



WISTA

**Annual General Meeting
05 November 2020
12pm GMT
Online**

Welcome to the Annual General Meeting!

2. Identification of voting members (NWAs) and proxies

3.

Approval of Minutes of AGM held in
Grand Cayman, Cayman Islands on 30 October 2019

4. President's Annual Report



WISTA

WISTA International AGM 2020
President's Report
Despina Panayiotou Theodosiou

Membership



- 54 National WISTA Associations in all continents
- In 2020 we welcomed:
 - Angola
 - Cameroon
 - Guatemala
 - Lebanon
 - Romania
- WISTA Malaysia close to establishment
- Individual Membership: We have approximately 3900 Members.

Membership



1974 UK 1981 Germany 1987 Sweden 1988 Norway 1990 Denmark 1993 Greece
1994 Italy 1994 Nigeria 1994 Poland 1995 Finland 1997 USA
1998 Canada 1998 Singapore 2000 Netherlands 2003 France 2007 Dominican Republic
2007 Philippines 2007 Spain 2007 Hong Kong 2009 Panama 2009 Turkey
2010 Australia 2010 Ghana 2010 Switzerland 2011 Belgium 2012 Cyprus 2012 India
2013 Argentina 2013 Russia 2014 Sri Lanka 2014 New Zealand 2015 Korea
2016 Morocco 2016 Brazil 2016 Georgia 2016 Monaco 2016 Bahamas 2016 Bermuda
2018 Japan 2018 Uruguay 2018 Venezuela 2018 Peru 2018 Portugal
2018 Chile 2019 South Africa 2019 Colombia 2019 Bangladesh 2019 Mexico
2019 Romania 2020 Angola 2020 Guatemala 2020 Cameroon 2020 Lebanon

WE ARE WISTA

Collaborations: IMO



WISTA International and the IMO signed a Memorandum of Understanding on Technical Cooperation on 27 January 2020.

The MoU aims to promote greater diversity and inclusion through enhanced cooperation activities in the maritime field and it outlines how WISTA will play an important role in helping IMO further its reach to women in the maritime industry.



Collaborations: IMO



Four key areas of activity are outlined in the MoU:

1. to look for opportunities to partner on maritime issues; which may include organizing workshops or speaking on panels at annual conferences or other events and will endeavour to make panels diverse.
2. to promote greater engagement for women in maritime, among members, the broader ocean business community, ocean stakeholders and the public.
3. to develop and participate in relevant training, workshops, among other business related to their areas of mutual interest;
4. to support the implementation of Assembly Resolution A.1147(31) on Preserving the legacy of the World Maritime theme for 2019 and Achieving a Barrier-Free Working Environment for women in the maritime sector.

Collaborations: World Ocean Council



WISTA and the World Ocean Council signed an MOU to partner in advancing women's leadership in the ocean and coastal business community and the Sustainable Blue Economy.

The purpose of the MOU is to provide a foundation and agreement for WISTA International and the WOC to develop and enhance the collaboration in bringing together women industry leaders in the marine and maritime industries to address ocean sustainable development, stewardship and science and promote business opportunities in support of responsible ocean economic activity.

The MoU was signed on 20 November 2019 at the annual WOC Sustainable Ocean Summit 2019 in Paris.



Collaborations: International Chamber of Shipping



The ICS has set up a Women in Maritime Panel, for the promotion of diversity in the maritime Industry. WISTA chairs the panel.



Collaborations: APEC SEN



On October 30, 2020 the APEC SEN secretariat met with WISTA International.

We discussed ways to promote diversity in the maritime field,
to empower women to lead in their professional field,
to align APEC's five pillars of the Policy Partnership on Women and the Economy to WISTA's mission.



Projects:



1. IMO – WISTA Women in Maritime Survey:

The purpose of this survey is to obtain baseline data on the number of women in maritime and oceans fields and the positions they occupy. We aim to have comparable data that will assist us in creating programs and proposing policies that will increase the participation of women in maritime, thereby creating a more diverse and inclusive environment in our sector. Project led by Despina P. Theodosiou and Helen Buni (IMO).

2. Gender Diversity Survey:

WISTA International, Anglo-Eastern Ship Management Limited, 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. Project is led by Sanjam Gupta.

Projects:



3. Project on monitoring Covid-19 and how it affects women in maritime:

WISTA International is working on a project to monitor the effects of Covid-19 on women in maritime and more specifically to its members. We are working with Universidade Federal de Espírito Santo in Brazil, who are sponsoring us with 240 hours of researching work for this project. Project is led by Fabiana Simões Martins.

