



Profile

INTERNATIONAL WOMEN
SEAFARER'S FOUNDATION

the voice of women at sea

www.iwsf.co



**GENDER NEUTRAL WORKING ENVIRONMENT, AND EMPLOYMENT
BASED ON COMPETENCY ALONE**

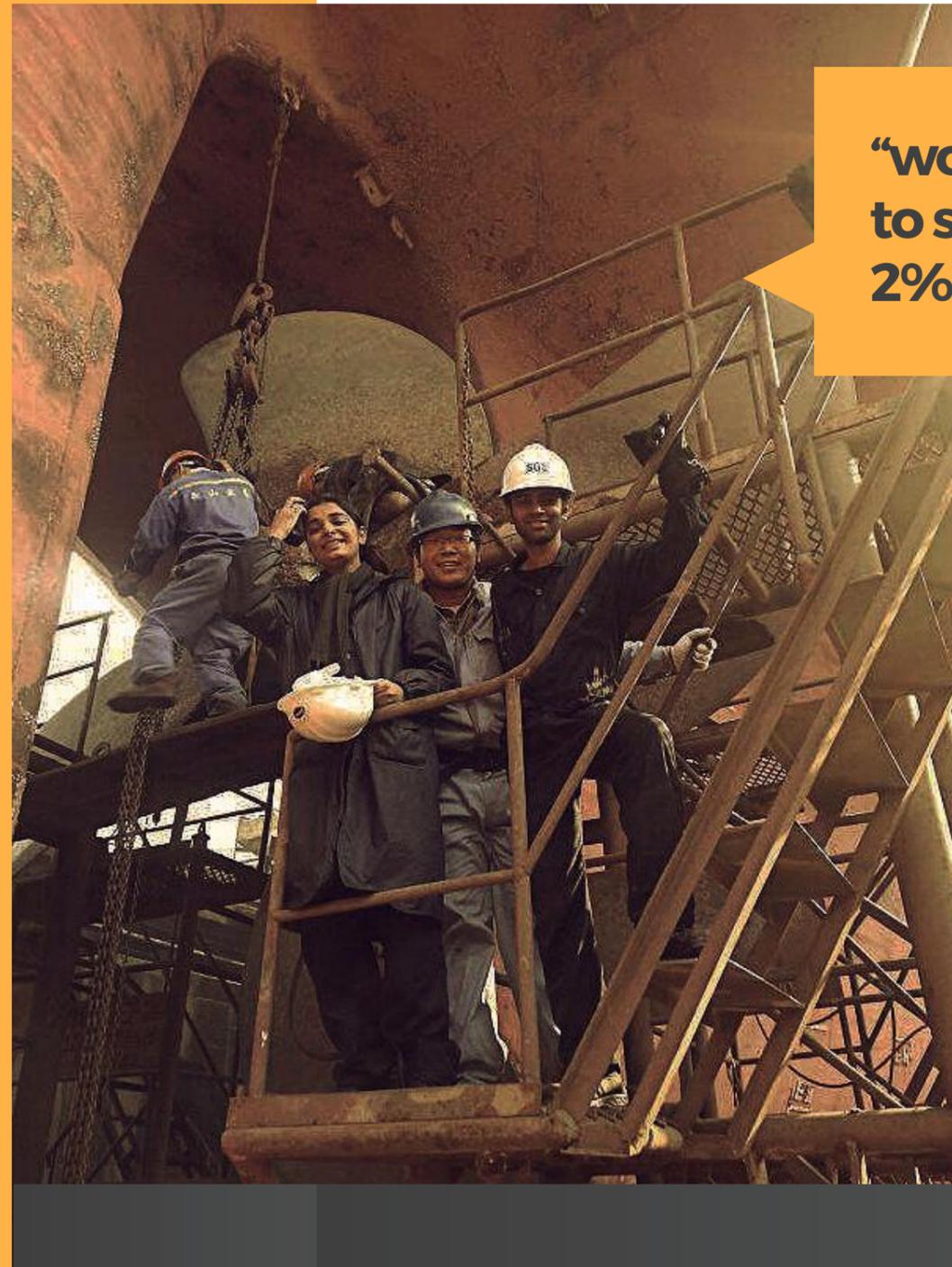
women on board

“Women play a very important role in every aspect of life. God has gifted women with a natural ability of setting things right, wherever they lay their mind and heart. Shipping is a field where acceptance of women is seeping in rather slowly. I am glad that women seafarers have come together formally to address issues concerning them. The vast and unique practical experience and knowledge they bring in through IWSF is certain to help the industry immensely and encourage interested women to participate actively in maritime industry”.

_ Dr. Malini V. Shankar (IAS), Director General of Shipping

“Congratulations to our empowered women (seafarers) who are launching International Women Seafarer Foundation (IWSF). In a world today where lady seafarers are commanding respect by virtue of their capabilities, I envision IWSF as a stepping stone to a time in which no eyebrows are raised when a daughter expresses her desire to choose seafaring as a career; to a classroom in which the girl cadets do not stand out in a classroom full of boys; to a workplace in which the male seafarer has the ability to work side by side with a female seafarer without gender becoming an issue; and finally to a society which gracefully accepts that a lady seafarer can be as competent if not more than her male counterpart and gives her the space to excel in her profession just like it has done in the medical field, the banking industry and all the other various industries. I wish IWSF all the best.”

