

# समुद्र लेहर



**BHANDARKAR SHIPPING NEWS**  
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Monday, 18 May 2026

## Samudra Lehar

*Celebrating the Spirit of the Sea!*



**International Day for Women in Maritime**  
**Special Issue**



# Master Desk

**Capt. Vivek K. Bhandarkar,**  
Bhandarkar Publications

## Samudra Lehar: Riding the Waves of Maritime Excellence



Originally conceptualized and showcased as a special fashion show initiative during the 11th International Samudra Manthan Awards 2024, Samudra Lehar has evolved into a unique celebration of the maritime fraternity, recognizing personalities who inspire the industry beyond their professional achievements.

For the first time, the 11th International Samudra Manthan Awards featured the unveiling of Samudra Lehar - an initiative dedicated to encouraging excellence and commitment among both youth and seasoned professionals while strongly advocating "Gender Equality at Sea."

More than just a showcase, Samudra Lehar reflects the human side of shipping by highlighting the qualities that truly define the maritime ecosystem - confidence, leadership, dedication, resilience, inclusivity, and empowerment. Through this outreach-driven

initiative, hidden talent and unsung heroes from across the maritime domain are being identified, encouraged, and celebrated for the inspiration they provide to future generations.

Participants are not only representing their organizations and professional journeys, but are also emerging as ambassadors of positivity, diversity, and maritime pride. From experienced seafarers and maritime executives to young cadets and emerging professionals, every title presented symbolizes a distinct quality aligned with the evolving spirit of the maritime industry.

The initiative continues to strengthen industry bonding while creating awareness around confidence, sustainability, social outreach, and personal empowerment within the maritime sector.

Through initiatives like Samudra Lehar, showcased during the International Samudra Manthan Awards and amplified through the outreach efforts of Capt. Vivek Bhandarkar, CEO of Bhandarkar Publications, and Ms. Bharati Bhandarkar, Editor-in-Chief of Bhandarkar Shipping News, along with BSN's Star Woman in Maritime feature, women across the maritime industry are steadily gaining greater visibility, recognition, and a stronger voice within the sector. The initiative continues to highlight inspiring journeys, leadership stories, and professional achievements of women contributing significantly to maritime growth, while also encouraging industry-wide conversations around inclusion, empowerment, and equal opportunities. Over the years, many women professionals have acknowledged the importance of such platforms in bringing forward untold stories and creating meaningful recognition for their contributions to the maritime fraternity.

As Samudra Lehar continues to evolve, the initiative remains committed to reaching wider horizons, discovering unheard stories, and creating stronger outreach opportunities to ensure that more unsung heroes of the maritime fraternity receive the recognition and visibility they truly deserve.

On the occasion of the International Day for Women in Maritime, heartfelt wishes are extended to all women who continue to inspire the maritime world with their courage, resilience, and determination. May your aspirations rise high, your voices continue to create waves of change, and your journeys inspire generations to come.



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## MESSAGE

श्याम जगन्नाथन, भा.प्र.से.  
नौवहन महानिदेशक  
एवं अपर सचिव, भारत सरकार  
**Shyam Jagannathan, I.A.S.**  
Director General of Shipping &  
Additional Secretary to the Govt. of India



सत्यमेव जयते

भारत सरकार  
Government of India  
पत्तन, पोत परिवहन और जलमार्ग मंत्रालय  
MINISTRY OF PORTS, SHIPPING AND WATERWAYS  
नौवहन महानिदेशालय  
Directorate General of Shipping



## MESSAGE

It gives me immense pleasure to convey my greetings and best wishes on the occasion of the International Day for Women in Maritime 2026, a day that reaffirms our collective commitment to building a maritime sector that is inclusive, equitable and worthy of the women who serve within it.

The Sagar Mein Samman initiative, launched by the Directorate General of Shipping in November 2024, has in a short span emerged as a transformative movement aimed at embedding gender inclusion at the very heart of India's maritime ecosystem. From the formal constitution of the Task Force through DGS Order No. 18 of 2024 to the release of the Draft Policy Framework for Women in Maritime on 18th May 2025, and now the implementation of the Five-Year Action Framework under DGS Circular No. 05 of 2026, the journey has been one of purpose, resolve, and collective commitment.

The numbers tell a compelling story. Women seafarers actively serving in the Indian merchant fleet have grown steadily from 1,599 in 2021 (0.78% of the total active Indian seafaring workforce) to 7,033 in 2025 (2.17%). New INDoS registrations for women seafarers touched 2,558 in 2024, up from just 340 in 2015. The Maritime Training Trust has extended scholarship support exceeding Rs. 36.9 crore to 3,839 women seafarer students since 2014, with 850 beneficiaries supported in the current year alone. India's total seafaring pool now stands at nearly 3.23 lakh, yet women representation is ~2% of that pool, underscoring the structural work that remains ahead.

Research by the SMS Task Force has brought the barriers into sharp focus, spanning systemic and cultural resistance, safety and trust gaps including persistent harassment and low confidence in reporting mechanisms, inadequate onboard infrastructure for women, and limited mentorship and career advancement pathways. Sagar Mein Samman addresses these through its four pillars of Empowerment, Inclusivity, Safety, and Skill Development, anchored in the Maritime India Vision 2030 mandate to build a dignified and equitable seafaring workspace.

Yet we remain clear-eyed about the distance still to travel. The work ahead, spanning infrastructure upgradation, grievance redressal, mentorship, cultural transformation, and institutional accountability, demands sustained effort from every stakeholder in the sector. As we mark this milestone on 18th May 2026, I reaffirm the Directorate's commitment to building a maritime sector where every woman seafarer is valued, protected, and empowered to lead. Sagar Mein Samman is not an initiative alone; it is a national resolve.

(Shyam Jagannathan)

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## MESSAGE



### **Capt. Nitin Mukesh**

Deputy Nautical Adviser-cum-  
Senior Deputy Director General of Shipping (Tech.)  
DIRECTORATE GENERAL OF SHIPPING Ministry  
of Ports, Shipping and Waterways, Government of India

### **For the Special Commemorative Booklet *International Day for Women in Maritime - 2026***

As we commemorate the **International Day for Women in Maritime 2026**, the Directorate General of Shipping proudly reiterates its commitment towards fostering a maritime sector that is safe, inclusive, progressive, and equitable for women across all spheres of the industry.

The ***Sagar Mein Samman*** initiative represents a transformative step in India's maritime journey one that seeks not merely to increase participation, but to create an ecosystem founded on dignity, respect, equal opportunity, safety, and leadership for women in maritime. Conceived through collective vision and sustained institutional commitment, the initiative has emerged as a national platform for policy reform, stakeholder collaboration, awareness generation, welfare enhancement, and cultural transformation within the maritime domain.

Under the guidance of the Ministry of Ports, Shipping and Waterways, the Directorate General of Shipping has undertaken extensive consultations with maritime stakeholders, seafarers, maritime training institutes, shipping companies, ports, welfare organizations, industry associations, and international bodies to identify systemic challenges faced by women and to formulate meaningful, implementation-oriented solutions. These efforts culminated in the **launch of the “Women in Maritime” Policy Framework**, which provides a comprehensive roadmap for strengthening gender inclusion across maritime education, recruitment, onboard safety, welfare support, grievance redressal, mentorship, skill development, leadership pathways, and institutional accountability.

The Directorate has consistently emphasized the importance of safe and dignified workplaces through advocacy for zero tolerance against harassment, discrimination, bullying, and exploitation, while simultaneously promoting stronger grievance mechanisms, mental health and welfare support systems, gender-sensitive infrastructure, and equal access to training and career opportunities. Particular focus has also been placed on encouraging women's participation in technical, operational, and leadership roles across the maritime value chain.

Recognizing that sustainable inclusion requires collective action, DG Shipping has actively engaged with national and international stakeholders, including the International Maritime Organization (IMO), to align India's efforts with global best practices and emerging standards relating to diversity, equity, and inclusion in maritime. Outreach initiatives, youth engagement programmes, symposiums, awareness campaigns, and welfare platforms conducted under *Sagar Mein Samman* have further strengthened national dialogue and inspired greater participation of women in maritime careers. The Directorate General of Shipping firmly believes that the future of maritime growth and resilience depends upon the full and meaningful participation of women. Empowering women in maritime is not only a matter of equality, but also a strategic imperative for innovation, sustainability, leadership, and the long-term advancement of the global maritime community. On this occasion, we reaffirm our collective resolve to continue building a maritime ecosystem where every woman is empowered to pursue her aspirations with confidence, security, dignity, and pride.

***“Sagar Mein Samman” is not merely an initiative - it is a commitment towards shaping a stronger, more inclusive, and future - ready maritime India.***

## Message



*Dr. Kusum Kanwar*



*Ambika Singh*

### **Joint Chairperson, Task Force for Women in Maritime Sagar Mein Samman Phase-II**

The sea doesn't ask where you come from. It only asks if you're ready.

That's the spirit we are bringing to Sagar Mein Samman Phase-II — making sure every woman who wants to be part of India's maritime growth story knows she belongs here.

#### **Vision -**

A maritime sector where talent sets the course. Where every girl who dreams of the ocean sees a clear, supported path to the bridge, the engine room, the port, and the boardroom.

#### **Mission -**

##### **Under Phase-II, we are turning advocacy and intent into action:**

1. Break down barriers in policy, training, and workplace culture.
2. Build networks and mentorship so no woman navigates her journey alone.
3. Make contributions visible — from seafarers to shipbuilders, port operators to maritime leaders.

#### **The Future Direction**

##### **This phase is about measurable change.**

With IMO Women in Maritime Programmes and Industry partners beside us, we will scale what works.

With our rising participation, we are building a future where women lead at sea, in ports, and in policy.

Together, we make inclusion the standard, not the exception.

Thank you to Bhandarkar Publications for capturing this moment.

**Here is to a future where every woman can say, "This is my sea too."**

# Samudra Tarini

**Honouring women who are overcoming challenges with resilience, grace, and determination in the maritime industry. They are inspiring future generations of women professionals in the sector.**

# Samudra Tarini

Nalini Gupta



## A Pioneer in India's Cruise Tourism and Maritime Industry

Mrs. Nalini Gupta is a distinguished leader and one of the pioneering forces behind the growth of cruise tourism in India, with over 37 years of experience across the travel, aviation, and cruise industries. She has also served as the Former Vice President of the India Cruise Lines Association, contributing significantly to the advancement of the cruise sector in the country.