4. Focus Group in Africa:

WISTA International and the International Maritime Organisation (IMO) decided to further continue the discussion on strengthening co-operation and sharing best practices amongst IMO established WIMAs and WISTA International and its National WISTA Associations (NWAs) and created a Focus Group for Africa.

The Group will examine how best to implement the IMO Assembly Resolution on "Preserving the Legacy of the World Maritime Theme For 2019, and Achieving a Barrier-Free Working Environment for Women in the Maritime Sector." The project is led by Naa Densua Aryeetey.

Projects:

5. UNCTAD:

We have been working to establish collaboration with UNCTAD (United Nations Conference on Trade and Development). We are still in the initial stages, although due to these discussions we have already been asked to contribute with names of female speakers for UNESCAP's (UN Economic and Social Commission for Asia and the Pacific) online events. Project is led by Angie Hartmann and Yasmina Rauber.



Projects:



6. Speakers Bureau:

IMO and WISTA are working together on this project to establish a Speakers Bureau, which essentially will be an online database of women from around the world (and not necessarily only members of WISTA or WIMAs) that will upload their resumes so that conference organisers can reach them based on their location, expertise etc. Project led by Despina Theodosiou and Helen Buni (IMO).

Projects:



7. Institute of Chartered Shipbrokers Scholarships:

Five scholarships were given to WISTA members for the academic year 2020-2021.

They are the following (by NWA alphabetical order):

Isabella Mochel - WISTA BRAZIL

Monica Potsou - WISTA CYPRUS

Justyna Hapanionek - WISTA POLAND

Agnes Olsson - WISTA SWEDEN

Beth Kirkpatrick - WISTA USA

Furthermore, for the academic year 2019-2020, WISTA Norway member Natalja Sunevica successfully completed her Foundation Diploma.

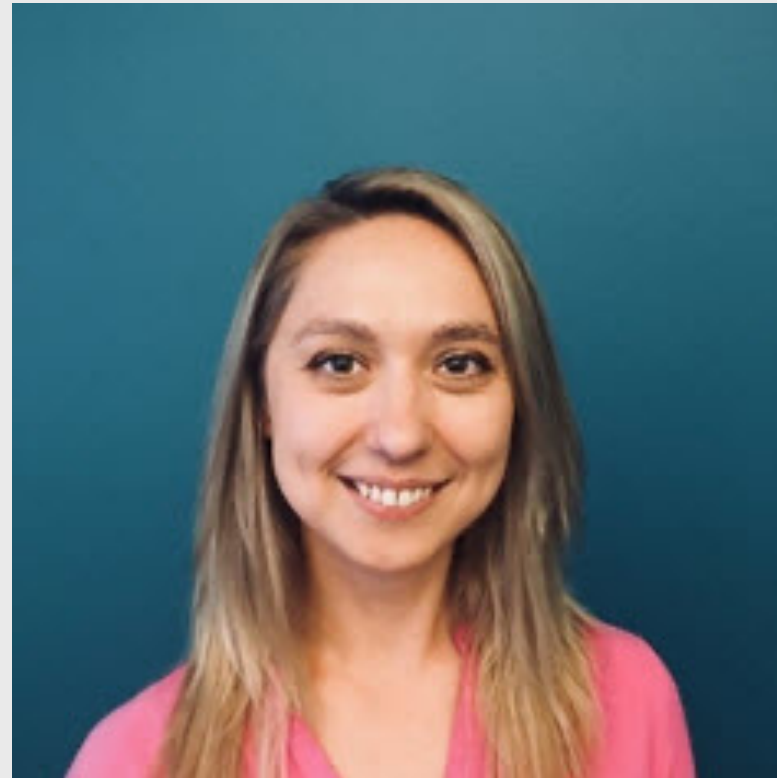
This project is led by the HR Committee (Helen Joannou, Astrid Drent, Janine Vils and Cecilia Osterman).

Projects:

ICS Scholarship Recipients for the academic year 2020-2021:



For the academic year 2019-2020, WISTA Norway member Natalja Sunevica successfully completed her Foundation Diploma



Meetings in 2020:



Due to Covid-19, many meetings on the national, regional and international level had to be cancelled or postponed. Nevertheless, many meetings were rescheduled online and here is a summary of these meetings:

Online Presidents Meeting - April 2020

Mid-Term Meeting - May 2020

Extraordinary General Meeting – August 2020

Presidents' RTD and Annual General Meeting – November 2020

WISTA International participated with speakers at several industry meetings like the European Shipping Week Flagship Conference organised by the European Shipowners' Association, the Crans Montana African Women's Forum, the African Union conference and the UNESCAP Regional Conversation Series, among others.

