

Maritime SheEO Conference 2024: Celebrating Leadership, Diversity, and Inclusion in the Maritime Industry

The Maritime SheEO Conference 2024, held at Taj Santacruz, Mumbai on 15th November 2024, brought together **over 300 industry leaders in person and more than 1,500 online participants from across the globe**. This year's conference, strategically held on Gurunanak Jayanti, emphasized the importance of leadership in driving diversity and inclusion within the maritime sector. With an exceptional lineup of speakers and thought-provoking sessions, the event was a resounding success.

Key Highlights

This year's conference centered around the theme of leadership's critical role in promoting diversity and inclusion in maritime, highlighting the need for collective action across the industry. Session topics ranged from **"Measuring Diversity and Closing the Pay Gap"** to **"Empowering Women Leaders and the BBNJ Agreement"**, offering fresh insights and solutions to challenges that persist in the sector.

A standout moment was the concept launch of the **"Inclusion of Women in the Sri Lankan Maritime Industry - A 2025 Study"**, setting a benchmark for future diversity research initiatives. Other popular sessions included **"Navigating the Future: Technology & Innovation in Maritime"** and **"Supporting Wellbeing: From Sea to Shore"**, which addressed the importance of mental and physical well-being in the industry.

Notable Speakers and Participants

This year's speaker roster featured high-profile leaders, including **Arsenio Dominguez**, Secretary-General of the International Maritime Organization (IMO), **Monica Nagelgaard**, Consul General at the Royal Norwegian Consulate General in Mumbai, and **Dr. Malini Shankar**, Vice Chancellor of the Indian Maritime University. Industry insights were also shared by **Guy Platten**, Secretary-General at the International Chamber of Shipping, **Nathalie De Jaeger**, Head of the Strategic Department, DG Shipping (Belgium), and **Max Meija**, President of the World Maritime University.

Attendance Stats

The conference welcomed a diverse range of participants, including CXOs, seafarers, crew managers, and freight forwarders. Of the 300+ in-person attendees, a gender ratio of approximately 43% male and 57% female was seen. The global representation of attendees spanned countries such as the USA, UK, Netherlands, Norway, Australia, and India, showcasing the international reach of the event.

Achievements and Announcements

The Maritime SheEO Awards 2024 recognized both individuals and companies making significant contributions to diversity, sustainability, and leadership within the maritime industry.

Individual Awards:

- **SheEO to Watch Out For:**
Parnita Rasal (Anglo-Eastern)
Amal Albawardi (National Center for Environmental Compliance, KSA)
- **SheEO Leader of The Year:**
Anisha Ramakrishnan (Transworld Group)
Akanksha Batura Pai (Sinoda Shipping Agency)
- **Champion of Diversity:**
Tevita Misdali Robanakadavu (Fiji National University)
- **SheEO Entrepreneur of the Year:**
Zoe Upson (FACT - Freight and Commodity Talent)
- **Lifetime Achievement Award:**
Dr. Malini V. Shankar, IAS (Retd.) (Indian Maritime University)
- **SheEO Seafarer Rising Star Award:**
3/O Shraddha Vishwakarma (Exmar)
Amilia Busby (CEMEX UK)

Company Awards:

- **Seafarer Diversity Champion:**
Priyanka Gupta (Anglo-Eastern)
- **Inclusive Faculty Excellence Award:**
Dr. (Mrs.) Sheeja Janardhanan (Indian Maritime University)

- **Best Practices in Diversity:**
Maersk India
- **Best Practices in Sustainability:**
Transworld Group
- **Seafarer Workplace Diversity Award:**
Seaspan India
- **Diversified Maritime Education Award:**
T S Rahaman & Centrum Marine
- **Media Company of the Year:**
Bhandarkar Publications

Quotes

Founder of Maritime SheEO, Sanjam Sahi Gupta, emphasized the critical role of leadership in fostering diversity, stating:

“Diversity is not just a corporate goal; it is the bedrock of innovation and resilience in maritime. As we push for more inclusive practices, we are not only shaping a fairer industry but also a stronger, more competitive one that reflects the world it serves.”

Feedback and Testimonials

The conference was praised for its impactful sessions and relevant discussions. One attendee remarked:

“It was a very successful and very very relevant and very well conducted conference, international speakers and international audience added a lot of flair. It was a huge pleasure to attend and huge appreciation for Sanjam and the entire team at Maritime SheEO..... Can't wait for the next one!!!”

Future Plans

The Maritime SheEO Conference will return in November 2025, continuing its mission to lead the global maritime industry towards a more diverse, inclusive, and sustainable future.

