# Women in MARITIME

SPECIAL EDITION May 18 2024



## Safe Horizon: Women Shaping the Future of Maritime Safety

www.mscl.co.tz

**INTERNATIONAL DAY FOR WOMEN IN MARITIME**



# ERIC B. HAMISSI

MANAGING DIRECTOR
MARINE SERVICES COMPANY LIMITED - MSCL

## MD FOREWORD

Historically, women have been excluded from the maritime industry, which was considered to be a male-only profession. Over the years, the maritime industry has undergone a significant transformation, allowing more women to take up roles in the industry.

Today, women are working in various fields within the maritime industry, such as engineering, navigation, and management. There has been an increase in the number of women working as seafarers, with some women taking up leadership positions on ships. The industry is expected to grow rapidly over the next few years, with significant increase in demand for skilled workers as more ships are built and rehabilitated. Women have a vital role to play in the industry's growth and development.

Marine Service Company Limited offers excellent career opportunities for women, with job roles ranging from engineering and navigation to management and marketing.



# QUOTES FROM ...



"Traditionally the maritime sector has been dominated by male gender because of its involving energy in physical activities such as engineering works, travelling long distances which takes many days in rough seas".

**STELLA J. KATONDO**

Maritime Safety and Environment Director

Ministry of Transport

"From 2005, we had witnessed inadequate female seafarers in our institution. You could find five female students in a class taking Nautical Science. Nowadays, female students have graduated and we can find them in our government institution such as TASAC, MSCL, TPA and even they are now recruited in vessels abroad after graduation".

**Dr. TUMAINI GURUMO**

Rector

Dar es Salaam Maritime Institute - DMI






**MV. Clarias**

# ABOUT MSCL

## BACKROUND

Marine Services Company Limited (MSCL) is a dully incorporated company based in Mwanza and wholly owned by the Government of United Republic of Tanzania. Prior to its registration as a fully-fledged company in 1997, MSCL was part of the Tanzania Railways Corporation (TRC) founded in the early 20th century.

The Company has over 50 years of experience in water-based transportation in the Great Lakes, namely Lake Victoria, Lake Tanganyika and Lake Nyasa, which Tanzania shares with neighboring countries in different proportionality. For example, Tanzania owns more than fifty per cent of Lake Victoria with the other half shared by Uganda, 49 percent, and Kenya, One per cent.

MSCL services on the three lakes serve as a link for communities along the lakes and provide connection between the various regions in the country as well as the East and Central African countries bordering the three lakes. MSCL has a fleet of 18 vessels for both passenger and cargo transportation. Ten (10) of the vessels operate on Lake Victoria, three (3) on Lake Tanganyika and five (5) on Lake Nyasa. The fleet comprises nine passenger vessels, two tankers, three cargo vessels, one tug, two self-propelled barges and one tourist boat.

**VISION** To be the safest, competitive, reliable, comfortable and customer-responsive maritime transport company in Africa.

**MISSION** To provide a leading, dependable, reliable, predictable, safe, and security conscious business, serving well its customers in rivers, lakes, seas and oceans.

## OUR CORE VALUES

| | |
|---|---|
| **SAFETY** | Safety is our culture; it is integrated into every facet of our operations. |
| **INTEGRITY** | MSCL always observe and maintain high standards of ethical behavior refraining from Impartially in service delivery and uphold the rule of law. |
| **TEAMWORK** | To MSCL the state of being results oriented, teamwork spirit, and the sense of ownership makes it easy to achieve for the organization's objectives. |
| **SHAREHOLDERS VALUE** | We work on providing the best value for the investment and provide the dividend in return. |
| **ENVIRONMENTALLY FRIENDLY** | MSCL advocate at all times protection of the environment on which it operates. |

# OUR ROUTES

## LAKE VICTORIA

| FROM | TO |
| --- | --- |
| Mwanza South Port (Tanzania) | Jinja (Uganda)<br>Port Bell (Uganda)<br>Kisumu (Kenya)<br>Kemondo (Tanzania)<br>Musoma (Tanzania)<br>Bukoba (Tanzania)<br>Nansio (Tanzania)<br>Godziba |

## LAKE TANGANYIKA

| FROM | TO |
| --- | --- |
| Kigoma Port (Tanzania) | Kassanga (Tanzania)<br>Bujumbura (Burundi)<br>Kalemie (DRC)<br>Uvira (DRC)<br>Mpulungu (Zambia) |

## LAKE NYASA

| FROM | TO |
| --- | --- |
| Kiwira/Itungi (Tanzania) | Mbamba Bay (Tanzania)<br>Monkey Bay (Malawi)<br>Nkata Bay (Malawi) |

# "QUOTES"



"We already have strategies to educate women seafarers in our company to be officers in our vessels and reach senior positions."