Meetings in 2020:



Escanea el código

22 de Julio - Chile 17:00hrs | GMT-4
30 de Julio - Chile 09:00hrs | GMT-4

WISTA International MAMLa

Latin American eForum

Oportunidades en las Américas y el Caribe más allá de la emergencia global **2020.**

Asociaciones: ONU MUJERES, IMO

Co-organizadores: WISTA (multiple logos)

Colaboradores: WOMEN IN MARITIME, MandoMaritime, Young, COVAULT

branding and design power by Cerevit Group

Escanea el código

WISTA International IMU INTERNATIONAL MARITIME ORGANIZATION

THEME: **Strengthening cooperation and sharing Best Practices in the Maritime Industry In AFRICA.**

DESPINA THEODOSSOU, WISTA PRESIDENT

NAA DENSLA APPEETEY (MRS.), WISTA INTERNATIONAL EXECUTIVE MEMBER, PRINCIPAL PROGRAMME ASSISTANT I&O

HELEN BUNJI, WISTA INTERNATIONAL EXECUTIVE MEMBER, PRINCIPAL PROGRAMME ASSISTANT I&O

MFON USORO, SECRETARY GENERAL OF THE ABUJA IMU

DR. DEEVOIHA E. MANDANDA, GOVERNING COUNCIL MEMBER, WIGOMSA

VIOLET O. WILLIAMS, OCEAN AMBASSADOR FOUNDATION PRESIDENT

SYLVIA ASANA OWO, WIGOMSA PRESIDENT

JEAN CHAZOR-ANSHERE, WIGOMSA PRESIDENT

GotoWebinar

ONLINE MEETING

20.AUGUST.2020 | 1:00PM BST

WISTA Angola, WISTA Cameroon, WISTA Ghana, WISTA Nigeria, WISTA South Africa, WISTA Morocco

Take time to assess where we are and what is in store for the second half of this extraordinary year with representatives of WISTA associations from around Asia.

Introduced By

Sanjam Gupta, WISTA International ExCo and WISTA India

Moderated By

Elizabeth Sloane, WISTA Hong Kong

Speakers

Shehara Jayawardana, WISTA Sri Lanka

Rita Lau, WISTA Hong Kong

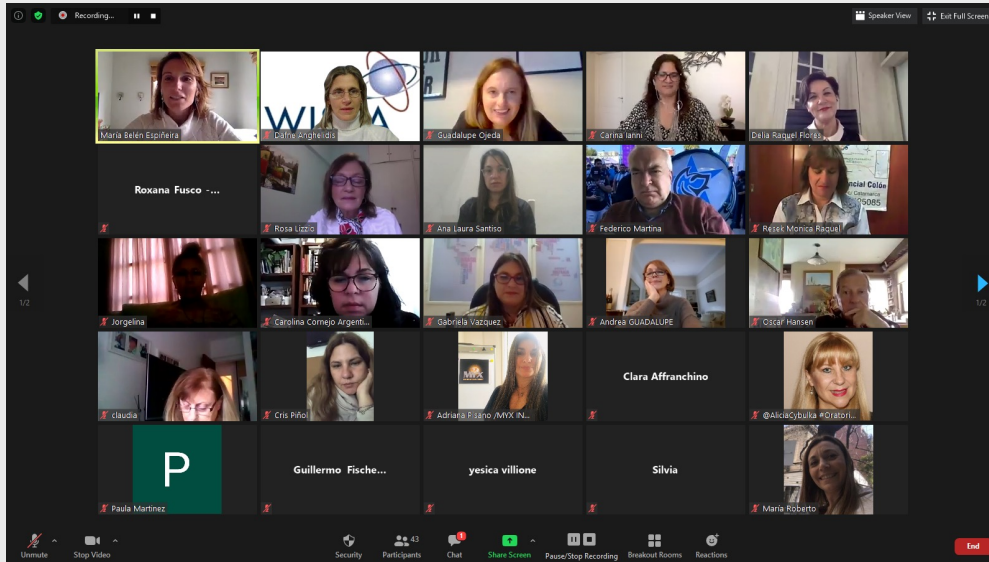
Magdalene Chew, WISTA Singapore

Raimah Chowdhury, WISTA Bangladesh

Sumit Sharma, WISTA India



Meetings in 2020:



Regional Conversation Series on Building Back Better

RESILIENT SUPPLY CHAINS AND CONNECTIVITY

FRIDAY, 25 September 2020
13:00 - 15:00 (Bangkok)

Over the past half-century, countries of Asia and the Pacific have pursued a development strategy based on globalized trade and transport. Many low-income countries have banked their future on securing their place in global value chains. Containment measures for the COVID-19 pandemic, however, have interrupted production, transport and distribution. They also exposed vulnerabilities in supply, especially for products made by a single source or reliant on complex supply chains.