She played a pioneering role in bringing Costa Cruises' first India deployment in 2016, featuring Mumbai – Malé sailings with calls at Mangaluru and Cochin. This landmark initiative helped position India on the global cruise tourism map and strengthened the visibility of domestic cruising opportunities.

Mrs. Gupta was instrumental in driving the cabotage waiver initiative, which enabled Costa Cruises to become the first international cruise line to operate pure domestic sailings in India from 2016 onwards. Her efforts contributed to opening new avenues for cruise tourism growth and enhancing India's maritime tourism ecosystem.

Committed to responsible tourism, she also led initiatives to promote reduced plastic usage during Costa Cruises' India deployment, supporting sustainable and environmentally conscious cruising practices in the Indian market.

Under her leadership, ClickMyCruise introduced a technology-driven cruise booking platform with live API integrations from multiple leading cruise liners. She also spearheaded the development of the Maya AI Assistant, designed to help travel partners and clients efficiently resolve cruise-related technical queries while supporting the broader travel fraternity with innovative digital solutions.

In addition, Mrs. Gupta successfully led the first Indian charter cruise wedding in the Mediterranean, setting new benchmarks for experiential and luxury cruise travel from India. Through her vision, innovation, and leadership, she continues to make a lasting contribution to the maritime and cruise tourism industry.

# Samudra Tarini

Dr. Remi Mitra



## Strengthening Global Maritime Education through International Collaboration

Dr. Remi Mitra, Executive Dean for International Affairs and Chief Relations Officer at the highly acclaimed Gujarat based Ganpat University (GUNI), is continuing to make a remarkable contribution towards the internationalization of higher education and maritime academia through strategic global partnerships, academic collaboration, and student empowerment initiatives. With a strong vision for global connectivity in education, she has been instrumental in expanding the university's international presence across the Middle East, Africa, Southeast Asia, Australia, and Germany.

Through her leadership and sustained efforts, Dr. Mitra has successfully forged and strengthened institutional collaborations that are opening new global opportunities for students and academia alike. Her work in facilitating student exchange programmes, dual-degree pathways, collaborative research initiatives, and international academic engagements is significantly contributing towards building a globally connected learning ecosystem.

Within the maritime education sector, Dr. Mitra has played a crucial role in formalizing several key international collaborations, including important partnerships with ADNOC and CINEC, Colombo. These initiatives are strengthening global academic pathways for maritime students while enhancing exposure to international industry standards, training opportunities, and cross-border learning experiences.

Her contribution towards maritime education is extending beyond institutional partnerships. Dr. Mitra has also been instrumental in organising the Global Maritime Summit in Dubai, which has emerged as an important international platform promoting dialogue, collaboration, and industry-academia engagement within the maritime sector. The summit is helping bring together educators, maritime professionals, policymakers, and industry leaders to discuss the future of maritime education and global shipping.

One of her most impactful contributions has been her dedicated support towards helping cadets secure international internship berths, enabling students to gain global maritime exposure and improve employability within an increasingly competitive industry. Through these initiatives, she is helping bridge the gap between academic learning and practical international experience.

Recognized as a sought-after keynote speaker at conferences across the world, Dr. Mitra continues to advocate strongly for global mobility, cross-cultural engagement, and innovation in higher education. Her efforts are not only elevating Ganpat University's global standing but are also contributing towards shaping future-ready maritime professionals equipped for international careers.

Academically accomplished, Dr. Mitra holds a Doctorate in Entrepreneurship and is widely respected for her expertise in Entrepreneurship, Marketing, Creativity & Innovation, and Management. Her role as an educator, mentor, and international strategist reflects her multidimensional contribution towards education and maritime development.

Through her unwavering commitment towards global academic integration and maritime advancement, Dr. Remi Mitra is continuing to inspire students, educators, and the maritime fraternity by building meaningful international bridges for the next generation.



# Samudra Sarathi

**Celebrating mentors and maritime leaders who guide, support, and nurture future talent. Their wisdom and leadership continue to strengthen the industry.**

# Samudra Sarathi

Manisha U. Jadhav



## Championing Inclusive Growth, Human Development and Maritime Leadership

Mrs. Manisha Umakant Jadhav, General Manager (Administration) & Secretary, Jawaharlal Nehru Port Authority (JNPA), has over three decades of distinguished experience in the port and maritime sector. She began her career at JNPA in June 1993 as a Welfare Officer and has since handled diverse and critical portfolios, including Industrial Relations and Labour Welfare, Personnel Administration, Marketing, Estate Management, and Corporate Administration. She holds a Master's Degree in Social Work from the Tata Institute of Social Sciences (TISS), Mumbai, a Master's Degree in Human Resource Management from the Jamnalal Bajaj Institute of Management Studies (JBIMS), Mumbai, and a Bachelor's Degree in Law from the University of Mumbai. Presently, she is pursuing her Doctorate in Port Management at the Indian Maritime University, with research focused on Public-Private Partnerships and workforce dynamics in major ports. Throughout her career, she has led multiple employee welfare, social development, and community empowerment initiatives. She is the Founder President of the Women's Welfare Association at JNPA, which works toward creating sustainable livelihood opportunities and empowering economically weaker, needy, and socially disadvantaged women. In the field of sports and employee engagement, she serves as a Member of the Major Ports Sports Control Board and President of the JNPA Sports Council, actively promoting sports, cultural activities, and employee wellness initiatives. As Head of Administration at JNPA, she has been instrumental in organising national and international training programmes at the JNPA-APEC Training Centre in collaboration with the Port of Antwerp, Belgium, aimed at capacity building of officers from major ports across India. She has also contributed significantly to establishing the Skill Development Centre at JNPA under the Pradhan Mantri Kaushal Kendra (PMKK) initiative, providing skill-based training and employment opportunities to local youth and project-affected families. Known for her administrative acumen, leadership, and commitment to inclusive growth, she continues to play a key role in strengthening governance, human resource development, and social empowerment within the maritime sector.

# Samudra Sarathi

Jhanvi Mehta



## *A Legacy of Leadership, Mentorship and Maritime Excellence*

With a distinguished maritime career spanning more than three decades, Ms. Jhanvi Mehta, Senior Vice President at MSC Agency (India) Pvt. Ltd., has consistently exemplified professionalism, leadership, and dedication within the commercial shipping and logistics industry. Her journey in the maritime sector began in 1988 with the Nedlloyd Lines Liaison Office, where she entered through the IT division before transitioning into mainstream commercial shipping in 1991 as Assistant Business Manager, marking the start of an impactful career. A graduate in Statistics with a Diploma in Multimodal Transport Management from the Rail Institute, she combined analytical expertise with operational understanding to build a strong foundation in the shipping industry. Between 1991 and 1996, she handled Nedlloyd's Sindbad Service while contributing to business process implementation across the Indian subcontinent, including training third-party agents and supporting operational excellence. In 1997, she joined Samsara Shipping, then agents for MSC Mediterranean Shipping Company, where she managed marketing and sales portfolios for imports and exports until 2000. In 2001, she took charge of ICD locations, overseeing administration, logistics, and commercial coordination. Following the establishment of MSC Agency in 2002, she continued leading ICD functions and later handled capacity management. In 2005, she was entrusted with pricing and trade development for Europe, further strengthening her role in MSC's growth in India. Throughout her career, she has contributed to strategic service planning, process development, and operational streamlining across MSC's India operations. Known for her leadership, communication skills, and mentorship, she has guided colleagues and young professionals throughout her journey. A strong advocate of women's empowerment in maritime and logistics, she has actively encouraged young women to pursue leadership roles and entrepreneurial paths within the industry. Currently heading the Export Trade Team at MSC India, she continues to oversee capacity management, pricing, and trade development for Europe, playing a key role in enhancing operational efficiency and commercial strategy.

# Samudra Sarathi

Jyoti Reshamwala



## Advancing Leadership, Education, and Sustainability in Shipping

With 17 years of experience in the shipping and maritime industry, Ms. Jyoti Reshamwala has established herself as a respected professional in the field of marine transportation and shipbroking. She currently serves as the Vice Chairman of the Institute of Chartered Shipbrokers (ICS), Mumbai Branch, and is also a Board Member at Reshamwala Shipbrokers, where she manages the Small Tanker Desk.

Over the years, she has demonstrated commendable expertise in commercial shipping, marine transportation, and shipbroking, while contributing significantly to organizational growth, operational excellence, and industry innovation. Working alongside a dynamic team, she continues to navigate the complexities of global shipping markets while upholding the company's commitment to delivering reliable and efficient shipping solutions.

Ms. Reshamwala has played an integral role in the growth and expansion of Reshamwala Shipbrokers in the global commercial shipping sector. Her strategic insight, industry knowledge, and operational efficiency have contributed meaningfully to strengthening the company's presence and capabilities in international markets.

As an active leader within the Institute of Chartered Shipbrokers, Mumbai Branch, she is deeply committed to promoting education and professional development in commercial shipping. She has also been actively focusing on key industry priorities such as sustainable shipping, decarbonization, and enhancing global competitiveness within the maritime sector.

Through her leadership, dedication, and forward-looking approach, Ms. Jyoti Reshamwala continues to contribute towards the growth, modernization, and sustainability of the shipping industry.

# Samudra Shakti

**Celebrating individuals who embody strength, perseverance, and empowerment in the maritime space. Their confidence and determination inspire others across the industry.**

# Samudra Shakti

Sanyukta Singh



## Building Inclusive Talent and Progressive Workforce Leadership in Maritime Defence

Ms. Sanyukta Singh, Chief Human Resources Officer at Sagar Defence Engineering Private Ltd., is steadily emerging as a dynamic professional contributing towards organisational development, workforce inclusion, and talent management within India's specialized defence and maritime technology sector. With an academic foundation rooted in governance, strategic affairs, and international relations, she is bringing a balanced and forward-looking perspective to human resource leadership in a technically driven industry.

She holds a Bachelor's Degree (Honours) in Political Science along with a Master's Degree (Honours) in International Relations and Strategic Studies, enabling her to combine strategic understanding with people-centric leadership practices. Her educational background continues to support her role in navigating organisational growth, workforce planning, and operational scalability within a rapidly evolving maritime defence environment.

At Sagar Defence Engineering Private Limited, Ms. Singh has been overseeing human resources and organizational development across a highly specialized technology ecosystem. Under her leadership, the organization is continuing to foster an inclusive and balanced workplace culture, with women currently comprising nearly 32 percent of the workforce across various functions and levels. Her efforts are contributing towards strengthening diversity, representation, and equitable opportunities within the organization.