**Flora Malima -**Human Resource Manager

"Sailing is not as hooligan as many thinks, these jobs are for all genders and we are very grateful to see there is a wide field of employment for women".

**Prisca Mniko –** Chief Officer





"The work of the Sea is a job like any other job, whether it be the police, etc. there is no work that is not a sand except normal."

**Priscila Mogele** – Bed Attendant

"Seafarer's job is not discriminatory, challenges exist but the most common, important is to stay on your goals and you will certainly get away. "

**Tausi Mgongola** – Ordinary Sailor



# "QUOTES"



"The signing of new shipbuilding contracts, the inauguration of MV. Umoja, shows that MSCL will have a lot of job opportunities, so I advise my fellow youth, especially women, to study maritime sector and get jobs."

**Neema Mkilila** – Ordinary Sailor

"What excites me is the collaboration of my co-workers and I'm also excited to see projects like MV. Umoja is complete and MV. Mwanza is nearing completion, which means many jobs will be created, so employment opportunities are abundant."

**Aveline Samson** – Bed Attendant





I don't think that working as a seafarer is being a hooligan, we work and we don't have that kind of behavior, this is as respectful job as any other job.

**Fadhila Omary – Ordinary Sailor**

"Maritime industry is growing and as women we need to fill these gaps. As Women we can."

**Anna Kaijunga** - Ordinary Sailor



# OUR ENGINEER



"I will need to continue my studies later, but I do not want to move away from the field of engineering because I believe that education has no end and there is much to learn in engineering."

## Eng. ESTHER J. SIKAZWE

**Chief Engineer - MV. Umoja**

## ESTER J. SIKAZWE: AN ENGINEER AND A MOTHER OF TWO DAUGHTERS

Every year on May 18th, the world celebrates International Day for Women in Maritime to honor women for their contributions in maritime sector. Marine Services Company Limited (MSCL) is blessed to have women working in maritime sector ensuring company's operations and contribute to the national development.

Esther J. Sikazwe is a Chief Engineer of a wagon ferry MV. Umoja, representing the group of women at MSCL who ensure that the company brings value to the citizens by efficiently fulfilling her responsibilities.

This Special Edition had the opportunity to speak briefly with her, reflecting on her journey as a female engineer in celebrating this important day for all women in maritime worldwide.

Her journey began at Iringa region and the conversation started like this.

### Q&A

**Q:** What are your duties on MV. Umoja?

**A:** My duties on MV. Umoja are to work as a mechanical engineer, my main responsibility is to ensure that all machinery-related activities on the ship, both on the upper deck and the main engine room are functioning properly and safely. But I am also responsible for managing ship fuel, ensuring that the ship has consumed fuel on time and the required amount as it should have.

**Q:** What challenges do you face in fulfilling your responsibilities?

**A:** There are indeed many challenges, but the major one is lack of trust When people see a woman, they doubt her competence when it comes to technical matters however, I thank God that I have believe in myself and believe that I can and deserve to be here. Another challenge is being away from my daughters and going to another country like in Uganda for instance, communicating with my princess sometimes is very hard but it is a beautiful adventure non the less.

**Q:** How many years of experience do you have in this job? And which year was the most challenging for you in terms of performance at work?



**A:** In the technical field, I have more than 10 years of experience, but here at MSCL, I haven't been here long – I joined in 2019. It was quite challenging at first because I had just graduated from college and was assigned to a team responsible for maintaining MV. Victoria Hapa Kazi Tu, which I had previously trained as a cadet. Honestly it was so difficult to adjust to the environment, especially lack of trust from men but I am grateful that the project manager, Engineer Abel Gwanafyo, encouraged and supported me, which helped me a lot to adapt.

**Q:** How does your family and the community you live in view the work you do?

**A:** My husband, my children, and my parents are very understanding and supportive of my work, although at first my father showed disapproval but later, he understands and supported me in my career. With my family I'm not an engineer but I am a mother, my work or position doesn't affect me in fulfilling all my responsibilities as a mother, some people in our society can't fathom out what women can do. I do not exert force to make them understand, but I believe they will eventually comprehend.

**Q:** What is your call to other women who want to join maritime industry, especially engineering?

**A:** First, set your goals, believe in yourself, study diligently, especially in science subjects starting from secondary school, and pursue your dreams without being discouraged by anything. Parents should encourage their daughters to follow their dreams, because a woman can be anything, on my side when my daughters want to be engineers, I will support them even though unfortunately no one wants to be an engineer for now, they want to be doctors, so I will have to support them regardless, there is no other way.

