

IALA Council**3rd session****8-12 December 2025****Mumbai, India*****17. Any other business*****Paper for consideration by the Council****Proposal for the “Empowering Women in IALA”
Recognition Programme**

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Summary

This paper proposes the establishment of the “Empowering Women in IALA” Recognition Programme, an initiative aimed at highlighting, promoting, and celebrating the achievements of women in the fields of Aids to Navigation (AtoN), Vessel Traffic Services (VTS) and other maritime safety-related activities.

The programme would demonstrate IALA’s commitment to inclusivity, professional excellence, and equal opportunities, strengthening its position as a modern, forward-looking International Organization that values diversity as a driver of innovation, cooperation, and maritime safety.

Background

The International Association of Marine Aids to Navigation and Lighthouse Authorities (IALA) was formally transformed into an International Organization in 2024, with the mandate to promote safe, efficient, and environmentally responsible navigation worldwide.

As IALA evolves, it is increasingly important to ensure that the organization reflects the diversity of the maritime community it represents. While women continue to play growing roles in the maritime and technical domains, their visibility and representation in AtoN and VTS activities remain limited compared to other sectors.

Through this recognition programme, IALA can contribute to building a more inclusive maritime industry while inspiring future generations of female professionals.

Proposal

It is proposed that IALA establish an “Empowering Women in IALA” Recognition Programme, to be presented annually or biennially, as part of major IALA events (e.g. Conference, Symposium, or Council Session).

The programme would:

- Recognize outstanding achievements by women in AtoN, VTS, or related maritime safety fields;
- Honour initiatives or projects promoting gender equality, capacity-building, or mentorship;
- Provide visibility and networking opportunities for women in IALA's global community.

The recognition could take the form of:

- An official IALA Certificate or Award presented by the Secretary-General;
- Publication of recipient profiles on the IALA website and communication channels;
- Inclusion in mentoring or leadership development activities supported by IALA Members and industry partners.

Objectives

- To increase visibility of women's contributions within IALA and the maritime safety domain.
- To promote diversity and inclusivity across IALA Member States and organizations.
- To encourage mentorship and knowledge exchange between female professionals and young talents.
- To align IALA's initiatives with international efforts promoting gender equality in maritime.

Format

The *Empowering Women in IALA* Recognition Programme could include:

1. Call for Nominations – open to IALA National, Industrial, and Associate Members.
2. Evaluation Process – assessment by a selection panel appointed by the Council, including representatives from IALA committees and relevant organizations.
3. Award Presentation – at an official IALA event (Conference, Symposium, or Council session).
4. Follow-up Activities – featuring awardees as speakers, mentors, or role models within IALA's training and outreach initiatives.

Benefits

- Reinforces IALA's image as a modern, inclusive, and socially responsible International Organization.
- Encourages gender diversity and fosters a culture of equal opportunities in the maritime domain.
- Provides visibility and motivation for women pursuing careers in AtoN, VTS, and maritime safety.
- Strengthens international cooperation and mentoring networks among IALA Members.

Conclusion

By launching the *Empowering Women in IALA* Recognition Programme, IALA would create a meaningful framework to celebrate diversity, inspire professional excellence, and encourage broader participation of women in maritime technical and leadership roles — contributing to safer, more efficient and more sustainable navigation worldwide.

Council is invited to:

1. Approve in principle the establishment of the *“Empowering Women in IALA” Recognition Programme*.
2. Decide periodicity (e.g. annual or biennial) and the form of the recognition/award (e.g. certificate, plaque, trophy)
3. Task the Secretariat/Council working group, to prepare detailed guidelines and rules, including scope and evaluation criteria.
4. Establish an Award Committee to oversee the evaluation and selection process
5. Consider aligning the launch of the first Recognition Programme with a major IALA event such as the IALA Conference or World ATON Day celebration.
6. Decide on the funding mechanism to support the Award’s establishment and continuity.
7. Decide for a title of the recognition programme - alternative titles for consideration:
 - *“Beacons of Change: Women in IALA”*
 - *“Navigating Equality: Empowerment of Women in IALA”*