As the costs of these disruptions mount, a refreshed debate about the shortcomings of globalization is taking shape. Following reassessment of operational costs, how will transnational corporations redesign their supply chains? What kind of policies could ensure that countries in Asia and the Pacific remain key players in the future?

This session of the Regional Conversation series among high-level Government officials, thought leaders and stakeholders will explore the challenges and opportunities for economies in the region as they recover from the COVID-19 pandemic and re-establish supply chains and connectivity.

Opening Remarks:

- Ms. Armida Salsiah Aliyehana, Assistant Secretary, ESCAP
- Dr. Young Tae Kim, Secretary General, International Transport Forum

Eminent Speakers:

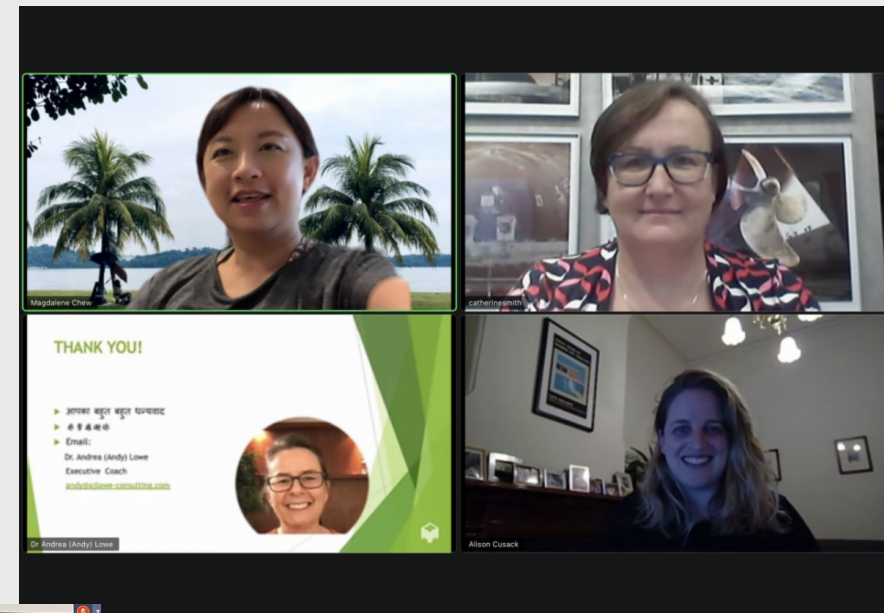
- H. E. Beibut Bakirovich Atankulov, Minister of Industry and Manufacturing Development, Kazakhstan
- H. E. Mr. Tran Tuan Anh, Minister of Industry and Trade, Vietnam
- H. E. Ms. Apiradi Teetragorn, Senator and former Minister of Commerce, Thailand
- H. E. Ms. Mere Falemaka, Ambassador, The Pacific Islands Forum to the World Trade Organization
- Dr. Stephane Graber, Director General, FAO
- Mr. Christopher Findlay, Governor Professor, Crawford School of Public Policy, Australian National University
- Ms. Sanjam Sahi Gupta, Director, Global Shipping Ltd. and Director for Diversity in the Maritime Industry
- Ms. Pamela Mar, Executive Vice President - Knowledge and Operations, Jang Academy, Jang Ship Group, Hong Kong

#AsianStart
Ms. Mia Mitaz, Director, Trade, Investment and Innovation Division, ESCAP

Register at: <http://bit.ly/RegionalConv>
Watch Live: <https://bit.ly/WatchRC4>



Meetings in 2020:



Working Committees:



Human Resources Committee

Diversity Committee

Futures and Technology Committee

Trade Committee

Ports Committee

Thank you for your important contribution to the aims of WISTA International!

Awards:



WISTA International was the winner for the 2019 CAREER4SEA - EUROPORT award Women in Shipping Award in November 2019 in Rotterdam. The award goes to an organization that has sparked, initiated, implemented or promoted the idea of gender equality towards advancing position of women in shipping.