# HAPPY HOURS & SPORTS











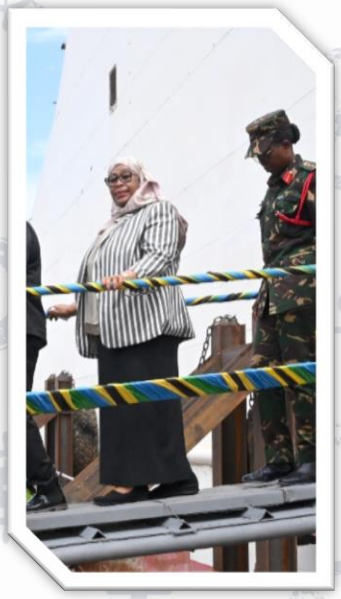

# WEDDING MILESTONE



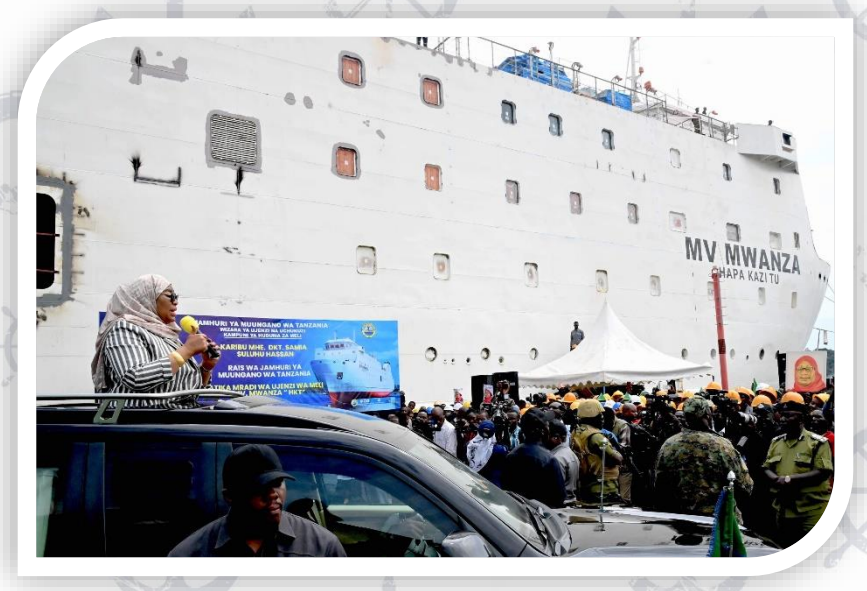
## Prosper & Glory

Congratulations on your marriage, may your love for each other continue to grow stronger with each passing day. Wishing you a lifetime of happiness and cherished memories together.

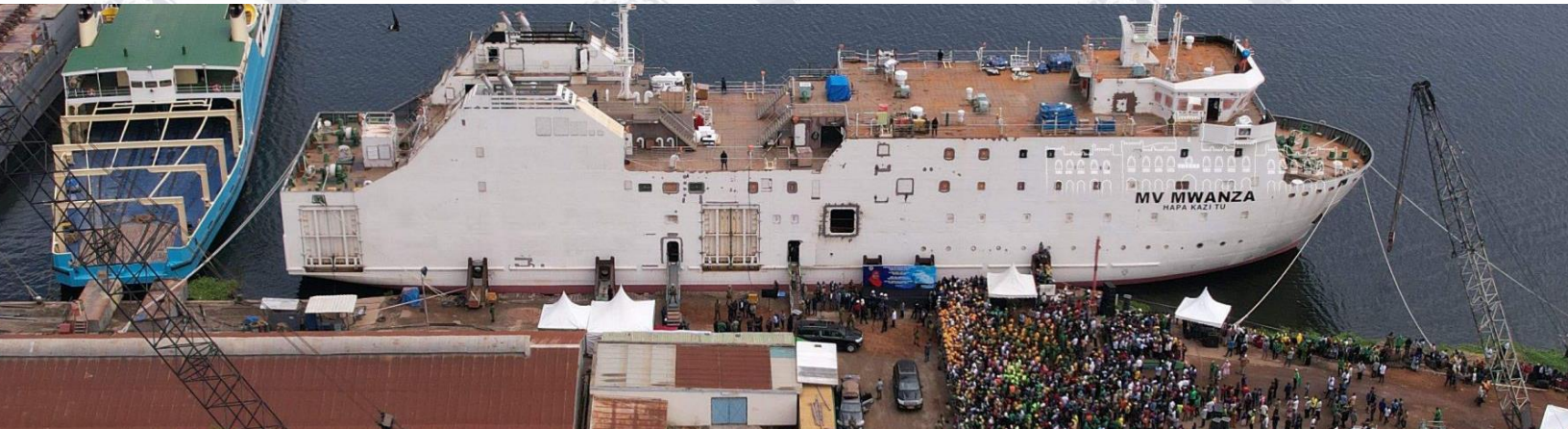
# PRESIDENT DR. SAMIA VISITS MV. MWANZA






President of the United Republic of Tanzania. Samia Suluhu Hassan addressing Mwanza Citizens after inspecting the new MV Mwanza Ship which is under construction at Mwanza South Port in Mwanza Region.