Her work is focused on establishing structured hiring systems, talent development frameworks, and employee retention practices aligned with the demands of a technical and operationally intensive sector. Through these initiatives, she is helping create pathways for professional growth while ensuring that opportunities remain accessible across the organization.

Ms. Singh is also supporting the broader inclusion of women within the defence and maritime sectors by encouraging a capability-driven workforce culture. Her contribution reflects the growing transformation taking place within traditionally male-dominated industries, where skill, competence, and innovation are increasingly defining leadership and organizational success.

Popular for her progressive outlook, strategic thinking, and commitment towards inclusive workforce development, Ms. Sanyukta Singh continues to contribute meaningfully towards building stronger organizational cultures and encouraging greater participation of women within India's maritime and defence ecosystem.

# Samudra Shakti

Dr. Delna Shroff



## Championing Mental Wellness and Inclusive Leadership in Maritime

With nearly two decades of maritime experience, Dr. Delna Shroff has redefined the industry's approach to the "human element." As a recognized thought leader, she has consistently aligned crew behaviour and professional competency with mental health standards to build a safer, more inclusive, and high-performing maritime culture. Her work reflects a progressive vision for the industry, where operational excellence is deeply connected to psychological wellbeing, leadership empathy, and workforce diversity.

Serving as the Nodal Lead for the Training and Development Sub-Committee at Sagar Mein Samman 2025, Dr. Shroff led a dedicated team of task force members committed to identifying and addressing the disparities faced by women in the maritime sector. Her leadership focused on bridging the gap between the current realities of the industry and the goal of establishing a truly gender-equitable workforce.

As part of this initiative, she conducted an extensive diagnostic and gap analysis to better understand structural inequalities and challenges within maritime environments. The findings contributed to the development of a strategic roadmap designed to promote equal opportunities, inclusion, and long-term workforce transformation across the sector.

Dr. Shroff also played a central role in transforming maritime education and training frameworks. She designed a comprehensive structure for mandatory training programs that incorporated critical modules on unconscious bias, gender sensitivity, and bystander intervention into national maritime curricula. These reforms were aimed at fostering safer, more respectful, and more inclusive professional environments for maritime personnel at every level.

Following the successful completion of the policy design phase, Dr. Shroff continues to contribute to Sagar Mein Samman 2026 – Phase 2, which focuses on the nationwide implementation and expansion of these initiatives. Her continued commitment reflects her belief that diversity and inclusion must remain central to the future of maritime excellence.

Currently serving as the Superintendent of Mental Health and Wellness at Bernhard Schulte Shipmanagement (BSM), Dr. Shroff has transformed her psychological expertise into large-scale operational impact. Recognizing the unique emotional and mental challenges faced by seafarers, she has developed initiatives that prioritize mental wellness as a critical component of maritime safety and performance.

She directed the design and delivery of large-scale Mental Health Awareness programs that have reached thousands of seafarers worldwide. Through cross-continental training efforts, she has successfully standardized wellness protocols across diverse cultural and operational settings, creating a more unified and supportive approach to crew wellbeing.

In addition, Dr. Shroff spearheads the development of leadership content for BSM's global Fleet Leaders' Meetings. Through these engagements, she works closely with senior management to ensure leadership practices remain aligned with modern behavioural and wellness standards. By encouraging agile, empathetic, and emotionally intelligent leadership approaches, she has helped foster a culture of psychological safety across global maritime operations.

Her work demonstrates that organizations thrive when leadership prioritizes human connection, mental resilience, and inclusive workplace cultures. By integrating these principles into maritime operations, Dr. Delna Shroff continues to shape a future-ready industry that values both people and performance.



# Samudra EcoShion-Icon

**Honouring individuals who champion sustainability and environmental awareness in the maritime sector. Their efforts are shaping a greener and more responsible maritime future.**

# Samudra EcoShion-Icon

Liji Nowal



## Driving the Digital Transformation of Global Maritime Trade

Ms. Liji Nowal, Co-founder and CEO of ODeX Global, is continuing to redefine the future of maritime trade through innovation, digitalisation, and global connectivity. As a visionary entrepreneur and industry leader, she has been playing a transformative role in modernizing shipping documentation and trade processes, contributing significantly towards the evolution of a smarter and more efficient maritime ecosystem.

Since co-founding ODeX Global in 2015, Ms. Liji Nowal has been leading the company's expansion into an internationally recognized maritime trade digitisation platform operating across more than 26 countries. Under her leadership, ODeX Global has emerged as a pioneering force in streamlining cargo documentation, electronic delivery orders, and cross-border payment workflows, enabling greater transparency, efficiency, and operational convenience for stakeholders across the shipping industry.

Her efforts are continuously helping connect shipping lines, freight forwarders, ports, customs stakeholders, and importers through a unified digital platform spanning Asia, the Middle East, Africa, and the Americas. By simplifying traditionally complex maritime processes, she is contributing towards reducing paperwork, accelerating cargo movement, and enhancing collaboration throughout the global supply chain.

Ms. Liji Nowal's commitment towards innovation and technological advancement is reflecting the changing face of the maritime industry, where digital integration is becoming essential for global competitiveness and sustainable growth. Through ODeX Global, she has been modernizing operational workflows while also helping create a more connected and future-ready shipping environment.

Widely recognized for her strategic vision, leadership, and industry impact, she continues to champion efficiency, collaboration, and digital empowerment within maritime trade. Her journey is inspiring a new generation of professionals and entrepreneurs to embrace innovation as a catalyst for progress in the shipping and logistics sector.

Through her pioneering contribution towards maritime digital transformation, Ms. Liji Nowal is continuing to strengthen the global shipping ecosystem while positioning India as an important contributor to the future of international maritime commerce.

# Samudra Samvadini

**Samudra Samvadini is recognizing voices which are strengthening the maritime fraternity through communication, dialogue, storytelling, and industry engagement.**

# Samudra Samvadini

## Delphine Estibeiro



## Driving Maritime Media, Leadership, & Industry Transformation

Delphine Estibeiro is a seasoned media professional with nearly 25 years of experience, including 19 years at Marex Media. Currently serving as the Joint CEO of Marex Media Pvt Ltd, she plays a pivotal role in shaping editorial strategy while leading the planning and execution of major maritime events that bring together industry leaders, policymakers, regulators, and key stakeholders from across the globe.

Her academic background reflects a strong foundation in communication and humanities. Delphine holds a Master's Degree in History from Mumbai University, along with a Post Graduate Diploma in English, Journalism, and Mass Communications, and a Diploma in Travel and Tourism. This diverse educational journey has contributed significantly to her multidimensional approach to media, leadership, and event management.

Delphine's professional journey began in the field of education, where she taught at coaching classes before transitioning into the travel industry as a Tour Operator. She later expanded her expertise in customer service and operations while working as a Senior Associate at WNS, managing back-office operations for an international airline. Driven by her passion for storytelling and communication, she eventually moved into journalism through an internship at Midday, marking the beginning of a long and distinguished career in maritime media.

Over the years, Delphine has established herself as a respected voice within the maritime industry, known for her strategic thinking, creativity, and commitment to meaningful industry engagement. Beyond her responsibilities at Marex Media, she has also earned recognition for her thought leadership and advocacy.

She was invited by Ms. Kalpana Desai of the Trade Union of Mumbai Port Authority to serve as a judge for an International Women's Day competition held on 8th March. During the event, Delphine highlighted the importance of changing societal mindsets at home to encourage women to pursue careers at sea. She emphasized that women possess the calibre, capability, and resilience required to excel in maritime professions and stressed the need for stronger support systems to help them thrive.

As part of her event planning and strategic initiatives at Marex Media, Delphine has introduced several impactful ideas that have strengthened industry dialogue and engagement. Recognizing the importance of maritime awareness at an early stage, she proposed including educationists as speakers to discuss the integration of maritime studies into secondary school curricula. This forward-thinking initiative was successfully implemented during the Global Summit editions of 2023 and 2026.

Delphine also introduced the tradition of honouring veteran seafarers with a Maritime Veteran Cap, a heartfelt gesture that received widespread appreciation from the maritime community for acknowledging the invaluable contributions of senior seafarers.

Her vision for stronger global collaboration led her to recommend inviting international maritime bodies to India to directly address the challenges faced by seafarers. This suggestion was later adopted by the Directorate General of Shipping, ultimately leading to the invitation of IMO Secretary General Mr. Arsenio Dominguez to the Green Conclave 2025.

In addition to her contributions in media and events, Delphine played an important role in Sagar Mein Samman – Phase I as part of the Planning and Strategy Committee. In this capacity, she contributed to defining objectives, establishing timelines, coordinating across multiple sub-committees, and supporting the successful execution of the Task Force’s mission.

Known for her versatility, Delphine has demonstrated expertise across editorial, design, creative, and managerial domains. Her strong leadership abilities, strategic mindset, and collaborative approach have made her a respected professional within the maritime industry and beyond.

Outside her professional commitments, Delphine remains deeply involved in community service through her active participation at Our Lady of Assumption Church. Over the years, she has held several leadership positions, including Vice President of the Parish Council of Associations (PCOA) and Executive Member. She currently serves as the Head of the Parish Media Team, a role she has successfully undertaken for two consecutive terms.

Her inspirations include renowned journalists Dr. Prannoy Roy and Ms. Barkha Dutt, whose integrity and excellence in journalism she greatly admires, as well as celebrated chefs Gordon Ramsay and Nigella Lawson, whose passion and pursuit of excellence continue to inspire her personal and professional journey.

Guided by her favourite quote, “Believe in yourself. But be mindful of others,” Delphine Estibeiro continues to make meaningful contributions to maritime media, industry development, and community leadership with dedication, vision, and purpose.

# Samudra Sangrani

**Recognizing individuals who promote teamwork, inclusivity, and positive engagement within the maritime community. They help build stronger professional and human connections across the industry.**

# Samudra Sangrani

Capt. Neelam Pandey



## A Journey of Courage, Determination, and Leadership at Sea

Capt. Neelam Pandey's journey in the Merchant Navy is a story of perseverance, resilience, and unwavering determination. At a time when very few women considered a career at sea, she chose to step into the maritime world with confidence and a strong belief in her own abilities. For her, the Merchant Navy was never about proving that women could do the job — it was simply about pursuing a profession that demanded discipline, dedication, and hard work.