Our ExCo 2019-2020



Despina P. Theodosiou
Cyprus
President

Alexandra Anagnostis-Irons
USA
Secretary

Connie Roozen
The Netherlands
Treasurer

Naa Densua Aryeetey
Ghana
ExCo Member

Sanjam Gupta
India
ExCo Member

Angie Hartmann
Greece
ExCo Member

Fabiana Simoes Martins
Brazil
ExCo Member

A world of thanks to all of you!

5. Finances

Subjects



- Annual accounts 2019
- Actual 2020 until September 2020
- Budget 2021
- Election of Company auditor

Actual 2019

	actual 2019
members	3312
	€
Membership dues	98079
Website set up/advance payment	
Website fee	7500
Unpaid/bank charges	-550
	105029
Audit fee	3503
Bank charges	612
Travel	3421
Exco Conference fee	8000
Exco AGM	23986
Exco Spring meeting	13481
Guest travel AGM	2500
Legal fees	0
Communication costs	1962
Trademark costs	5410
Attendance at IMO Meetings	0
ICS fees	0
insurance	456
Communication officer	30496
Website and digital contact	7465
Consultant funds foundations	0
Other	354
	101646
Result	3383



Explanatory remarks

- Total members in 2019 3312. An increase in members with 344.
- In 2018 a negative result, in 2019 slightly positive.
- The result is better than expected based on the budget. The reasons are:
 - More income due to the increase in members.
 - Less costs for the website. In 2018 the website is renewed. Some of the costs were activated, but also some costs are accounted for in 2018. These costs were € 19,079 in 2018 compared to € 7,465 in 2019.
 - Less costs for legal fees and travel costs for attending IMO meetings.
- Other differences with the budget are:
 - Travel costs Exco AGM higher because of higher travel costs to CI
 - The CSO performed more additional work because of our event at Norshipping and also the AGM has led to additional work.

Actual 30 september 2020

Income		2020 expected
Fee income	151513	
Charges	-656	
Income		152169
To be received fee		7677
Total Income		159847
Costs	until sept	2020 expected
Bank charges	600	900
Travel	0	0
Exco	0	0
CSO	-16813	-26813
Website	-4141	-8616
Communication fee	-235	-2000
Audit fees	-2117	-2117
Legal	0	0
Gifts	0	-800
Insurance	-477	-477
Trade mark costs	-13126	-20000
AGM fees		-8000
Reservation COVID costs		-10000
Other	0	-500
Total Costs	-36308	-78423
Profit/loss	123539	81424



Projected 2020 versus budget 2020



- Actual members up to date 3859, increase in members with 547!
- Still some invoices are unpaid, e.g. due to COVID. The amount of unpaid invoices in 2020 is higher than in past years.
- Travel costs Exco are of course reduced to nil.
- Trade mark costs are higher than expected.
- Higher communication costs because of an upgrade of the GoToMeeting.
- Not yet any costs for the AGM other than the online costs. Depending on the financial settlement for the International Conference in Hamburg, costs may occur in 2020 and/or 2021.

Budget

	actual 2019	Budget 2020	Budget 2021
	€	€	€
members	3312	3400	3900
Membership dues	98079	136000	156000
Website set up/advance payment			
Website fee	7500	6900	7500
Unpaid/bank charges	-550	-1000	-2000
	105029	141900	161500
Audit fee	3503	4000	4000
Bank charges	612	500	600
Travel	3421	7000	4000
Exco Conference fee	8000	8000	8000
extraordinary COVID'19 costs			10000
Exco AGM	23986	14600	14600
Exco Spring meeting	13481	11150	11150
Guest travel AGM	2500	2500	2500
Legal fees		5000	5000
Communication costs	1962	8000	8000
Trademark costs	5410	5000	10000
Attendance at IMO Meetings	0	10000	10000
ICS fees		4000	
insurance	456	524	524
Communication officer	30496	26500	26500
Website and digital contact	7465	8000	8000
Consultant funds foundations		5000	5000
Other	354	3400	5900
Reservation for extraordinary costs (COVID'19)			15000
	101646	123174	148774
Result	3383	18726	12726



Considerations budget 2021



- Difficult to estimate the costs for 2021 due to COVID
- Uncertainty on travelling
- We expect higher costs on communication due to more online events.
- Costs for professional assistance is included.

