

**IALA COUNCIL**  
**4<sup>th</sup> session**



**8 - 11 June 2026**  
**HQ, France**

**17 – Any other business**

**17.1 IALA Gender Equality Award Proposal**

Note by the Secretariat

## **IALA Award: Empowering Women in Marine Aids to Navigation**

### **1. SUMMARY**

This paper presents a proposal to establish an IALA Award: *Empowering Women in Marine Aids to Navigation*, with the draft 'Terms of Reference' provided in the annex.

### **2. BACKGROUND**

At the 3<sup>rd</sup> session of the Council, held in Mumbai in December 2025, Councillors from Romania and Australia submitted an input paper (C03-17.1.1) proposing that IALA create a recognition programme to highlight and encourage efforts that advance gender equality and the empowerment of women in Marine Aids to Navigation (AtoN) and related maritime safety activities. The Council agreed in principle and tasked the Secretariat to prepare a draft proposal for consideration by the Council at its next session.

### **3. DISCUSSION**

In response to the Council's tasking, the Secretariat prepared draft for an IALA Award: *Empowering Women in Marine Aids to Navigation* (Annex). The draft is intended to provide: a clear purpose and goal for the Award; eligibility and illustrative criteria aligned with the intended scope; a nomination process and indicative timetable; and governance arrangements for assessment and Council endorsement.

### **4. THE COUNCIL IS INVITED TO**

**Discuss** the proposed establishment of the IALA Award: *Empowering Women in Marine Aids to Navigation* provided in the annex and decide accordingly.



## ANNEX



## IALA Award: Empowering Women in Marine Aids to Navigation

### 1. Background

The aim of the International Organization for Marine Aids to Navigation (IALA) is to foster the safe and efficient movement of vessels through the improvement and harmonization of Marine Aids to Navigation worldwide for the benefit of the maritime community and the protection of the marine environment.

Aligned with the United Nations 2030 Agenda—particularly SDG 5 - Achieve gender equality and empower all women and girls—the Organization seeks to highlight and accelerate the contribution of women across AtoN, and related maritime safety activities.

Establishing a dedicated IALA award will reinforce inclusivity, professional excellence and equal opportunities within IALA's global membership while inspiring future generations of female professionals.

### 2. Purpose

The IALA Award *Empowering Women in Marine Aids to Navigation* accords international recognition to individuals (irrespective of gender) who—personally or on behalf of their institutions—have made significant, verifiable contributions to advancing gender equality and the empowerment of women in AtoN, or related maritime safety activities.

### 3. Goal

The Award aims to encourage members of the Organization, intergovernmental and non-governmental partners and industry stakeholders to continue adopting and promoting policies and actions that create a working environment where women are treated as equals and enjoy equal rights and opportunities.

### 4. Criteria for Eligibility

Individuals at any rank and irrespective of gender working in, or significantly supporting, AtoN, or related maritime safety activities (including government authorities, industry, non-governmental organizations, or scientific agencies) who have contributed to the empowerment of women at national, regional or international levels.

Illustrative contributions may be inter alia:

- Adoption or promotion of measures, policies, regulations or legislation that advance gender equality.
- Serving as visible role models catalyzing positive change on all levels of authority and responsibility.
- Supporting education, training, mentoring and capacity-building for women in AtoN.
- Leading projects/initiatives that measurably improve inclusion, representation or leadership opportunities for women in AtoN or related maritime safety activities.



## 5. Nominations

The Secretariat will issue a call for nominations in regular intervals, along with the Conference preparation, implementing a cycle of approximately 36 months. Nominations may be submitted by members of the Organization.

Nominations should be addressed to the Secretary-General and include a detailed description of the nominee's achievements with supporting documentation, e.g. evidence, testimonies, metrics and, where applicable, audiovisual materials.

Nominating members are invited to bear the costs of travel and accommodation for their nominee.

## 6. Assessment Panel

**Composition.** Nominations will be evaluated by an Assessment Panel appointed by the Secretary-General, consisting of the Secretary-General as Chair; two representatives from the Council (geographically diverse), one representative from Affiliate Industrial Members Group, and one representative from the leadership (Chair/Vice-Chair) of a Committee who is preferably a woman (rotating across committees if possible).

**Functions.** The Panel will review all nominations against the Award's purpose and criteria, assess supporting documentation and select one winner. The Council will be invited to endorse the Panel's decision. The Secretariat will provide administrative support.

## 7. Form of the Award

The Award takes the form of a trophy accompanied by a certificate citing the winner's contribution to improving gender equality within AtoN. The Assessment Panel may recommend Letters of Commendation for deserving nominees not selected as the winner.

The recipient will be invited to contribute a short article outlining challenges addressed, actions taken and outcomes achieved in furthering an inclusive AtoN culture. The IALA Secretariat will publish and disseminate the article via IALA channels (website, social media, etc.) and, where appropriate, integrate the recipient into mentoring or leadership development activities supported by Members of the Organization and partners.

## 8. Award Ceremony

The Award will be presented by the Secretary-General at the IALA Conferences to maximize visibility and networking opportunities for the awardee.

## 9. Periodicity

The Award will be presented every 3 years, aligned with the cycle of Conferences, and reviewed periodically for effectiveness and sustainability.

## 10. Timetable (indicative)

- Call for nominations issued by the Secretariat.
- Deadline for receipt of nominations (date set in the call).
- Assessment Panel review and recommendation of winner.
- Council endorsement of the Panel's outcome.
- Notification and press release coordinated by the Secretariat.
- Award ceremony at the next eligible IALA Conference.

## 11. Follow-up and Visibility

- Profile the winner on IALA's website and communication channels.
- Invite the winner to serve as a speaker/mentor/role model in IALA capacity-building activities.
- Encourage Member-led mentoring networks and knowledge-exchange activities associated with the Award.



## Annex – Nomination Form: IALA Award – Empowering Women in Marine Aids to Navigation

Instructions: Complete all sections. Where applicable, add annexes (evidence, testimonials, metrics, audiovisual materials). Maximum narrative length: 3 pages.

<b>Nominating entity</b>	<b>(Member; or partner organization)</b>  <b>(Type here)</b>
<b>Contact person (nominator)</b>	Name, title, email, phone  <b>(Type here)</b>
<b>Nominee</b>	Name, title, nationality, organization  <b>(Type here)</b>
<b>Nominee contact</b>	Email, phone  <b>(Type here)</b>
<b>Scope of contribution</b>	AtoN / Related maritime safety field  <b>(Type here)</b>
<b>Geographical impact</b>	National / Regional / International (tick) <input type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> International  <b>(Type here)</b>
<b>Consent</b>	The nominee has been informed of this nomination and consents to the processing of submitted data. <input type="checkbox"/> Yes <input type="checkbox"/> No  <b>(Type here)</b>
<b>Signatures</b>	For and on behalf of nominating entity – Name, position, signature, date  <b>(Type here)</b>

### Narrative description of contributions toward gender equality (max. 3 pages)

- Context & barriers addressed
- Actions taken (policies, programmes, mentorship, training, role-modelling)
- Results & evidence (metrics, outcomes, testimonies)
- Sustainability & transferability

### Supporting materials (list and attach as annexes)

- 
- 

**Submission:** Send the completed nomination to the Secretariat with subject 'Nomination – Empowering Women in AtoN Award'. Deadlines are specified in the call for nominations.