



WELCOME ADDRESS

BY

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FOR

**MARITIME HERIZON: A CONVERSATION OVER HIGH TEA
IN CONJUNCTION WITH MALAYSIA MARITIME WEEK 2025**

**16 JULY 2025 (WEDNESDAY) | 1530 HRS
SUNWAY RESORT HOTEL**

YABhg. Dato' Seri Dr. Wan Azizah Dr. Wan Ismail,

Your Excellency Mr. Arsenio Dominguez,

Secretary-General of the International Maritime Organization,

Distinguished guests, colleagues, ladies and gentlemen,

Good afternoon.

1. It is my honour to welcome all of you to this special occasion, ***“Maritime HERizon: A Conversation Over High Tea,”*** held in conjunction with Malaysia Maritime Week 2025.
2. I especially wish to express my deep appreciation to YABhg. Dato' Seri Dr. Wan Azizah for her presence and unwavering support for gender equality. I also extend my sincere thanks to the Secretary-General of the International Maritime Organization for joining us in this important conversation.
3. Today's event is not just symbolic, it is part of a wider effort to make the maritime sector more inclusive, representative and forward-looking. Gender equality is not a peripheral issue; it is a central pillar in the sustainable development of the industry.

Ladies and Gentlemen,

4. Malaysia has made encouraging strides. According to the 2024 Women in Maritime Survey jointly conducted by the IMO and the

Women's International Shipping and Trading Association (WISTA), 22.93% of Malaysia's maritime public sector workforce are women, higher than the global average of 19.27%.

5. In support services, women account for 48.19% and in education, they represent 56.22% of graduates in non-Standards of Training, Certification and Watchkeeping (non-STCW) programmes and 25.45% of graduates certified under the STCW Convention, the global benchmark for seafarer training.
6. These numbers are encouraging. They show that the talent exists, and that the foundation is strong. Yet, we must also reflect on the challenges. Only 11.78% of women hold core technical maritime roles. In maritime administration, women occupy just 5.88% of management posts. Among Port State Control Officers, the figure is 13.75%, and in Search and Rescue operations, only 2.44%.
7. These figures tell us that while access has improved, true representation and leadership remain limited. It is clear that structural, cultural and institutional reforms are needed to close the gap between potential and participation.
8. The Ministry of Transport remains committed to these reforms. We have embedded gender-responsive elements into key national documents and initiatives, including the Malaysia Maritime Law Revision and Reform Committee, the Malaysia Maritime Master Plan, and the National Transport Policy. These are essential building blocks, but real change requires more than policy. It must be driven by dedicated institutions and empowered individuals.

9. The Ministry of Transport also works closely with the Women in Maritime Association Malaysia (MyWIMA), a key national partner in advancing the role of women across all segments of the maritime sector. MyWIMA continues to serve as a vital platform that nurtures professional growth, provides mentorship opportunities, and advocates for gender-responsive maritime policies. Their initiatives spanning from capacity-building workshops to regional collaborations, have made a tangible impact on both institutional mindsets and individual career pathways.
10. I am especially pleased to note MyWIMA's proactive role in fostering regional solidarity through recent engagements with its counterparts in Indonesia and Timor-Leste. These efforts do not only uplift women's technical capabilities, but also strengthen Malaysia's leadership in promoting gender cooperation within ASEAN's maritime community.
11. On the international front, Malaysia will continue to uphold its responsibilities as a long-standing Council Member of the IMO, and we remain steadfast in advocating for the integration of gender perspectives in global maritime governance. Diversity, equity and inclusion must not remain ideals, they must be actively mainstreamed into policy, operations, and leadership across the sector.
12. I hope that today's session will spark deeper reflection, candid sharing and actionable outcomes. Let us take this opportunity not only to celebrate the achievements of women in maritime, but also to commit ourselves to building an industry that truly reflects the

values of fairness, innovation and shared progress. The women in this room and those yet to join our ranks, deserve no less.

13. With that, I once again welcome you to this important event. Thank you for your presence, your participation and your partnership in advancing an inclusive maritime future for Malaysia and the region.

Thank you.