From the beginning of her career, Capt. Neelam faced the realities of working in a male-dominated industry. Throughout her journey, she encountered different kinds of people — some who encouraged and supported her growth, and others who questioned her presence onboard. Instead of allowing criticism or stereotypes to affect her confidence, she focused on her work and allowed her performance to speak for itself. Every challenge became an opportunity to learn, grow stronger, and move forward with greater determination.

Her early years at sea also brought moments of loneliness and isolation, something every seafarer experiences in different ways. During those long voyages, she learned the importance of emotional resilience, self-discipline, and inner strength. By creating routines, staying connected with family whenever possible, and focusing on continuous learning, she transformed solitude into personal growth and mental strength.

As she progressed through the ranks from Cadet to Captain, Capt. Neelam earned the respect of her crew through calm decision-making, professionalism, and leadership by example. She believes true leadership at sea is not about authority alone, but about responsibility, teamwork, trust, and the ability to guide people through both routine operations and difficult situations.

Her journey has been shaped by determination, hard work, and the refusal to let societal expectations define her capabilities. Today, as a respected Master Mariner with Fleet Management Ltd., Capt. Neelam Pandey continues to inspire aspiring women seafarers by proving that courage, consistency, and self-belief can help navigate even the most challenging waters.

# Samudra Sangrani

Jyoti Kumari Nayak



## Inspiring Leadership and Excellence in Maritime Engineering

Ms. Jyoti Kumari Nayak, a Marine Chief Engineer and proud alumna of DMET, now known as MERI Kolkata, has established herself as a respected and accomplished professional in the maritime industry. Her journey reflects a remarkable blend of technical expertise, leadership, and commitment to advancing the maritime sector through both operational excellence and mentorship.

Beginning her professional career in 2004, Ms. Nayak steadily built an illustrious path marked by dedication and perseverance. Over the years, she excelled in demanding seafaring roles and later transitioned into key shore-based leadership positions, including Technical Superintendent and Head of HSQE (Health, Safety, Quality, and Environment). Through these roles, she played an instrumental part in strengthening maritime operations, enhancing safety standards, and promoting best practices across the industry.

Her professional achievements are complemented by a deep passion for education and the development of future maritime talent. Currently associated with the Samudra Institute of Maritime Studies, Ms. Nayak is actively involved in post-sea training and mentorship programs, where she guides aspiring maritime professionals and shares her extensive industry knowledge and practical experience. Her mentorship continues to inspire young seafarers, especially women entering the maritime profession.

Beyond her institutional responsibilities, Ms. Nayak is a driving force within several respected maritime organizations. She is actively engaged with the Institute of Marine Engineers India, the International Women Seafarers Foundation, and the Sagar Mein Samman Task Force under the Directorate General of Shipping. Through these platforms, she contributes to initiatives that promote gender inclusion, professional development, safety awareness, and the empowerment of women in maritime careers.

Known for her professionalism, leadership, and unwavering commitment to the maritime community, Ms. Jyoti Kumari Nayak continues to inspire both current and future generations of seafarers. Her contributions reflect not only technical excellence but also a strong dedication to creating a more inclusive, progressive, and future-ready maritime industry.

# Samudra Sangrani

Aparajita Ray



## Redefining Leadership & Inclusion in the Maritime Industry

The maritime industry has long been recognized as one of the world's most demanding and traditionally male-dominated professions. Yet, leaders who combine technical expertise with progressive thinking are steadily transforming the sector. Among them is Aparajita Ray, whose two-decade journey from marine engineering to senior maritime management reflects resilience, innovation, and people-centric leadership.

Aparajita Ray began her maritime career after earning her Bachelor of Science degree from Tolani Maritime Institute, affiliated with BITS Pilani University, in 2006. Starting as a Junior Engineer, she gained extensive sea-going experience across container vessels, bulk carriers, tankers, and large cruise liners. These early years built a strong technical foundation while exposing her to the demanding realities of global shipping operations.

Through dedication and technical competence, she progressed to the role of Second Engineer, serving in this senior engine-room position for seven years. In this capacity, she managed propulsion systems, auxiliary machinery, power generation systems, ballast operations, and emergency switchboards while ensuring strict compliance with ISM, SOLAS, and MARPOL regulations. Beyond technical operations, she fostered collaborative teamwork and encouraged open communication within the engine room, creating an environment where crew members could work confidently and responsibly.

A defining milestone in her career came when she became the first female Marine Surveyor in India with the American Bureau of Shipping (ABS). This achievement marked a significant breakthrough in the maritime classification and regulatory sector. As an ABS Surveyor, she conducted statutory and classification surveys, structural inspections, and machinery assessments on a wide range of vessels. Her success demonstrated that technical authority, operational precision, and regulatory expertise are not limited by gender.

Throughout her career, Aparajita Ray has consistently advocated for inclusivity and psychological safety within the maritime workplace. She played an important role in initiatives focused on integrating women seafarers into active fleet operations. Rather than treating diversity as a symbolic objective, she worked toward creating practical and supportive environments where women professionals could work safely and confidently onboard vessels.

Her leadership style was particularly influential during her years at sea. By breaking down rigid rank barriers, she encouraged junior engineers and cadets to report technical concerns and safety risks without fear. This culture of open communication strengthened operational awareness and proactive hazard prevention, contributing to safer and more efficient vessel operations.

After her successful sea-going and surveying career, Aparajita Ray transitioned ashore, continuing her impact in maritime management. As a Nautical and Marine Compliance Superintendent at Maersk, she managed safety oversight, compliance, and operational coordination. During the COVID-19 pandemic, she handled emergency medical situations and crew welfare challenges with empathy and efficiency, balancing operational continuity with human-centered decision-making.

She also served as a Vessel Manager at Berge Bulk Maritime, where she was responsible for the operational, technical, financial, and safety management of six Very Large Ore Carriers (VLOCs) and one Cape Size vessel. In this role, she oversaw fleet performance, technical reliability, budget management, regulatory compliance, and crew development while maintaining high operational standards across the fleet.

Beyond operations, Aparajita Ray is widely respected for her mentorship and commitment to talent development. She transformed traditional appraisal systems into meaningful career development opportunities for senior officers and actively guided junior engineers and cadets in their professional growth. Her mentorship has helped many maritime professionals progress successfully through higher licenses and leadership roles.

Her diverse experience across sea-going operations, classification services, compliance management, and vessel leadership allows her to guide young professionals navigating careers both at sea and ashore. She strongly advocates continuous learning, emotional resilience, technical competence, adaptability, and effective communication as essential qualities for long-term success in the maritime industry.

The impact of Aparajita Ray's career extends far beyond her individual achievements. Her contributions have helped promote diversity, strengthen safety culture, improve mentorship practices, and modernize leadership approaches within shipping organizations. By combining technical excellence with empathy and inclusive leadership, she has demonstrated that operational success and human welfare are deeply connected.

For aspiring seafarers and maritime professionals, Aparajita Ray's journey stands as a powerful example of determination, courage, and transformational leadership. Her story reflects the evolving future of the maritime industry—one where competence, inclusivity, and people-focused leadership are shaping stronger and more progressive workplaces.

# Samudra Sarathi

Mital Kore



## Championing Inclusion and Empowerment for Women at Sea

Ms. Mital Kore is recognized as a dedicated advocate for women empowerment, inclusion, and leadership development within the global maritime industry through her role at Seaspan Crew Management India Pvt. Ltd.. Since joining the organization in 2016, she has spent nearly a decade leading and supporting the women seafarer engagement portfolio in India, contributing significantly to initiatives focused on gender equality and workforce diversity. Seaspan has been actively employing women seafarers globally for over a decade, and Ms. Kore has played a key role in strengthening this vision through consistent engagement, mentorship, and operational support. As Engagement Champion for women seafarers from India, she works closely with seafarers throughout their career journey, ensuring guidance, coordination, and sustained support at every stage. In her capacity as Co-Chair of Seaspan's inclusion-focused committee based in Canada, she contributes to the development of initiatives aimed at promoting equal opportunities, leadership advancement, and long-term career progression for women in the maritime workforce. Under her active involvement, Seaspan has consistently highlighted women-centric initiatives at leading global maritime forums. The company has also conducted outreach programmes in schools, particularly encouraging young girls to explore careers at sea and break traditional industry stereotypes. In addition, Ms. Kore has supported structured development pathways such as the Maritime SheEO Leadership Accelerator Programme and facilitated bursaries and placements for aspiring women seafarers through SIMTI. Her contributions extend to policy-level discussions with the Directorate General of Shipping, including matters related to medical standards and welfare frameworks for women seafarers. She has also supported Seaspan's digital transformation initiatives, including the OLP Integration Project with COMPAS, strengthening operational efficiency. Known for her leadership and commitment to equality, Ms. Kore continues to inspire and empower women across the maritime sector, fostering inclusion, opportunity, and sustainable professional growth in global shipping.

# Samudra Ms. Congeniality

**Celebrating professionals who spread warmth, positivity, and camaraderie in the maritime ecosystem. Their supportive nature strengthens teamwork and workplace harmony.**

# Samudra Ms. Congeniality

Romeeta Bundela



## Breaking Boundaries with Grit and Grace: Romeeta Bundela Leads a Bold New Course for Women in Maritime

Romeeta Bundela's journey in the maritime industry is a powerful story of resilience, determination, and professional excellence. Her career has been defined not by perception, but by performance and an unwavering commitment to technical competence.

She began her maritime career as the first Indian woman to sail as an Electro Technical Officer (ETO) with Maersk. She later became the first and youngest Electrical Superintendent within the organization, further breaking barriers in a traditionally male-dominated industry. Continuing to create history, she also became the first Indian woman ETO to serve as an officer in the cruise industry with Carnival UK.

From the very beginning, the environment was not always welcoming. During her first contract, doubts were raised about her place onboard, and discussions around signing her off began even before she had been given a fair opportunity to prove herself. Instead of reacting to the negativity, Romeeta chose to focus on what mattered most — delivering results with consistency, professionalism, and quiet confidence.

She built her credibility through performance in critical situations. During high-pressure operations, when teams were fully occupied, she stepped forward to assess challenges, troubleshoot technical issues, and resolve problems with precision and clarity. These moments became defining milestones in establishing her reputation onboard.

Romeeta never relied on circumstances to create opportunities for herself. She earned her place through technical expertise, disciplined problem-solving, and the ability to perform effectively under pressure. Her journey stands as a testament to the fact that capability, dedication, and professionalism can overcome even the toughest barriers.