# INAUGURATION OF MV. UMOJA KAZI IENDELEE





On the 17th of November 2023 was the Inauguration of MV. Umoja Kazi Iendelee where the guest of honer for that special event was the Deputy Minister of Transport Ho. David Kihenzile who was on behalf of the Minister of Transport Prof. Makame Mbarawa. The Event was held at Mwanza South Port in Mwanza.




**MV. Umoja Kazi Iendelee**

# EXHIBITIONS



Minister of Transport Prof. Makame Mnyaa Mbarawa (right) asking some questions to MSCL staffs during World Maritime Day which was held in Pemba, Zanzibar.

Ministry of Transport Executive Secretary Prof. Godius Kahyarara (right) asking some questions to MSCL staffs during Zanzibar International Trade Fair which was held in Fumba Town, Unguja Zanzibar.





# NEWS & EVENTS

## The Ship Crew

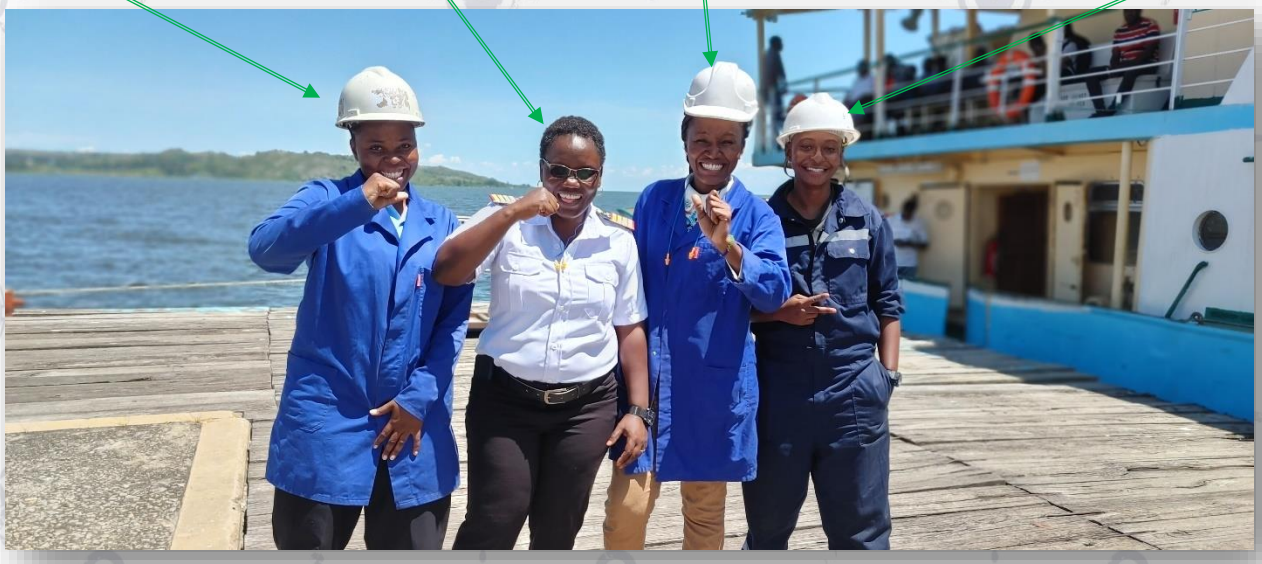


This years' **Women's Day** at MSCL they decided to make history by celebrating in style after showing their ability to cruise New Butiama Hapa Kazi Tu from Mwanza North Port to Nansio, Ukerewe Port with only women crew onboard.