Election of Company Auditor



- Current auditor is BDO. Also the tax filings are done by BDO.
- Both the involved partner and senior manager are women.
- They also audit the election processes without additional costs.
- Recommendation to appoint them for 2021.

Any questions?

6. Presentation and Approval of new National WISTA Associations

6. Presentation and Approval of new National WISTA Associations

Angola

6. Presentation and Approval of new National WISTA Associations

Cameroon

6. Presentation and Approval of new National WISTA Associations

Guatemala



WISTA
Guatemala

WISTA International
Annual General Meeting 2020



**PUERTOS
DE GUATEMALA**

 PACIFICO

 ATLÁNTICO



OUR REGION

WISTA has 3,000+ members and 51 National WISTA Associations (NWAs).



WISTA GUATEMALA





¡Wista Guatemala!



FOLLOW US:



@WISTA_GT



WISTA GUATEMALA



@GUATEMALAWISTA



"EACH TIME
A WOMAN
STANDS UP
FOR HERSELF,
SHE STANDS
UP FOR ALL
WOMEN."

- Maya Angelou

¡THANK YOU!

6. Presentation and Approval of new National WISTA Associations

Lebanon

6. Presentation and Approval of new National WISTA Associations

Romania



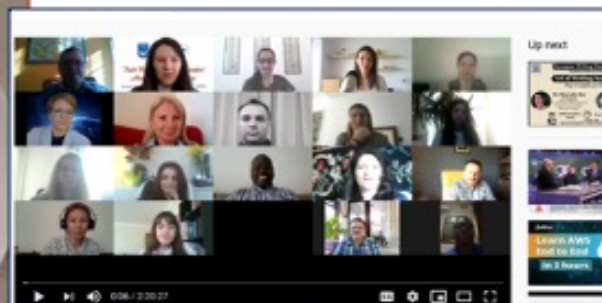
***The 50th National WISTA Association and
the 19th European country to join
WISTA International***

2020 Actions by WISTA ROMANIA



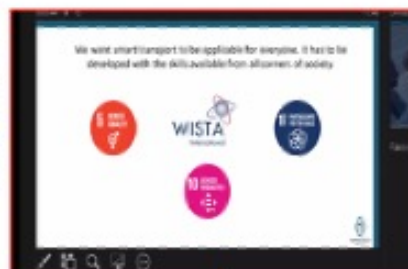
**OFFICIAL
INAUGURATION**

21 February



**“FAIR
TRANSPORT
AND GENDER”
CONFERENCE**

9 May



**SMART
TRANSPORT
SUMMIT**

30 September



**MARITIME
COACHING
WEBINAR**

17 October



**EC, IMO & ILO
GENDER
EMPOWERMENT
academic event**

**Next: 20
November**



.21 February 2020 INAUGURATION PARTY



**WISTA ROMANIA sponsored the academic event
“FAIR TRANSPORT AND GENDER”
showing commitment to FAIR TRANSPORT**

FAIR TRANSPORT = transport developed by companies which comply to social policies (including gender equality policy), safety & security, environmental and quality management policies



*“Fair Transport and Gender”
Academic Conference*

Guests from academia, transport industry, ITF, WISTA

*Online academic conference organised by
Constanta Maritime University and WISTA Romania*



9th of May 2020, hours 9.00-11.00 (Romanian time),
Constanta Maritime University, Romania,