Today, serving as a 2nd Electro Technical Officer, she continues to bring the same discipline, accountability, and operational excellence to her role, ensuring safe, reliable, and uninterrupted operations within demanding cruise environments.

Her inspiring journey serves as a beacon for aspiring women in maritime, proving that courage, competence, and perseverance can redefine boundaries and create new pathways for future generations.

# Samudra Dhoot

**Recognizing ambassadors of the maritime industry who create awareness and strengthen outreach across communities and platforms. Their efforts help connect and promote the maritime sector globally.**

# Samudra Dhoot

## Fatima Sisters



## Two Siblings, Uniform Dreams, Endless Oceans

For sisters Iqra Fatima and Ilma Fatima, discipline, determination, and the dream of serving in uniform were not ideas discovered later in life, they were emotions deeply rooted in childhood. Growing up near the gates of the Bareilly Cantonment, their mornings were shaped by the sharp sound of bugles and the synchronized march of soldiers whose footsteps echoed through the air with purpose and pride. While many children simply watched the drills in passing, the Fatima sisters were silently absorbing the spirit of discipline, courage, and commitment that would eventually define their own journeys.

Standing by the iron fences of the cantonment, they witnessed the power of dedication and teamwork firsthand. The thunderous rhythm of marching boots became more than just a daily routine as it became a source of inspiration that awakened in them the desire to wear a uniform, lead with confidence, and pursue a path different from the ordinary.

Like many students of their generation, the sisters initially stepped into the competitive world of JEE preparation. Yet, despite following a conventional route, they soon realized that their aspirations extended far beyond traditional expectations. They were determined to choose a career that challenged boundaries and allowed them to carve their own identity in an unconventional field.

Choosing the maritime industry was not an easy decision. Entering a male-dominated profession brought natural concerns from their family, particularly regarding safety and career challenges at sea. However, the values instilled by their parents such as integrity, resilience, courage, and self-belief became the foundation of their strength. Over time, their parents transformed from being cautious protectors into their greatest supporters, encouraging them to pursue their ambitions fearlessly. The unwavering support of their family became the force that propelled them towards their dreams, reinforcing the belief that determination knows no gender.

Their journey was further strengthened by mentors who recognized their potential and encouraged them to dream bigger. Among them, Maj. Gen. Yash Mor played a defining role in helping them broaden their horizons and understand that true leadership is built on courage, discipline, and the willingness to walk an

unconventional path. At Ganpat University (GUNI), their teachers and faculty members helped channel their passion into professional competence, equipping them with the technical expertise and confidence required to succeed in the maritime world.

Today, the dreams once nurtured behind the fences of Bareilly Cantonment are sailing across international waters. Iqra Fatima is sponsored by MOL Tankers, while Ilma Fatima is sponsored by TORM Tankers two globally respected names in the shipping industry. Their achievements are not only marking personal milestones but are also inspiring countless young women to look beyond societal limitations and embrace careers in maritime and global shipping.

From watching disciplined marches on land to preparing for leadership at sea, the Fatima Sisters are continuing to embody resilience, ambition, and courage. Their journey reflects the spirit of a new generation of women in maritime who are confidently navigating global opportunities while remaining grounded in values, discipline, and purpose.

As they continue riding the waves of opportunity and excellence, Iqra Fatima and Ilma Fatima are becoming powerful symbols of aspiration for young women across the country, proving that dreams born in small cities can indeed find their destination on the world's oceans.



# Samudra Dhoot

Cadet Kshitija Moris



## When Ghungroos meet Global Seas

From Stage to Sea: The Inspiring Journey of Cadet Kshitija Moris

Cadet Kshitija Moris is currently serving as the Deputy Parade Commander at AMET Institute of Science and Technology, Maersk Centre of Excellence. Her journey from the rhythm of ghungroos to the discipline of maritime life reflects perseverance, resilience, and strong self-belief. A trained Bharatanatyam and western dancer, as well as an actor, she developed confidence and identity through the performing arts long before entering the maritime profession.

She completed her schooling at St. Joseph's High School, Dombivli in 2019, followed by higher secondary education at Pragati College of Arts and Commerce in 2021. Her aspiration to join the merchant navy began in Class 5 after a career guidance session. Despite limited awareness and guidance, she remained committed to pursuing a career at sea.

After her +2, she prepared for IMUCET through self-study and online resources. Although she cleared the examination, she faced repeated interview rejections, which tested her confidence and determination. During the COVID-19 pandemic, her family experienced financial hardship when her father lost his job. Concerns regarding maritime safety also made her father hesitant, while her mother provided unwavering support and encouraged her to continue pursuing her dream.

Her selection with Maersk and subsequent joining of AMET IST in August marked a defining milestone in her journey. Since then, rigorous maritime training and institutional discipline have significantly shaped her personal and professional growth. Alongside academics, she continued to pursue dance and hosting, further strengthening her confidence and individuality.

She remains deeply grateful to her parents for their sacrifices and to Capt. Arvind Shankar, Capt. K. Karthik, and Capt. Kapila for their guidance and encouragement. Her journey stands as an inspiring example of resilience and determination, motivating young aspirants especially women to pursue their dreams with courage and conviction.

# Samudra Dhoot

## Cadet Princy



### From Classroom to Ocean: The Inspiring Journey of a Nautical Science Cadet

The journey of a seafarer is often filled with discipline, challenges, learning and transformation. Such is the story of Cadet Princy, a student of B.Sc. Nautical Science at Maharashtra Academy of Naval Education and Training (MANET), MIT ADTU, Pune, whose academic and onboard experiences shaped her into a confident and skilled aspiring maritime professional.

Her journey began with admission to MANET, one of India's reputed maritime institutes. Like many cadets, adapting to hostel life, strict routines and college regulations was initially both exciting and demanding. However, the structured environment and professionally designed curriculum gradually helped her understand the depth and importance of maritime training.

Throughout her academic years, Cadet Princy received constant guidance from faculty members, physical training instructors and parade masters. The institution focused not only on technical education but also on discipline, ethics, leadership and personality development — qualities considered essential for life at sea. Apart from academics, she actively participated in extracurricular and leadership activities. Serving as a Leading Cadet, participating in sports such as swimming and athletics and anchoring events during Republic Day and Independence Day celebrations helped her develop confidence, teamwork, communication skills and leadership abilities.

Her dedication and consistent efforts eventually led to placement with BW Pte. Ltd. during the second year of her course. This opportunity became the foundation for her practical onboard training after graduation.

As a cadet onboard oil, chemical and product tankers, she gained valuable exposure to real-world maritime operations. Her training included mooring operations, berthing and unberthing procedures, cargo handling, navigational duties and coordination with crew members. The experience also taught her the critical importance of safety, discipline and responsibility onboard ships.

The transition from classroom learning to practical sea training was challenging and demanding. Yet, these experiences helped her evolve both personally and professionally. The journey strengthened her resilience, adaptability and determination while deepening her understanding of the maritime profession.

Cadet Princy's story reflects the transformative nature of maritime education and training. Her experiences serve as an inspiration for aspiring seafarers who dream of building successful careers at sea through dedication, courage and continuous learning.

# Samudra Dhoot

## Trupti Medage



*\* Arrows to anchor*

### *Born to Aim, Meant to Sail - Rating Trupti Medage, T.S. Rahaman*

I once stood on an archery field with a bow in my hand, aiming at a distant target. Archery was not just a sport for me — it was my identity. The countless hours of practice, discipline, patience, and determination shaped me into the person I am today. Winning a national gold medal was one of the proudest moments of my life, but it was never just my achievement; it was the result of my parents' unwavering support, sacrifices, and belief in my dreams.

My parents always encouraged me to follow my passion, even when the path was unconventional. They supported me wholeheartedly in archery and later placed the same trust in me when I chose to enter the maritime industry through GP Rating. Their faith became my strongest source of strength, especially during moments when others questioned my choices.

Life eventually took me from the calm focus of the archery field to the unpredictable and demanding world of the sea. Transitioning into maritime training was not easy. It meant stepping away from something I deeply loved and entering an environment that constantly tests your resilience, discipline, and courage. There were moments of doubt and uncertainty, but archery had already taught me how to remain steady under pressure and focused on my goals.

That is when I realized — I may have put down the bow, but I never lost my aim.

Joining Training Ship Rahaman became a turning point in my journey. The institute did not just train me for a career at sea; it transformed me personally and professionally. It gave me the confidence, discipline, and direction required to face the challenges of maritime life.

I am especially grateful to Capt. Dr. Ashutosh Apandakar, whose vision of encouraging more girls to join GP Rating has inspired and empowered many young women like me. His encouragement extended beyond academics, as he also supported my passion for archery by allowing me to continue practicing within the campus. That support helped me stay connected to a part of myself that continues to inspire me every day.

Today, my journey has evolved from being an archer to a GP Rating cadet, and now towards becoming a Navigator. The lessons from archery — focus, patience, discipline, and self-belief — continue to guide me as I navigate new horizons in the maritime world.

I stand not only for myself, but for every girl who dares to dream beyond limitations and chooses courage over comfort. My journey is proof that with determination, support, and resilience, it is possible to transform passion into purpose and dreams into reality.

From aiming at targets on the field to navigating endless oceans, my journey continues with confidence, purpose, and determination.

# Samudra Veer



## Ganpat University

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### Ganpat University's Initiatives to Promote Women in Maritime

Ganpat University has taken a proactive and mission-driven approach to encourage young women to enter the maritime sector, a field traditionally considered male-dominated. The university is working to create a strong pipeline of women seafarers through awareness, admissions support, industry sponsorships, safe residential facilities, mentoring, and placement-focused training.

#### Key Initiatives and Focus Areas

Area	What Ganpat University is Doing
<b>Strong Admission Outreach for Girls</b>	Ganpat University has been actively motivating girl students and parents to consider maritime careers, especially in DNS, B.Tech Marine Engineering, B.Sc Nautical Science, ETO, and related programs.
<b>Large Women Applicant Pipeline</b>	The university has received a very encouraging response from women candidates, with hundreds (900+ recently) of female applicants showing interest in maritime courses.
<b>Plan for Dedicated Girls' Batches</b>	Ganpat University is working towards creating strong women representation in maritime courses, including the vision of
<b>Industry Sponsorship Support</b>	The university is actively approaching reputed shipping companies to sponsor girl cadets, either fully or partially, so that talented female candidates can enter the industry with confidence.
<b>Company Partnerships</b>	Ganpat University is engaging with leading shipping companies to create selection and sponsorship opportunities for female cadets.
<b>Safe Campus and Hostel Environment</b>	The university provides a disciplined, secure, and supportive residential environment, which is very important for parents when sending daughters into maritime education.
<b>Mentoring and Confidence Building</b>	Faculty members, senior mentors, industry leaders, and visiting maritime professionals guide girl cadets on career pathways, onboard life, discipline, communication, and leadership.