# WHO WE ARE?


PRISCA
FLORA
ESTHER
MARIAM
GLORIA
GLADNESS
FADHILA
TAUSI
ANNA


SAUMU
ESTHER
BENIGNA
HELLEN

# PASSENGERS

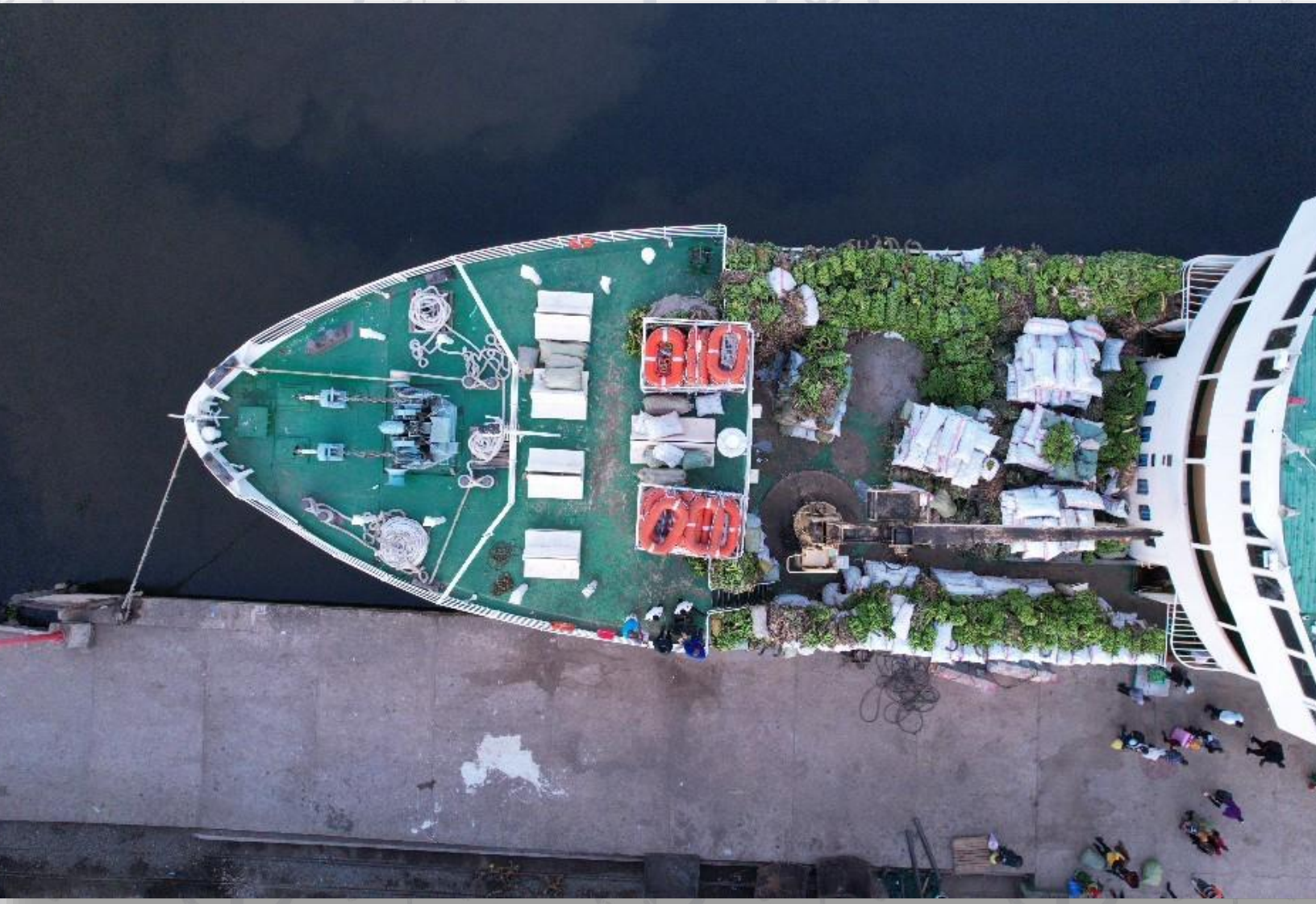


Our passengers with ship crew after getting aboard on New Victoria Hapa Kazi Tu



