



# Diversity

**YOUR FEEDBACK  
IS IMPORTANT TO US!**

Share your experiences onboard  
to help make the shipboard environment  
welcoming for all.

 **ANGLO-EASTERN**

 **WISTA**  
International

 **ISWAN**

 International  
Chamber of Shipping  
Shaping the Future of Shipping

## Gender Diversity Survey for Women Seafarers

**Anglo-Eastern Solicits Women Seafarers to Provide Real World Experience for  
Second Edition of the Gender Diversity Manual**

**Gender Diversity Survey Launched In Cooperation with  
WISTA International, ISWAN and ICS**

*Anglo-Eastern Ship Management Limited, WISTA International, International Seafarers Welfare and Assistance Network (ISWAN) and International Chamber of Shipping (ICS) have launched a public online survey to collect data for the next edition of Anglo Eastern's Gender Diversity Manual. First published in February 2018, the [Gender Diversity Manual](#) addresses critical social, cultural, and interpersonal issues that can obstruct the productivity of a shipboard team. Aimed to sensitize junior and senior officers to the challenges female seafarers may face, the booklet addresses a wide range of challenges from sexual harassment and bullying to negative attitudes.*

Anglo Eastern has always taken the lead in promoting the seafarers role in world shipping. It is our endeavour to make the ship board environment welcoming for all and we support diversity on board our ships Women seafarers, please come and support us in our initiative by taking this 15 minute survey.

The [online survey](#), which asks questions regarding attitudes, discrimination and harassment, is open to all active female seafarers. Results from the survey will influence the second edition of the manual, which the collaborators hope to present at the International Maritime Organization before the end of 2020.

"Shipping remains a global industry that relies on the strength of its seafarers. Surveying female seafarers helps strengthen this manual as a training guide, and shows the industry that building an inclusive, diverse, and strong industry is in everyone's best interest," said Despina Panayiotou Theodosiou, president of WISTA International. WISTA International is an international networking organization for female managers in the shipping industry. WISTA International is comprised of 51 NWAs around the world and more than 3,500 members. WISTA International formed a Diversity Committee in 2018 to focus on inclusion issues. The Committee has assisted and collaborated on a number of projects with various industry partners including this manual, the Diversity and Inclusion pledge, a speaker's bureau and more. The Diversity Committee is guided by WISTA International Executive Committee members Sanjam Gupta and Fabiana Simões Martins

"Bridging the gap will be essential in ensuring a strong future for our industry. As female seafarers continue to gain a foothold, we must remain committed to providing resources, training and support to bridge this gender gap on board. We're excited to launch this survey two years after the initial manual to gain data on how the mindset and the challenges faced by female seafarers have changed over the years," said Capt. K. N. Deboo, Anglo-Eastern Maritime Training Centre, Director and Principal.

"ISWAN is delighted to support this guidance which will contribute in creating more positive and inclusive shipboard experiences for all seafarers," said Caitlin Vaughan, Project Manager, ISWAN.

"ICS believes it is essential to produce a working environment that is conducive to all. The updated guidance will aim to achieve this," said Natalie Shaw, Director of Employment Affairs for the International Chamber of Shipping.

The survey is open to Women Seafarers. Please take the survey now, click the link: <https://forms.gle/e41SSZJpivPwxoCA6>.

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