## Scholarship / Financial Support Angle

Ganpat University is exploring and facilitating scholarship-linked and sponsorship-linked support models for deserving girl candidates. The focus is to reduce financial barriers by connecting capable female aspirants with shipping companies, CSR partners, maritime foundations, and industry sponsors.

### Models being pursued :

Support Model	Purpose
Company Sponsorships	Shipping companies sponsor selected girl cadets and provide career pathways after training.
Partial Financial Support	Support for deserving candidates who have merit but need financial assistance.
CSR-Linked Maritime Scholarship	Proposed support through CSR funds of maritime, logistics, port, and shipping companies.
Batch Sponsorship Model	A group of companies can support a full girls' batch
Merit-cum-Means Support	For academically strong girls from modest financial backgrounds.
Industry-Backed Career Assurance	Sponsorship linked with structured selection, training, and future employment opportunities.

Ganpat University is actively promoting Women in Maritime through focused admissions outreach, parent counselling, safe residential facilities, mentoring, company sponsorships, placement support, and proposed scholarship models for deserving girl cadets. With strong industry linkages and a mission aligned with IMO's Women in Maritime initiative and SDG 5 - Gender Equality, the university is working to break traditional barriers and create a strong pipeline of confident, competent, and future-ready women maritime professionals.

### **"From Aspiration to Ocean Leadership: Empowering Women in Maritime."**

As rightly said,

"There is no limit to what women can accomplish when they are given equal opportunities and the confidence to believe in themselves."

### **"A ship is always safe at shore, but that is not what it is built for."**

### **Institutional Scholarships & Financial Support Schemes**

To break down financial barriers and build a progressive learning environment, Ganpat University provides a comprehensive matrix of institutional, state, and central financial assistance specifically designed for female maritime cadets.

## 1. University-Sponsored & Maritime-Specific Schemes

Support Model / Scheme	Target Audience	Financial Benefit & Purpose
Ganpat University Marine Female Scholarship	All enrolled female marine cadets.	₹ 25,000 Financial Grant awarded to every girl student pursuing maritime courses to encourage gender diversity on campus.
Single Mother Daughter Scheme	Female cadets raised by single mothers.	Specialized institutional financial support aimed at ensuring uninterrupted education for girls from single-parent households.
Gujarat State SC/ST Category Scheme	Reserved category girls from Gujarat.	100% Tuition Fee Waiver / Free Ship Card provided to support socio-economically marginalized female talent in completing their education.
Maritime Training Trust (MTT) Grant (DG Shipping)	All qualified Indian female pre-sea cadets.	₹ 1,00,000 Financial Assistance per academic year, facilitated through the Directorate General of Shipping to promote women seafarers.

## 2. State & Central Government Technical Scholarships

The following national and state-level schemes are applicable to eligible students enrolled in the university's technical, engineering, and undergraduate maritime programs (such as B.Tech Marine Engineering and B.Sc Nautical Science) based on regulatory approvals:

Scholarship Name	Eligibility Criteria	Scholarship Amount / Benefits
PRAGATI Scholarship Scheme for Girl Students	<ul style="list-style-type: none"> <li>Maximum of two girl children per family eligible.</li> <li>Family income must be less than 8 Lakhs per annum.</li> <li>Applicable for students admitted to the first year of Diploma or Undergraduate Degree programs in AICTE-approved institutions.</li> </ul>	<ul style="list-style-type: none"> <li>₹ 50,000 or the actual tuition fees paid, whichever is less.</li> <li>Contingency Allowance: ₹ 999 per month for 10 months (Total 20,000).</li> </ul>
Mukhyamantri Yuva Swavalamban Yojana (MYSY)	<ul style="list-style-type: none"> <li><b>Engineering Courses:</b> Minimum 80 Percentile (PR) in 12th Science; family income under ₹ 6 Lakhs/annum.</li> <li><b>Diploma Courses:</b> Minimum 80 Percentile (PR) in 10th; family income under ₹ 6 Lakhs/annum.</li> <li><b>D2D (Diploma to Degree):</b> Minimum 65% in Diploma; family income under ₹ 6 Lakhs/annum.</li> </ul>	<ul style="list-style-type: none"> <li><b>B.Tech / B.E. / D2D:</b> Maximum up to ₹ 50,000.</li> <li><b>Diploma Courses:</b> Maximum up to ₹ 25,000.</li> </ul>

# Breaking Waves, Breaking Barriers

For decades, the maritime industry was considered a male-dominated field. The demanding lifestyle, long months at sea, physical challenges, and strict discipline led many to believe that seafaring careers were unsuitable for women. Today, however, that perception is rapidly changing. Women across different regions, cultures, and backgrounds are entering the maritime world with confidence, proving that courage, skill, and resilience are not defined by gender.

Young women are increasingly choosing careers in the merchant navy, often overcoming social expectations and stereotypes along the way. For many, the decision to pursue maritime education means challenging traditional beliefs about a woman's role in society. Despite doubts and resistance, these aspiring seafarers remain determined, stepping forward with ambition and purpose.

Their growing presence in the industry is not only transforming maritime workplaces but also inspiring future generations. Every woman who succeeds at sea becomes a role model for others who may hesitate to follow unconventional dreams. Their journeys demonstrate that dedication, discipline, and hard work matter far more than gender.

Institutions like Ganpat University are playing a significant role in this transformation by creating opportunities for women to excel in maritime education. Through equal access to academics, practical training, sports, cultural activities, and inter-maritime competitions, the university encourages female cadets to compete and grow on equal footing with their peers.

One of the university's greatest strengths is its supportive and inclusive environment. Faculty members and senior cadets foster a culture of respect, safety, and encouragement without treating women as less capable. Instead, female cadets are motivated to become independent, confident, and resilient, qualities essential for life at sea.

The training culture at GUNI reflects the discipline expected in the maritime profession. Cadets follow structured routines, participate in practical drills, develop teamwork skills, and build mental endurance. While the training can be demanding, it equips students with valuable life skills such as responsibility, time management, patience, and emotional strength.

Practical exposure is another key aspect of maritime education at the university. Through advanced simulation laboratories and hands-on maritime training, cadets gain real-world operational experience in a controlled environment before stepping aboard a vessel. These experiences help transform theoretical learning into professional confidence.

The university also supports initiatives such as the Directorate General of Shipping's "Sagar

Mein Samman,” which promotes dignity, respect, and greater participation of women in the maritime workforce. Participation in maritime conclaves, technical festivals, and coastal workshops further enables female cadets to interact with industry experts, recruiters, and students from leading institutions like Indian Maritime University.

Equally inspiring is the solidarity shared among women cadets. Whether in classrooms, during drills, or on training grounds, they support one another, celebrate achievements, and encourage each other to aim higher. Their success not only makes their families proud but also motivates younger girls to dream beyond traditional boundaries.

Today, the story of women in maritime is no longer about limitations, it is about leadership, resilience, and representation. Women are proving they can lead teams, shoulder responsibility, and excel in every aspect of maritime operations. They are entering the industry not to compete with men, but to claim their rightful place and build identities founded on excellence and determination. The maritime industry is evolving, and women are at the center of that change. At Ganpat University, this transformation is already underway, one confident cadet at a time.

# Samudra Veer



## Seaspan's Corporation Commitment to Empowering Women Seafarers through Inclusion, Safety, and Leadership

Seaspan Corporation continues to strengthen its commitment to diversity, equity, and inclusion by creating meaningful opportunities for women seafarers across its global operations. Currently, the company has 71 female seafarers sailing onboard its vessels, representing diverse nationalities and cultural backgrounds, including India, the Philippines, South Africa, Ukraine, Turkey, and Romania, with the largest representation coming from India. Through progressive policies, targeted training, and women-centric initiatives, Seaspan is actively shaping a more inclusive and supportive maritime workforce.

Over the years, Seaspan has introduced a range of initiatives aimed at increasing the participation of women in seafaring careers while ensuring they receive equal opportunities for growth and advancement. Central to this approach is the company's commitment to inclusive and fair recruitment practices. Recruitment campaigns actively portray women across all ranks, reinforcing the message that maritime careers are open to all. Seaspan also ensures gender diversity within recruitment panels and works closely with maritime training institutes to induct aspiring female cadets into the industry.

To make career entry more accessible, Seaspan provides placement opportunities during the selection stage itself, reducing employment uncertainty for cadets upon completion of training. Supporting long-term career progression, the company has implemented a robust competence management system that standardizes assessment and evaluation processes. This system has enabled women seafarers to progress through ranks at the same pace as their male counterparts, with nearly 30 women seafarers already promoted within the company.

A major milestone in Seaspan's inclusion efforts is its dedicated Female Cadet Program developed in collaboration with the Seven Islands Training Institute. This initiative was designed specifically to encourage more women to pursue careers at sea and has already supported numerous female cadets in entering the maritime workforce. Looking ahead, Seaspan plans to launch a bursary program in 2026 to financially support female cadets globally by assisting with training fees.

Recognizing that workplace culture is equally important as recruitment, Seaspan has significantly strengthened its inclusive workplace training initiatives. Comprehensive gender sensitization programs are conducted across the organization, supported by revamped Inclusive Workplace Training manuals. Mandatory training modules such as "Women on Board Seaspan Vessels" are required for all officers joining ships with female crew members. Additionally, all Masters are instructed to educate their onboard teams on sexual, racial, and nationality sensitization, as well as workplace harassment and anti-bullying policies.

Seaspan has also partnered with 3Cube Medicare to deliver specialized gender sensitization training for onboard crew members. Over 20 vessels have already completed this training program, with additional ships being progressively included.

To ensure female seafarers feel supported and safe, Seaspan has implemented several dedicated welfare and mentorship initiatives. Women onboard are provided with direct contact information for female shore-based personnel located across multiple global offices, creating a trusted support network where they can seek guidance and discuss personal matters confidentially.

The company has also prioritized onboard accommodation and safety enhancements in line with Maritime Labour Convention (MLC) standards. Seaspan has designated 17 ships specifically for women seafarers, ensuring that female cadets and junior officers are placed in mutually supportive environments where at least three or more women crew members are onboard together. Additional washroom and changing spaces near upper deck areas have been designated for women seafarers, while new-build vessels now include additional cabin spaces with attached washroom facilities for enhanced privacy.