Our passengers before getting aboard on New Butiama Hapa Kazi Tu

# CARGO





# TRAVEL WITH US



## Happy New Year 2024

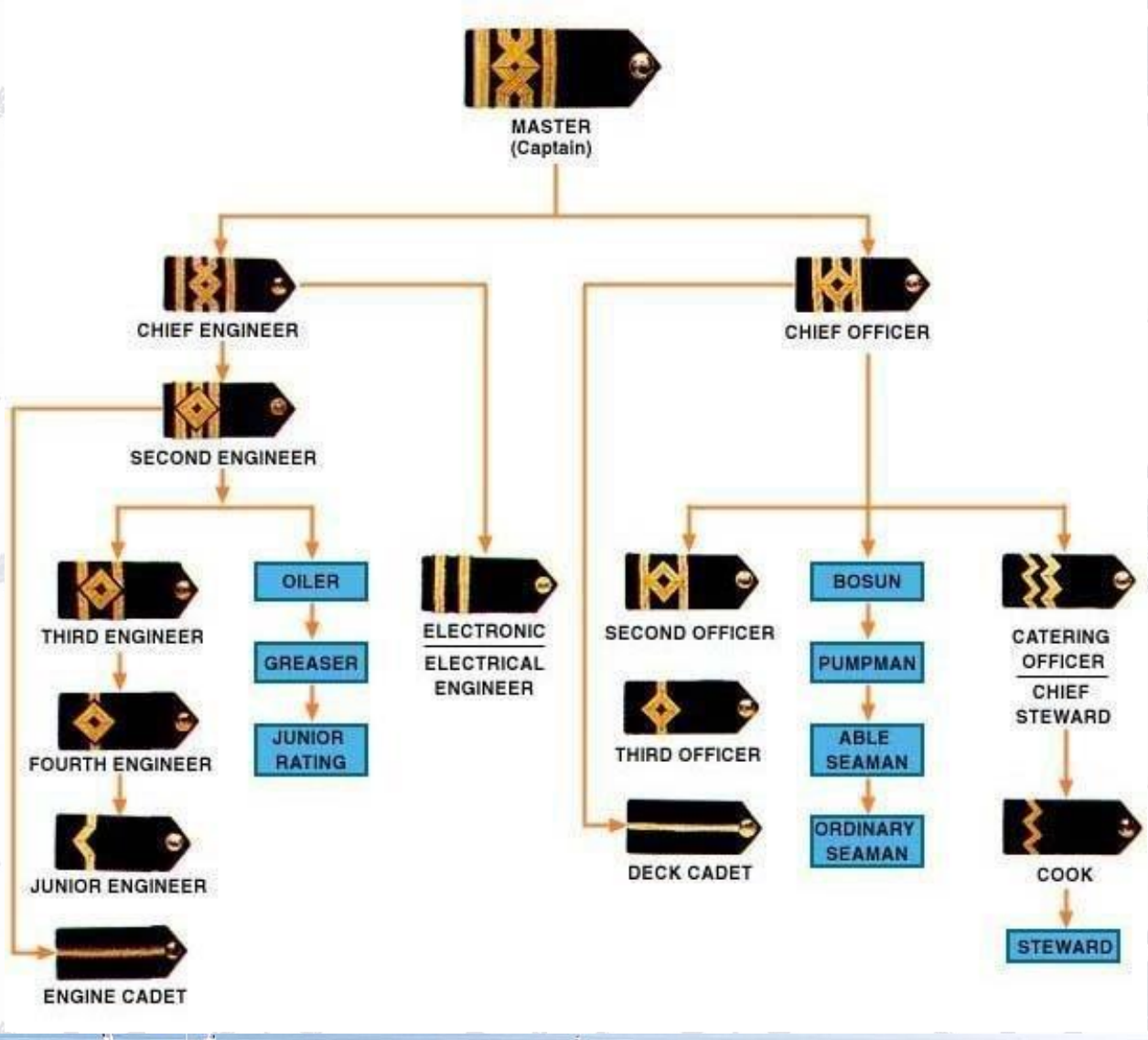
Every new year MSCL gives some gifts to the passengers as a well-wisher and bond with them