_ Dr. Sujata Tolani, Owner, Tolani Shipping Company Ltd.



“women’s contribution to seafaring is a mere 2% worldwide”

The world of shipping has little changed for seafaring women in the past 26 years since India got its first lady officer on board a merchant ship. Government and ship management companies together have been actively encouraging intake of ladies in Merchant Navy for several years now, yet, the statistics show that the actively sailing Indian women today are an approximate 3000 out of about 480,000 sailing Indians.

We would unite on the fact that we have still a long way to go to increase the participation of women seafarers in maritime industry.

Research indicates that gender diversity in workplace impacts how a business garners success as each one of us brings something to the table that no one else has. Some benefits that companies in various disciplines have realized out of having equal proportion of men and women in workplace are - reduced stress levels, decrease attrition rate, improved reputation of the company and an increase engagement and performance.

The international Women Seafarers Foundation aims at bringing gender diversity in the seafaring world.

A sailing career is highly rewarding and satisfying profession and opens a plethora of opportunities for future growth ashore. But, would consider your daughter to choose seafaring as a profession? It is our vision to make all those answers YES.

IWSF is not here to pursue any favours or propose reservation for women. We believe in equal opportunity based on competency.

About IWSF

The International Women Seafarers Foundation (IWSF) is a not-for-profit organization registered under Bombay Public Trust Act, 1950.

The foundation aims to:

Support and guide fellow seafarers and sailing women understand the challenges on board ships and learn to take right steps at right time.

Assist companies in bridging policy gaps for women seafarers on board and create awareness.

Assist Government and institutions in promoting education and policies related to women.

Forward path

Liase with shipping companies and Government to assist is policy matters related to women.

Provide counselling to lady students and sailors for career planning.

Conduct awareness camps for gender sensitivity while working in a confined environment of ships.

Liase with industrial bodies and maritime representatives to promote women in seafaring profession.

Assist companies and lady seafarers in resolving gender sensitive matters on board to reach unbiased solutions.



Our Objective

To protect rights of women seafarers and promote their fair treatment on board ships.

To raise awareness in the society about women in seafaring profession, aid and assist activities to encourage women participation in shipping.

To provide gender sensitization training on a sustained and evolving basis.

To assist in placement and moral counselling to women seafarers for sailing career.

founding members

ORGANISATION
MARITIME
INTERNATIONALE



INTERNATIONAL
MARITIME
ORGANIZATION

ORGANIZACIÓN
MARÍTIMA
INTERNACIONAL

30 October 2017

Trustees
International Women Seafarers Foundation (IWSF)
Mumbai

Dear Trustees,

It gives me great pleasure to note that The International Women Seafarers Foundation has been conceived with the intention of promoting and supporting women seafarers in their shipping career.

I appreciate the bold initiative taken by the women seafaring community in India to formally organize themselves. The Foundation will definitely assist the shipping industry in improving policies and procedures for women on board as well as the way things are dealt ashore. I am sure our shipping will also benefit as much as the women seafarers themselves.

To this end, I recognize that the leaders of this group are well known in the shipping fraternity and look forward to them taking a leading role in promoting women to play a bigger role in international forums related to women in shipping.

I wish the Foundation all the success which it deserves to achieve its goals

Yours sincerely,

Ashok Mahapatra
Director
Maritime Safety Division



MS. SUNEETIBALA

She is Extra First Class, Ex-Marine/Class Surveyor & Auditor. She started her sailing career at Chevron shipping and grew up to become the first Indian lady sailing chief engineer on board MT SCI Albert Ekka.

She is also the 1st lady Marine Field Surveyor and receiver of "Exemplary Woman of Substance Award 2015" by Sailors Today.



CAPT RADHIKA MENON

She is the first lady Master of India. She has 26 years of experience in shipping and still sailing. She is the first lady in the world to have been conferred with IMO Award for Exceptional Bravery at Sea 2016. She has also received Gallantry at Sea Award NMDC in 2016 and will be conferred with first woman achiever award by Govt. of India in 2017.

She was elected as Vice president of Maritime Union of India (MUI) for 2 tenure and continues to be on their executive committee. She is also an honorary member of MAPS.



MS. SHARVANI MISHRA

From joining as one of the only two female cadets from the pioneer batch of Tolani Maritime Institute, to becoming the first lady engineer to sail on an Indian flag ship, she has a vast sailing and on-shore experience in various disciplines of maritime industry. Her fortes include both, ship management and chartering.

She is an active member of International Association of Maritime Economists and is executive committee member of Institute of Marine Engineers.



What we need from industry

Opportunity and platform to work together to build policies and procedures to encourage gender diversity in seafaring.

Platform for open discussion on challenges faced by women sailors and companies.

Support for representing Indian women sailors in international arena.

Support for conducting social research on improving on board working environment for women.

Continuous feedback to meet industry expectations to enhance social or technical skills of lady seafarers.

Financial support to help IWSF pursue its objective.

BECOME A MEMBER

To become a member all you need is have some sailing qualification. Please browse to the membership section of our website www.iwsf.co, choose the type of membership and upload your passport and CDC/ student identity, as applicable.

There is a membership charge for yearly and lifetime members which can be paid online post receipt of confirmation mail from IWSF. Student membership is free. Our team shall verify the document and send out confirmation mail within two working days of membership request.



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