Further supporting the wellbeing of women onboard, Seaspan provides additional medical supplies specifically tailored to women's healthcare needs through 3Cube Medicare. Dedicated laundry equipment, including washing machines and dryers for female seafarers, has also been installed onboard existing vessels and is planned for future ships.

Leadership development remains another key pillar of Seaspan's inclusion strategy. Through the "Seaspan Leads" program conducted in partnership with Maritime SheEO, women seafarers receive leadership training focused on communication, confidence-building, and professional growth. The company is currently conducting its third batch of participants under this initiative, helping prepare future women leaders within maritime operations.

Seaspan actively supports organizations such as WISTA and Maritime SheEO and participates in global forums and empowerment conferences to advocate for greater gender diversity within the maritime sector. Women seafarers from Seaspan regularly speak at industry events, including Marex Women Empowerment Forums and Maritime SheEO conferences, where they share experiences and advocate for women's rights and inclusion at sea.

The company also highlights personal stories and achievements of women seafarers through its internal newsletter *Seawaves* and across social media platforms, helping inspire more women to consider maritime careers while promoting positive representation within the industry.

Beyond gender inclusion, Seaspan remains deeply committed to the overall health and safety of its workforce. With the introduction of LNG dual-fuelled vessels and evolving maritime technologies, the company has strengthened operational safety procedures and expanded technical expertise to ensure safe and efficient vessel operations.

By integrating inclusion, mentorship, safety, leadership development, and workplace wellbeing into its operational culture, Seaspan continues to demonstrate how meaningful action can transform the maritime industry. Through its ongoing efforts, the company is not only creating opportunities for women seafarers but also setting new standards for equality, professionalism, and sustainable workforce development at sea.

# Samudra Veer



*Tolani Maritime Institute's*

## *Celebrating Women in Maritime: Tolani Maritime Institute's Journey towards Inclusion and Excellence*

Established in 1998, Tolani Maritime Institute has emerged as one of India's premier maritime education and training institutions, dedicated to shaping the future of the maritime industry through excellence in education, training, and leadership development. Over the years, the institute has remained committed to encouraging and empowering greater participation of women in maritime education and the maritime profession.

From a modest beginning with only two girls in its very first batch, the institute has witnessed remarkable progress, with more than 140 women graduates successfully passing out and going on to achieve distinguished positions and leadership roles within the maritime industry. Their achievements reflect the institute's continued efforts to create equal opportunities and inspire more women to pursue careers at sea and ashore.

Tolani Maritime Institute has consistently fostered an inclusive and supportive learning environment where women cadets are encouraged to grow with confidence, professionalism, and technical excellence. Through equal access to education, training, mentorship, and career opportunities, the institute continues to contribute towards building a more diverse, progressive, and future-ready maritime fraternity.

On the occasion of the International Day for Women in Maritime, Tolani Maritime Institute proudly celebrates the invaluable contributions of women across the maritime sector. The institute extends its heartfelt wishes to all women professionals, cadets, educators, and leaders whose dedication, resilience, and leadership continue to inspire positive change within the industry.

As the maritime world moves towards a more inclusive future, Tolani Maritime Institute remains committed to supporting and empowering women in maritime, while encouraging the next generation of women professionals to pursue their aspirations with confidence and excellence.

# Samudra Veer



T. S. Rahaman

A sea of opportunities as T. S. R creates  
the next wave of Women Ratings

Sir Mohamed Yusuf Seamen Welfare Foundation - Est. 1910

## Women Empowerment in Women Rating Programme

Making seafaring a gender-neutral career in India through innovative training,  
nationwide outreach, and industry partnerships

22

First Batch Girls

1300+

Girls Reached

₹1.05Cr

Scholarships

8

States Covered

→ Explore the Programme



## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

116th Year

# Institutional Legacy & Context

India's oldest maritime training institution, shaping competent professionals for the maritime sector

116

Years of Excellence

23

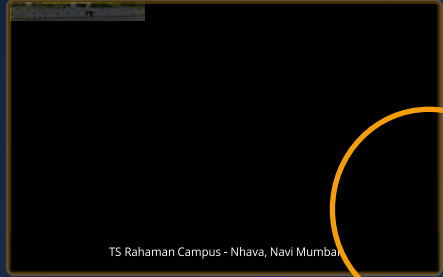
Acre Campus

8+

States Covered

### Mission & Vision

- Providing nautical education, marine engineering, and maritime catering/hospitality training
- Training students irrespective of caste, creed, color, and gender for maritime careers
- 23-acre campus at Nhava near Navi Mumbai with state-of-the-art facilities
- Consistently shaping competent and skilled professionals for the maritime sector



TS Rahaman Campus - Nhava, Navi Mumbai

### Industry Leadership

**Training Ship Rahaman** is renowned for its commitment to providing top-notch training and innovation in maritime education. The institution has consistently played a pivotal role in shaping competent and skilled professionals for the maritime sector.



## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

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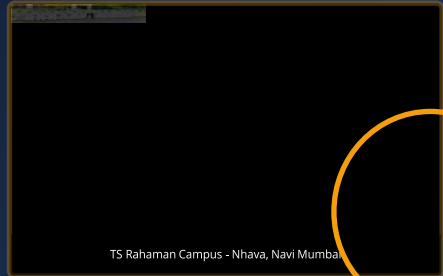
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TS Rahaman Campus - Nhava, Navi Mumbai

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## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

IMO Initiative

# Why Women in Maritime Matters

IMO requirements and global initiatives for gender equality in the maritime sector

21

Century Progress

1300+

Girls Reached

8

States Covered



IMO Women in Maritime Programme

### Gender Equality Imperative

- IMO making concerted efforts to support women in achieving representation aligned with 21st century prospects
- Gender equality and inclusive business environments are engines for economic growth
- Investing in women is the most effective way to lift communities and countries
- Countries with more gender equality have better economic growth

### Vasudhaiva Kutumbakam

"The World is One Family" - This ancient Indian philosophy guides our mission to make seafaring a gender-neutral career. TSR embarked on a mission following IMO/DG Shipping requirements to achieve this target through the "Women in Rating" programme.

"Vasudhaiva Kutumbakam"

The World Is One Family



## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

8 States Covered

# Nationwide Outreach Across States

Reaching 1,300+ girls through career awareness drives across multiple states

1300+

Girls Reached

8+

States Covered

50+

Schools Visited

3

Corporate Partners

### Geographic Coverage



Himachal Pradesh

Maharashtra

Assam

Northeast States

Other States

### Outreach Activities

- School Visits: 50+ schools visited for career awareness
- ITI Partnerships: Collaborated with ITIs for GP/CCMC course promotion
- Corporate Visits: Maersk, Synergy, BW officials participated
- Media Coverage: Newspaper coverage in multiple states

Bihar, Himachal, Assam, Manipur, Nagaland



## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

Women in Rating

# Programme Launch & Strategy

Pioneering gender-neutral careers in maritime with industry partnerships

22

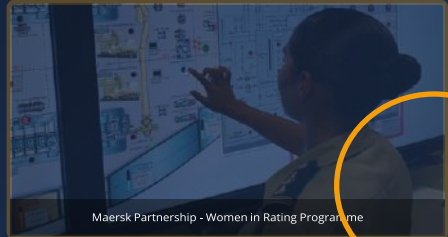
First Batch

21

Second Batch

8

States



Maersk Partnership - Women in Rating Programme

### Programme Overview

- Women in Rating project launched for GP Rating and CCMC roles - first-of-its-kind initiative
- Nationwide outreach to schools and ITIs across 8+ states for career awareness
- Partnership with **Maersk, Synergy, and BW** for sponsorship and interviews

### Industry Partnerships

**Corporate sponsorship** from leading shipping companies ensures 100% financial support for selected candidates. The programme includes vessel visits, English classes, and career mentoring.



## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

4 Batches Completed

# Milestone Batches & Sponsorships

4 batches from July 2023 to June 2025 with corporate sponsorships and achievements

86

Total Girls Enrolled

4

Batches Completed

3

Corporate Sponsors

₹

₹1.05Cr

Scholarships

### Batch Timeline & Progress

- July 2023 - December 2023** Completed  
1st Batch: 22 girls enrolled, 100% sponsored by Maersk/BW/Synergy  
22 girls ✓ Passed out Dec 2023
- January 2024 - June 2024** Completed  
2nd Batch: 21 girls from 8 different states  
21 girls ✓ 8 states
- July 2024 - December 2024** Completed  
3rd Batch: Sponsored by Maersk/Synergy  
20+ girls ✓ Passed out Dec 2024
- January 2025 - June 2025** Completed  
4th Batch: Passed out on 25th June 2025

### Corporate Sponsorships

- Maersk** ₹45L+  
Main Sponsor - All batches
- Synergy** ₹35L+  
Co-sponsor - Batches 2-4
- BW** ₹25L+  
Sponsor - Batch 1



## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

Success Stories

# Success Stories & Career Placements

First batch completing contracts with Maersk, Maritime SheEO recognition, and alumni inspiration

### Key Achievements

- First Batch Completed 6-Month Contracts** Dec 2023  
 All girls from first batch completed 6-month contracts with Maersk, sailing with mixed crews and Danish officers. Gained valuable experience at sea.
- Maritime SheEO Conference Speaker** Nov 2024  
 First batch GP girl spoke at the Maritime SheEO conference amongst national and international women achievers
- TSR Award for Empowering Diversified Maritime Education** Nov 2024  
 T S Rahaman was awarded amongst all maritime colleges for empowering diversified maritime education

### Recognition & Awards

- Maritime SheEO Recognition**  
 First batch speaker at international conference
- Empowering Diversified Education**  
 TSR Award for maritime education excellence
- Alumni Inspiration**  
 Felicitation of ex-captain Capt. Neelam Parvathy
- Vessel Experience**  
 JNPT Port visits and Fleet management



## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

16 States Covered

# Impact by Geography

State-wise distribution across North, South, East/Northeast, West, and Central India

- 16+** States Covered
- 86+** Girls Enrolled
- 50+** Schools Visited
- 3** Corporate Partners

### Geographic Coverage



- North India
- South India
- East/Northeast
- West India
- Central India

### Regional Distribution

- North India**  
 Himachal, Delhi, Haryana, UP, Rajasthan, Bihar
- South India**  
 Kerala, Karnataka
- East/Northeast**  
 Assam, Tripura, Nagaland, Jharkhand, WB, Odisha
- West India**  
 Maharashtra, Goa, Gujarat



## Training Ship Rahaman

Sir Mohamed Yusuf Seamen Welfare Foundation • Est. 1910

Programme Complete

# Conclusion

Key achievements and impact of the Women in Rating Programme

### Key Takeaways

**Investing in women in maritime is the most effective way to lift communities, companies, and countries.** The Women in Rating programme has successfully trained 86+ girls across 8+ states, with total scholarships exceeding ₹1.05 crores. This initiative demonstrates that gender-neutral seafaring careers are not only possible but transformative for individuals and the industry.