## Happy Customer Services Week 2024

Every Customer Services Week, MSCL gives free tickets to the passengers

# Vessel Crew Ranks



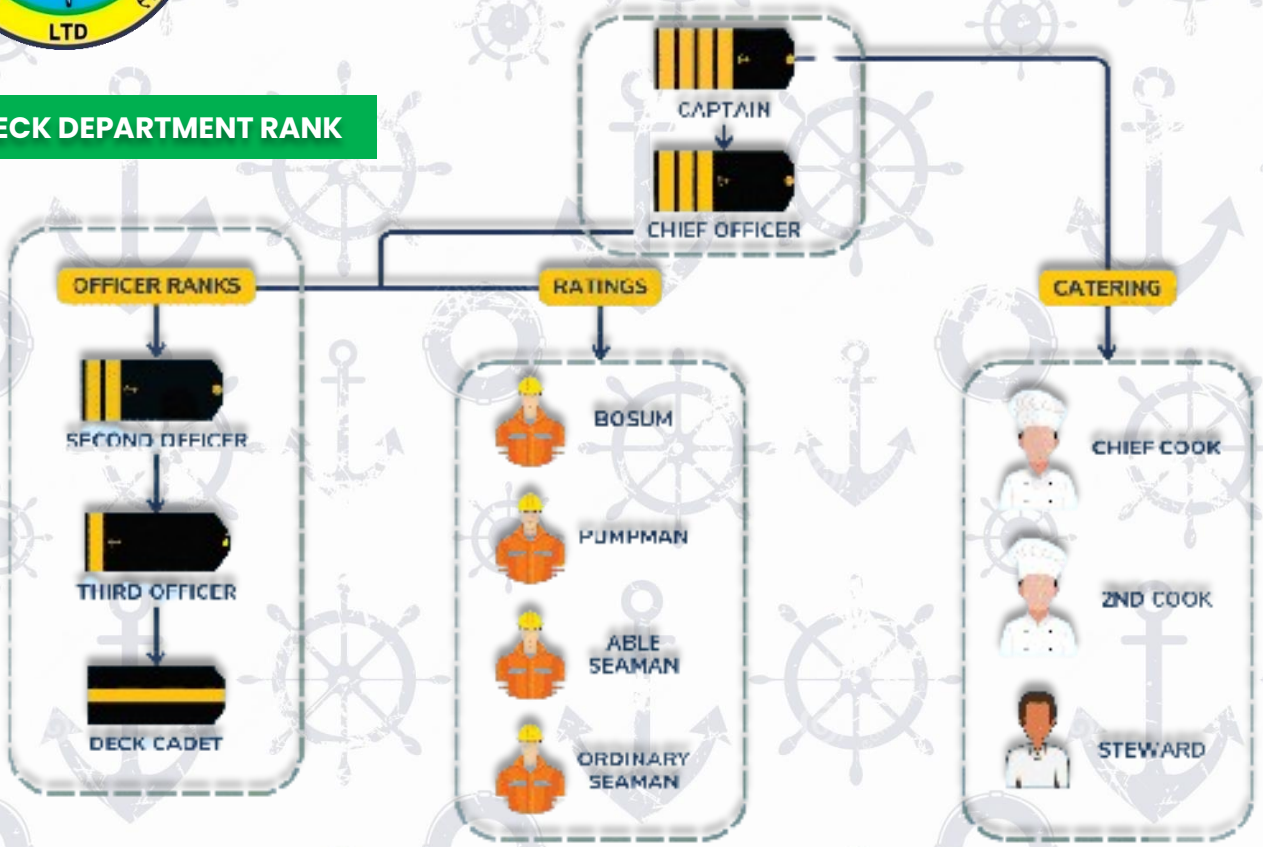




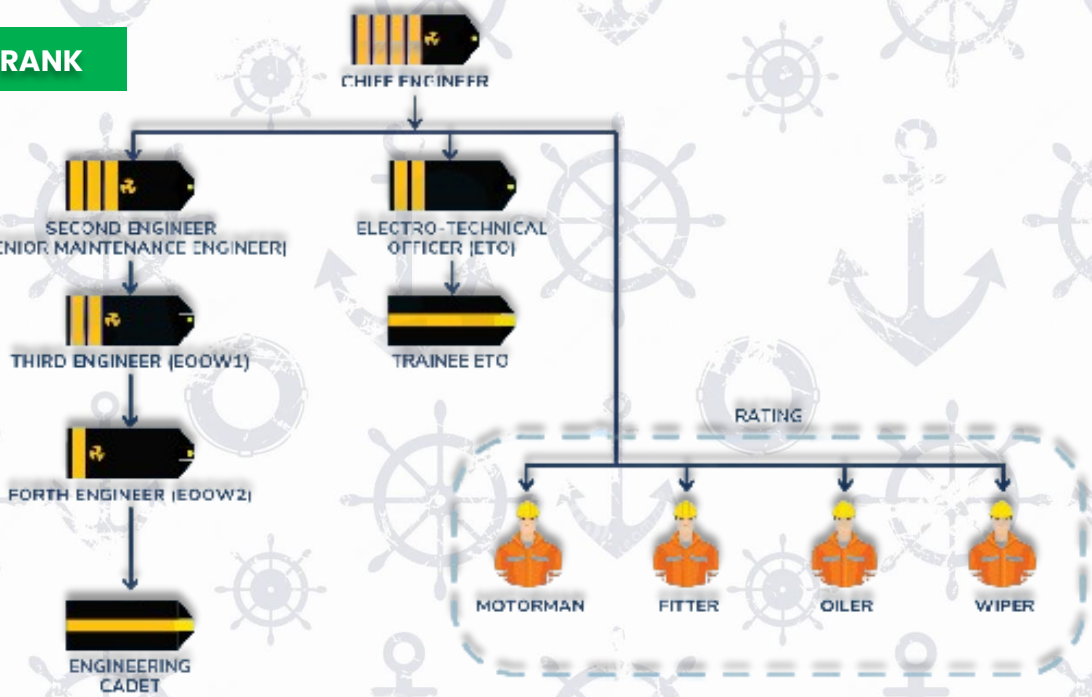
**MV. MWANZA**

# Vessel Crew Ranks

## DECK DEPARTMENT RANK




## ENGINE DEPARTMENT RANK



# HEALTH TIPS




**In order to stay health physical and mental you need to consider the following health tips:**

- **Eat a balanced diet with a plenty of fruits, vegetables, whole grains, and lean proteins.**
- **Stay hydrated by drinking plenty of water throughout the day.**
- **Get regular exercise, aiming for at least 30 minutes of moderate activity most days of the week.**
- **Cut back on sodium: eating too much sodium can raise your risk of high blood pressure, heart attack and stroke.**
- **Limit added sugars: too much added sugar in your food can contribute to weight gain, obesity, type 2 diabetes and heart disease. Some food such as fruit and milk sweet potatoes contain natural sugars.**
- **Manage stress through relaxation techniques like meditation, deep breathing or hobbies.**

# WELCOME TO MSCL

Please join us in extending a warm welcome to our new employee to MSCL as they embark on their journey with us here at Marine Services Company Limited.



