



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF TRANSPORTATION
MARITIME INDUSTRY AUTHORITY

MESSAGE

ADMINISTRATOR SONIA MALALUAN

LAUNCHING OF “MAERSK EQUAL AT SEA: JOURNEY BEGINS”

15 May 2025, 0900H, AMOSUP Convention Hall

H.E. Ambassador Franz Michel Mellbin, Mr. Gungor Ates, Owner’s representative, the officers and personnel of Maersk, colleagues in the maritime sector, our dear seafarers, ladies and gentlemen, good morning.

It is my privilege to be part of today's launching of "Maersk Equal at Sea: Journey Begins." More than symbolic, today's ceremony is an appeal to action, a proclamation of commitment, and a recognition of courage and advancement.

In this ever-changing international environment, we need to ensure that it is not only sustainable and competitive but also inclusive. We applaud Maersk for promoting its

Golden Voyage Towards Green and Digital Maritime Future

MARINA Building
20th Street corner Bonifacio Drive
1018 Port Area (South), Manila,
Philippines



Tel. Nos.: (632) 8523-9078
Email: oadm@marina.gov.ph
Website: <https://marina.gov.ph>

vision of a shipping business that celebrates diversity, embraces equality, and prioritizes inclusion as the very essence of it.

For decades, the seafaring career has been considered a man's world. But today, the tides are changing—and for good reasons. The valiancy, expertise, and resilience of Filipina women in seafaring are no longer concealed; they are emerging, leading, and inspiring.

At MARINA, we believe in unleashing the best in our seafarers. We are delighted to be actively contributing to a campaign that empowers women, that encourages them to dream, to lead, and to achieve in professions in every step of the maritime value chain. Whether on deck, in the engine room, operations, or in the leadership roles; women can contribute significantly.

But we also recognize the reality that while there has been some advancement, there is much yet to be overcome. Women seafarers continue to face gender-

differentiated barriers; from discrimination in recruitment to non-equal career progression, from poor onboard support to safety and welfare concerns. These are not exceptional issues. These are systemic issues that we need to tackle collectively.

By these events, we are given a chance to hear directly from the women who ride these waters on a daily basis. Their success stories remind us of what is possible when opportunity is offered. But their struggles also shed light on the work that still needs to be done.

Let us take these stories to heart. Let them stir us to action. Let them inform us in making policies and systems that uplift not exclude.

MARINA has acted proactively to mainstream gender sensitivity and push for greater equal access to training, certification, and employment. Our stakeholder consultations repeatedly raise women's voices to the top. And through the Maritime Industry Development

Plan, we are promoting reforms with more stringent gender-responsive programs. In addition, the International Maritime Organization (IMO), at the 108th Session of the Maritime Safety Committee in May 2024, adopted the addition of further knowledge, understanding and proficiency under Table A-VI/4 of the STCW Code to avoid and react to bullying and harassment, including sexual assault and sexual harassment. This new provision will enhance safety, and accountability on board, empowering women seafarers and creating a more inclusive, supportive maritime working environment for everyone.

But above policy, this is a question of culture. It is a question of changing mindsets. And this is where our work with industry leaders like Maersk comes in. Your leadership, your example, and your influence can assist us in creating the types of working cultures where respect, inclusion, and opportunity are the rule rather than the exception.

To our women on the seas, you are part of the crew, you are part of the future. You are building a future for the next generation's maritime leaders because of your will. You are mentors, leaders, changemakers. Rise up and shout. Break boundaries. To Maersk, thank you for taking the lead. Your policies and programs are benchmarks others should follow. May this path you've set lead to good change across the industry.

And to all of us gathered here today, let this moment remind us: the sea does not know gender. Ability, courage, and dedication are not based on gender—they are based on purpose.

Let us unite to make "equal at sea" a reality. That our ships, our companies, our agencies and the very heart of our maritime nation are truly inclusive, empowering, and equal.

Maraming salamat at Mabuhay ang Marinong Pilipino!