**86+**

Girls Trained

**8+**

States Covered

**₹1.05Cr**

Scholarships

**4**

Batches Completed

Website: [www.tsrahaman.org](http://www.tsrahaman.org)

Contact Us

91-22-2778-3734

# Samudra Veer

**Fleet Management Limited**  
A Caravel Group Company



## Initiatives for Women on board - Fleet Management Limited

At Fleet, diversity and inclusion are integral parts of our encompass sustainability strategy, particularly within the “Safeguarding People” and “Working Together” pillars. Our efforts also support the United Nations Sustainable Development Goal to “achieve gender equality and empower all women and girls,” aligning with UN SDGs 5, 8, and 10.

Our 2030 targets include:

- 10% women in yearly intake
- 10% female seafarers overall
- 25% women in managerial roles
- 20% women in leadership positions



We provide 100% gender sensitisation training for crews sailing with female officers, maintain zero confirmed cases of discrimination or harassment, and ensure equal pay for equal work.

Based on the UN SDGs 5, 8, 10. These include:

- Continue to provide gender sensitisation training for 100% of seafarers who are sailing with female officers.
- Zero confirmed cases of discrimination or harassment onshore and on board our ships
- Ensure equal pay for equal work across the Group, including employees and seafarers at all levels.

2025 results: Voices from the Sea series and targeted support drove a 30% increase in women seafarers onboard Fleet Management vessels.

Associated Women seafarer "women first" initiatives:

1. PPE kits for Women: Our advocacy of gender diversity led to the design and deployment for women centric Personal Protective Equipment (PPE). These kits were designed to match their physical requirements, while at the same time ensuring an optimum level of protection. Even the boots worn by our women seafarers have been technically designed to keep them safe.

2. **Exclusive access to Wellbeing Managers (FLMs):** In our ongoing commitment to promote gender equality and diversity onboard our vessels, we have appointed wellbeing managers to support our female officers. They regularly check the wellbeing of female officers and share their feedback with the Master. Female officers receive briefings from our Fleet Care Head and in-house clinical psychologist in Mumbai before joining the vessels.
3. **Dedicated counsellors:** Our in-house clinical psychologists, together with our leaders, ensure the mental well-being and happiness for all our women seafarers through dedicated communication when necessary and 24 x 7 availability.
4. **Peer group support:** The groups foster a sense of belonging and validation among women seafarers, where they can express their thoughts, feelings, and concerns in a safe and non-judgmental environment. They can share their personal experiences, challenges, and successes on life at sea. The formation of these groups highlights the adaptive thought process of our leadership, who understood the needs of women seafarers would be significantly different to those of male seafarers.
5. **Bespoke medical locker:** This initiative ensures our women seafarers have access to medicines catering to their specific needs on all our ships.
6. **Gender socialization training:** In our efforts to promote gender equality, diversity, respect and acceptance on board our vessels, we continue to deploy our specially designed training module on 'Gender Socialization'. This module is targeted to the Master and crew to facilitate the onboarding process of female seafarers. Women working on ships have direct access to our CEO to raise any concerns they may have while on board.
7. **Human Rights Policy:** We have introduced a new Human Rights Policy in the past year. The Policy applies to all employees, directors and officers, seafarers and contractors, and senior management members are designated to implement and report progress to the Board. Internal policies cover various aspects of human rights, including health, safety, equal opportunity, non-discrimination, and non-harassment. These policies align with the goal of safeguarding rights for our people, and training is provided to enhance their understanding and appreciation of human rights.
8. **Women's Network (onshore):** In the past year, we have launched a Women's Network, which aims to provide a space for women in our company to connect, share experiences, and support each other in their personal and professional growth. The Network's goal is to create a supportive community that empowers our women to achieve their full potential at work, and continue to promote diversity, inclusivity, and equality.
9. **Voices from the Sea:** Our profiling initiative amplifies experiences to inspire growth and inclusion.

Together, these named initiatives demonstrate best practices across social reporting according to international standards, social indicators, labour practices, human capital development, health & safety, diversity & inclusion, human rights, and corporate social responsibility.

# समुद्र लेखर

## Samudra Lehar

### A First-of-Its-Kind Fashion Show Celebrating the Spirit of the Sea! 2024

The Samudra Manthan Foundation proudly organized Samudra Lehar, as a unique fashion show that celebrated the deep connection between humanity and the ocean.

**Samudra Lehar, a one of its kind beauty pageant is a celebration of the strength, resilience, and dedication of the maritime community. With the theme 'Harit Sagar, Surakshit Sagar '(Green Oceans, Safe Oceans), the event highlighted the importance of sustainability and security in the maritime industry.**

Samudra Lehar wasn't just your conventional fashion show, it was a groundbreaking event that blended fashion with purpose, celebrating not only beauty but also the strength, resilience, and dedication of those who form the backbone of the maritime industry and for a cause. Unlike traditional beauty contests, Samudra Lehar honored the perseverance, hard work, and determination of the unsung heroes of the sea.

This unique fashion pageant highlighted the urgent need for sustainability and security in the maritime sector. It served as a reminder of our collective duty to protect the ocean, our Karmabhoomi, or sacred field of action that connects our world and drives global trade.

The event also echoed India's aspiration to emerge as the 'VishwaGuru' of shipping, showcasing the nation's commitment to leading global maritime excellence. The 'Samudra Tarini' and 'Samudra Veer'



besides 'Samudra Sangrani', 'Samudra Sarthi', 'Samudra Doot', 'Samudra Ms. Congeniality' & 'Mr. Congeniality', 'Samudra Ecoshion -Icon' among titles celebrated not just elegance but the spirit of perseverance that defines our maritime community said **Capt Vivek Bhandarkar**, Director of the Samudra Manthan Foundation.

This event symbolized collective call to action to give back, protect, and sustain this incredible gift for future generations, ensuring a harmonious and sustainable future for all. It was conceptualized to merge awareness with creativity, emphasizing sustainability, safety, and the shared responsibility towards the oceans!



This one-of-its-kind fashion show embodied the vital message of protecting our oceans. This unique initiative, inspired by the theme 'Harit Sagar Surakshit Sagar', highlighted the importance of sustainability and ocean conservation in an innovative and impactful way

Samudra Manthan Foundation extend deepest gratitude to all the participants who infused life into this vision, Ms. Nisha Harale's of Niche Entertainments Pvt. Ltd., Metamorphosis Clinics, and Lakmé Salon with their valuable contributions.

**The industry truly appreciated this unique way of created awareness by the maritime fraternity.**

**The ambassador of Maritime fraternity are as follows:**

- Cdt. Aditya Gupta (Samudra Veer)
  - Ms. Mahima Roy (Samudra Tarini)
  - Cdt. Mayank Sharma (Samudra Sarthi)
  - Cdt. Nandini Singha (Samudra Sangrani)
  - Cdt. Jaiwin (Samudra Mr. Congeniality)
  - Capt. Mahesh Jadhav (Samudra Veer)
  - Ms. Sameera Sayed (Samudra Tarini)
  - Mr. Bhooshan Malkani (Samudra Sarthi)
  - Ms. Amreen Bano (Samudra Sangrani)
  - Capt. Abhinav Gautama (Samudra Mr. Congeniality)
  - Mr. Gurdip Singh (Samudra Veer)
  - Ms. Atashi Roy Chaudhury (Samudra Tarini) & (Samudra Ecoshion -Icon)
  - Capt. Shailesh Tiwari (Samudra Sarthi)
  - Ms. Ishita Chattopadhyay (Samudra Sangrani)
  - Ms. Monica Kirti Damania (Samudra Ms. Congeniality)
  - Ms. Archana Saxena (Samudra Dhoot)
  - Capt. Vivek Anand (Samudra Veer)
  - Dr. Kusum Kanwar (Samudra Tarini)
  - Mr. Sunil Baviskar (Samudra Sarthi)
  - Ms. Pratibha Baviskar (Samudra Sangrani)
  - Capt. Raj Likhari (Samudra Ecoshion -Icon)
  - Ms. Veena Likhari (Samudra Ms. Congeniality)
  - Ms. Mona Breja (Samudra Shakti)
  - Mr. Firdos Namirian (Samudra Doot)
  - Capt. Gyandera Singh (Samudra Doot)
- Anglo-Eastern Maritime Academy
  - The Shipping Corporation of India
  - Samudra Institute of Maritime Studies
  - Anglo-Eastern Maritime Academy
  - Samudra Institute of Maritime Studies
  - Seaspan Crew Management India Pvt. Ltd.
  - Clipper Oceans Ventures India Ltd.
  - Maersk
  - Maersk line
  - Anglo Eastern Ship Management Ltd.
  - MTM Ship Management
  - Seaspan Crew Management India Pvt. Ltd.
- Alba Marine Pvt. Ltd.
  - Confidence Shipping Co. Pvt. Ltd.
  - Renuka Forwarding Pvt. Ltd.
  - MarinArch Training academy Pvt. Ltd.
  - CVSA Associates
  - MMTI
  - Wilhelmson ship management
  - Wilhelmson ship management
  - Likhari And Associates
  - Likhari And Associates
  - Searland Management Services Pvt. Ltd.
  - Seaspan Crew Management India Pvt. Ltd.
  - Abaca Research and Consultancy Services



# समुद्र लहर



**BHANDARKAR SHIPPING NEWS**  
INDIA'S PREMIER LOGISTICS BIWEEKLY  
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## Samudra Lehar

**A First-of-Its-Kind Fashion Show  
Celebrating the Spirit of the Sea!**



समुद्र ताशेली

समुद्र शिगाती



समुद्र तिर

समुद्र श्राद्धी



समुद्र कौजनालिटी

समुद्र श्रुति

समुद्र इन्कोशन - आयकार्ड



(Publishers of Marine Literature)

**BHANDARKAR  
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- e-Library
- Mobile Apps
- Samudra Manthan Awards

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