Samman (SMS)**
 - Safety, inclusion, participation of women seafarers, supportive policies, and reporting mechanisms.
- **Digital Reforms: RPSL module, Grievance Portal, ERP Rollout**
 - How to verify recruiters, identify authentic jobs, file and track grievances, and benefit from system transparency and speed.

Target Audience

Primary: Seafarers (active and retired), cadets.

Secondary: Maritime unions, shipping companies, RPS agencies, training institutes, welfare organizations, and government stakeholders

Sagar Prashikshan(National Maritime and Skilling Conclave)

The Sagar Prashikshan– National Maritime and Skilling Conclave, 2026 is being convened as a strategic national platform to bring together key stakeholders from the maritime ecosystem, including regulators, maritime training institutions, industry representatives, and subject matter experts. The conclave aims to facilitate informed deliberations on contemporary challenges and emerging priorities in maritime training, certification, and skill development, and to chart a coherent path forward. The conclave is aligned with the objectives of the STCW Convention and the Digital India initiative, with a focus on building a transparent, technology-enabled, and industry-responsive maritime training ecosystem. It seeks to promote dialogue on regulatory reforms, academic modernization, and digital transformation, while ensuring that training outcomes remain aligned with evolving global standards and operational requirements. A key rationale of the conclave is to identify and bridge gaps between maritime training outcomes and industry skill needs through structured stakeholder consultation. Emphasis is placed on strengthening faculty development, promoting continuous upskilling, and encouraging the adoption of modern training methodologies, including Learning Management Systems and simulation-based learning. The conclave is also intended to generate actionable recommendations to support the development of a standardized, transparent, and globally competitive maritime training framework. Overall, Sagar Prashikshan 2026 represents a collaborative effort to reinforce quality, credibility, and relevance in maritime education and skilling, contributing to the long-term sustainability and international standing of India's maritime workforce

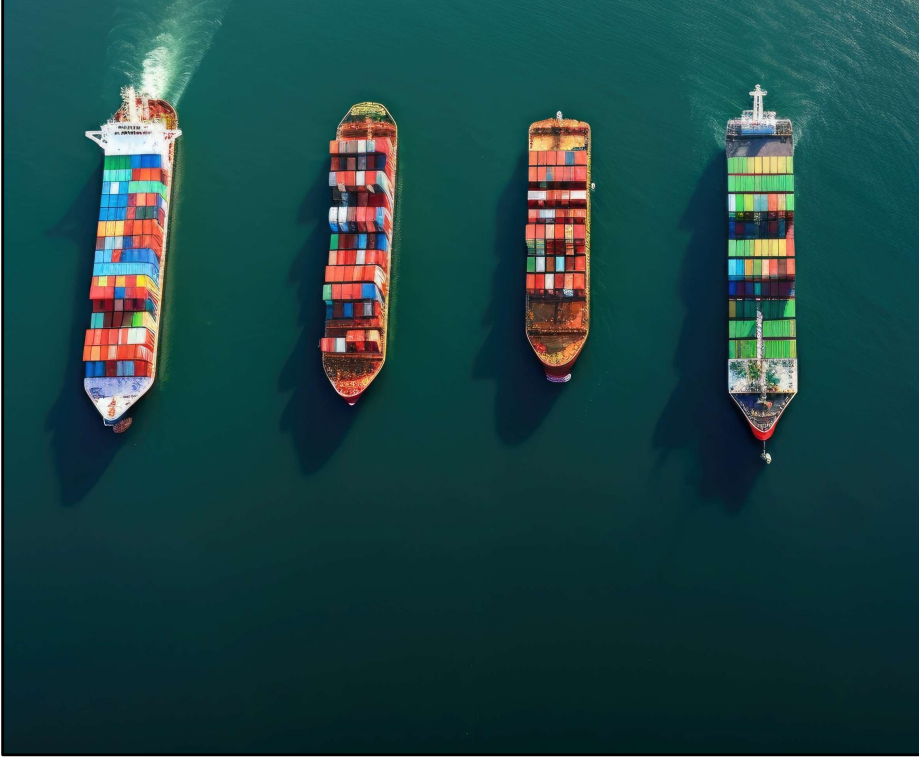
National Maritime Games 2026

National Maritime Games 2026 The National Maritime Games 2026 are being organized by the Directorate General of Shipping (DGS) as a nationwide initiative to promote physical fitness, sportsmanship, and camaraderie within the maritime community. The Games will be conducted in a phased manner, beginning with Zonal Games from November 2026 onwards, followed by the Final National Games, which will bring together top performers from all regions of the country.

The initiative is intended to encourage broad-based participation from Maritime Training Institutes (MTIs) and maritime professionals, fostering a sense of unity and healthy competition across the maritime sector. By providing a structured platform for sporting engagement, the Games aim to complement professional development with holistic well-being.

Beyond competition, the National Maritime Games seek to strengthen maritime

camaraderie, discipline, and teamwork, values that are integral to the profession. The initiative reflects DGS's commitment to nurturing a vibrant, inclusive, and well-rounded maritime workforce, contributing 35 35 positively to morale, institutional bonding, and national integration within the maritime ecosystem



**संगच्छध्वं
संवदध्वं
सं वो मनांसि
जानताम्।**

*"Move together,
speak together,
may your minds
be in harmony."
(Rigveda 10.191.2)*