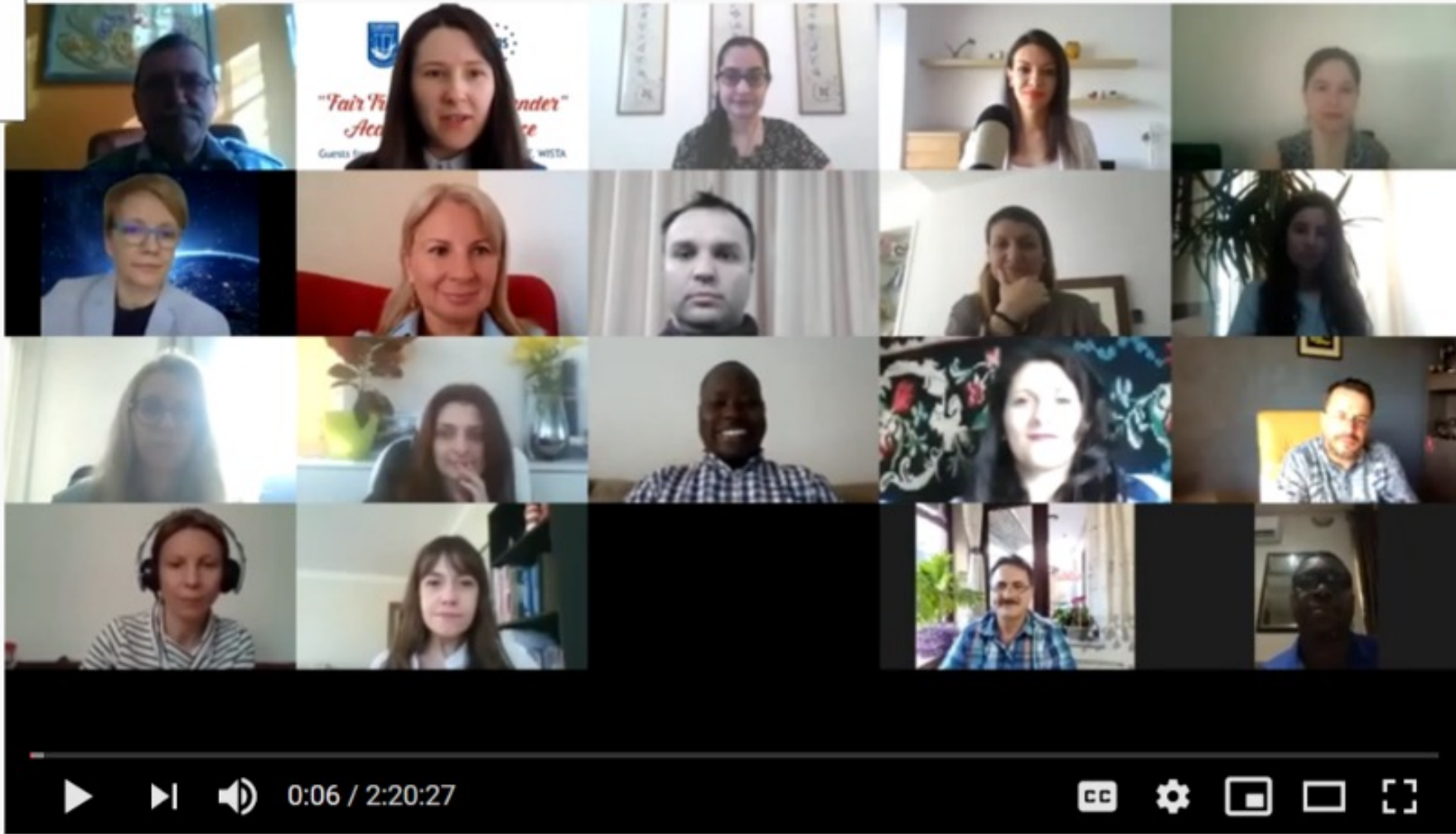
RSVP

Please confirm participation at
cristinadragomir.unc@gmail.com or +40 726 903 396



YouTube RO

Search



FAIR TRANSPORT and GENDER academic conference, 9 May 2020

305 views • May 9, 2020

👍 9 💬 0 ➔ SHARE ⚙️ SAVE ⋮

Up next



**SMART TRANSPORT SUMMIT
2020 EDITION**
unsummit
EUROPE
PLAQUE OF RECOGNITION

awarded to
Prof. Angelica M. BAYLON





Introduction to Maritime Coaching 3 Pillars for Wellbeing On & Off shore

SPEAKERS

Ms. Alexandra Badita

Writing & Self-esteem Coach, Director Global Woman Club Bucharest

Dr. Cristina Dragomir

Associate Professor and maritime researcher, WISTA Romania Secretary

Ms. Alexandra Ciucanu

Officer at Celebrity Cruises, Inc., WISTA Romania member

Online academic webinar organised by

WISTA Romania and WISTA Argentina in association with: Constanta Maritime University (Romania),
the European Centre for Social Responsibility (CERS),
International Transport Workers Federation - ITF Romania,
Sindicatul Liber al Navigatorilor (SLN) and the Philippine Association of Extension Program Implementers Inc. (PAEPI)



17 October 2020



Dear Maritime Stakeholder,

The European Centre for Social Responsibility (CERS), in partnership with Constanta Maritime University (Romania), Ordu University (Turkey) and Maritime Academy of Asia and Pacific (Philippines), Women's International Shipping & Trading Association (WISTA) Romania, The Philippine Association of Extension Program implementers (PAEPI), International Transport Workers Federation (ITF) - Romania are hereby sending the

INVITATION at the academic event
**"The role of the European Commission, IMO and ILO for empowering
gender in maritime"**

20 November 2020, 10.00-12.00 Bruxelles time



is wishing ALL THE BEST to all WISTA sister associations!