**Victoria Mwakalasya**
Marketing Officer II



**Saumu Mtikuwe**
Motorman II



**Gloria Mbeikya**
Ordinary Sailor II



**Esther Mcharo**
Ordinary Sailor II



**Neema Gete**
Motorman II



**Tambua Mbogo**
Records Management Assistant II



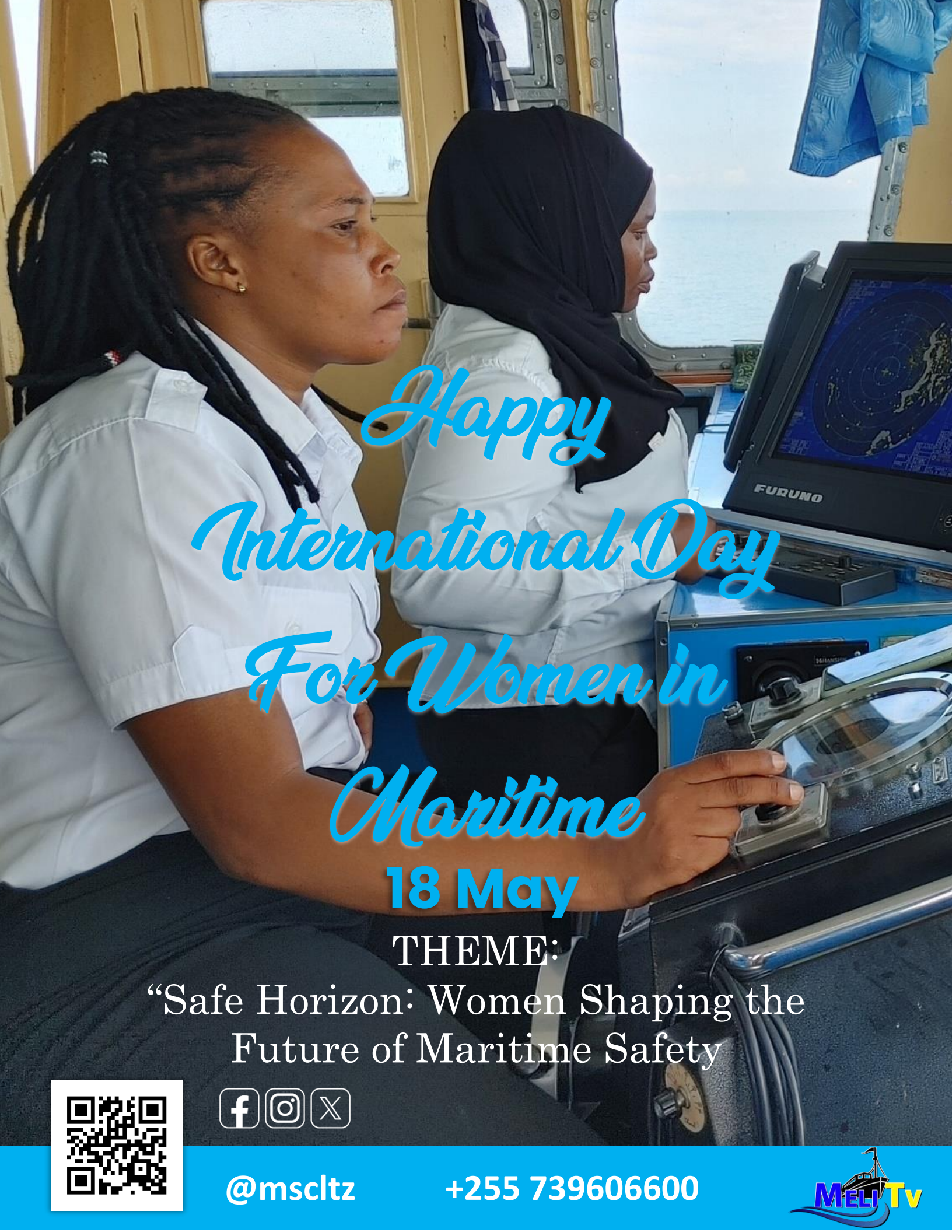
**Inesy Sumbe**
Records Management Assistant II



**Esther Bedoni**
Account Assistant



**Esther Kinunda**
Account Assistant




# Happy International Day For Women in Maritime

## 18 May

THEME:

"Safe Horizon: Women Shaping the Future of Maritime Safety

@mscltz

+255 739606600

MELI Tv