7. Recommendation of ExCo on Nominations Committee and Approval

Recommendation of ExCo on Nominations Committee



In alphabetical Order:

Alison Cusack – WISTA Australia

Clare Gomes – WISTA South Africa

Ioanna Topaloglou – WISTA Hellas

Kirsten Schandy – WISTA Uruguay

Summiit Cheema – WISTA India

1st Substitute: Rachel Lawton - WISTA UK

2nd Substitute: Christina Liviakis Gianopulos – WISTA USA

8.

Corporate Diversity Award

Corporate Diversity Award



Two nominations:

WISTA PERU

Terminal Internacional del Sur S.A (TISUR)



WISTA USA

Crowley Maritime Corporation



The Winner is....



Terminal Internacional del Sur S.A (TISUR)



Nominated by: WISTA PERU

The Winner is....



Terminal Internacional del Sur S.A (TISUR)
WISTA PERU

Representative: Gabriel Monge



9.

WISTA International Conferences

Presentation of 2021 International Conference

By President of WISTA Germany Claudia Ohlmeier



WISTA

WISTA Germany e.V.

Status of organization of 41. WISTA international
AGM & Conference 12-15. October 2021

Status of AGM & Conference

- WISTA International AGM takes place 5th November 2020 online
- WISTA International Conference 2020 is postponed to 12. - 15. Oktober 2021 in Hamburg
- Max registration 188 from 25 countries - as of 121 still remaining **THANK YOU**
- 67 cancellations (36%) - not all fully refunded yet
- 41. WISTA International AGM & Conference takes place 12. - 15. Oktober 2021
 - online vs hybrid (tbd, depends also on the agreements with hotels/ evening events)
 - hybrid: we plan with 200 participants instead of 450 persons
 - cancellation fees of 25 € for new registrations



41. WISTA International AGM & Conference

**Shipping 2025: Today's actions
for tomorrow's business**

12-15 October 2021 | Hamburg





WISTA

Status of AGM & Conference

	Registrations March 2020	Compli- mentary	Cancel- lations
Argentina	1		
Belgium	3		
Bermuda	1		
Brazil	6	1	1
Canada	7		6
Cyprus	7		1
Dominican Republic	2		2
Finland	2		
France	1		
Germany	29		6
Ghana		1	
Hellas	17		10
Hong Kong, China	1		
India	0	1	

	Registrations March 2020	Compli- mentary	Cancel- lations
The Netherlands	22		6
Nigeria	4		3
Norway	6		
Peru	1		
Singapore	6		1
Spain	9		3
Sweden	16		6
Switzerland	5		2
Turkey	8		5
UK	7		4
USA	19	1	10
WISTA International		1	
Others	2	1	1
SUM	182	6	67

Thank you sponsors – to stay on board

Premium Sponsor



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Gold Sponsor(s)



Silver Sponsor(s)



Event Sponsor(s)



Thank you sponsors – to stay on board



Bronze Sponsor(s)



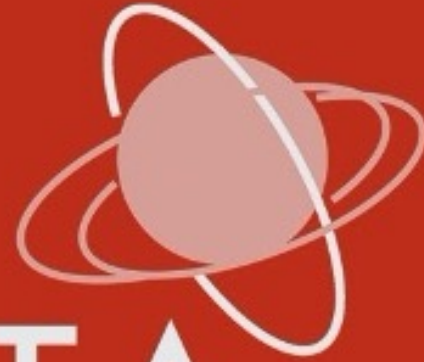
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„Friends of WISTA“-Sponsor(s)



SHIP SUPPLY





WISTA

9. WISTA International Conferences

Presentation of 2022 International Conference
By President of WISTA Brazil Flavia Maia

9.

WISTA International Conferences

Presentation of 2021 Mid-Term Conference

By President of WISTA Ghana Jemilat Jawulaa

Mahamah

WISTA Denmark – 30 Years



Presentation of NWA Special Anniversary



WISTA Finland – 25 Years



Presentation of NWA Special Anniversary



WISTA The Netherlands – 20 Years



10.

Presentation of NWA Special Anniversary

WISTA Australia – 10 Years

WISTA Ghana – 10 years

WISTA Panama - 10 years

WISTA Switzerland – 10 years

WISTA Korea - 5 Years

8.

Any other business

Thank you!