



Women in Maritime - IMO and WISTA International Survey 2021

For the purposes of review, please find below, the complete set of questions under the IMO and WISTA International Survey 2021. The survey must be completed online: <https://www.research.net/r/IndustryIMOWISTA>

This survey should be completed by the Human Resources department of the company/organization or a person with access to the employment data of the company, to gather accurate information. If you do not have such access, kindly forward this survey to the responsible person/department in your company/organization.

This first global survey is conducted by the International Maritime Organization (IMO) and the Women's International Shipping & Trading Association (WISTA International). The purpose is to obtain baseline data on the number of women in maritime and oceans fields and the positions they occupy. We plan to repeat the survey every three years. Our aim is to support implementation of the United Nations Sustainable Development Goals (SDGs) by having comparable data that will assist us in creating programmes and proposing policies that will increase the participation of women in maritime. This will help promote a more diverse and inclusive environment in our sector. We will publish a report on the aggregate numbers that will be available to all interested parties.

How will we handle the information you provide?

The data gathered will be handled on a strictly confidential basis and this includes data on the identity of the respondents or their company/organization.

How will we use the information that identifies the respondent or their company/organization?

We will collect information that identifies you and your company/organization to process your survey submission and ensure duplicated entries are not counted in the report. All data will be anonymised and aggregated to produce a report that meets the objective outlined above. Your personal information will not be included in the report. Your personal identifiable data will be disclosed on a need-to-know basis among the teams responsible for this survey at IMO, WISTA International and the supporting survey team at IHS Markit, and will not be disclosed to any other person or for any other reason than the purpose of this survey.

You can access our full privacy policy [here](#).

More information on this survey and instructions on how to complete it:

- Participation in this survey is voluntary and you may choose to withdraw your participation at any time by emailing womeninmaritime@imo.org. This survey should be completed by the Human Resources department of the company/organization or a person with access to the employment data of the company, to gather accurate information. If you do not have such access, kindly forward this survey to the responsible person/department in your company/organization.
- This survey should be completed only once by each company/organization.
- If you are a one-person company or a free-lancer, please enter “0” in the questions that do not apply to you.
- The survey will be open until **30 June 2021**. This is a survey that requires the collection of data to complete and you can save the survey and return to it at any time. The survey automatically saves until you have finalized the survey by clicking 'Done'. Please note, once the survey is submitted no further changes can be made.
- If you have additional comments to any of the questions, please use the box at the end of the survey.
- If you have any problems completing this survey, please contact womeninmaritime@imo.org

***Q1. Company/Organization name:**

**Please note: The name of your company/organization will only be used internally for survey results verification and data deduplication purposes and will not be used in any other way.*

***Q2. Enter your email address:**

**Please note: Your email address will only be used internally for survey results verification purposes and data deduplication and will not be used in any other way.*

***Q3. Is your company/organization:**

- Multiregional (with employees in more than one continent)
- Regional (with employees in more than one country in the same continent)
- National (with employees in only one country)
- A one-person company

***Q4. Where is your headquarters based?**

- Countries listed in a drop down – see survey for full list <https://www.research.net/r/IndustryIMO>

***Q5. Please select the countries where your company/organization has employees**

- List of countries – see survey for full list <https://www.research.net/r/IndustryIMO>

***Q6. What is the main activity of your company/organization?**

For the avoidance of any doubt, in case the employer is not solely maritime-focused or a shipping company, answers should be based on professionals and staff spending more than 50% of their time on maritime-related business.

- Classification Societies
- Consultants/surveyors
- Cruise Industry
- Government/Regulatory/Law Enforcement
- Port Operations & Services
- Towage/Salvage/Dredging
- Legal
- Marine Insurance and P&I
- Financial Institution/Bank
- Ship Brokers and Charterers
- Ship Agents
- Ship Registries
- Suppliers of Equipment and Services
- Maritime Technology
- Marine Engineering/Ship Repair/ Shipyards
- Shipowners
- Offshore
- Ship and Crew Management
- Maritime Education and Training Institutions/Research
- Maritime Associations/Organizations/NGOs
- Marine Leisure
- Fishing Industry
- Freight Forwarding
- NVOCC/Box operator
- Advertising, Marketing, Public Relations
- Crewing Agencies and Crew Training Services
- Cyber Protection Systems and Services
- Environmental Technologies
- Medical Services
- Weather Intelligence Services
- Telecommunications, Information and Data Systems
- IT hardware, software and electronic equipment
- Bunkering
- Security & Safety
- Fuels & Lubricants
- Recruitment (shore based)
- Other

Q7. Please indicate which year the data was collected

- 2021
- 2020
- 2019

***Q8. Please provide the number of people employed in your company/organization**

- Total number of people employed (incl. women)
- Total number of women only

Q9. If you wish to add a comment use the box below

***Q10. What is the composition of your Board of Directors?**

- Total number of Board Members (incl. women)
- Total number of women only

Q11. If you wish to add a comment use the box below

***Q12. Are any of the below C-suite/senior management levels in your company/organization occupied by women? (Select all that apply)**

- Chief Executive Officer (CEO)/Managing Director/President
- Chief Financial Officer (CFO)/Finance Director or similar
- Chief Operating Officer (COO)/Operations Director or similar
- Chief Information Officer (CIO)/IT Director or similar
- Chief Marketing Officer (CMO)/Marketing Director or similar
- Chief Governance Officer (CGO)/Governance Director or similar
- Chief Strategy Officer (CSO)/Strategy Director or similar
- Chief Diversity Officer (CDO) or similar
- Chief Human Resources Officer (CHRO)/Human Resources Director or similar
- Executive Director
- Technical Director
- None of the above
- Other (please specify):

Q13. If you wish to add a comment use the box below

***Q14. Please provide the number of people employed in middle level management roles within your company/organization, as defined by your organization/company**

- Total number of people in mid-level management roles (incl. women)
- Total number of women only

Q15. If you wish to add a comment use the box below

Please provide information on the number of people employed in core roles and on the number of people employed in support functions as defined by your organization/company (an estimate is acceptable)

***Q16. Core roles:** Refer here to key personnel and professionals; specialist technical staff; staff in operation roles.

- Total number of people employed (incl. women)
- Total number of women only

***Q17. Support functions:** Refer here to non-operational roles; administrative roles; those in-service roles that support professional staff/key personnel.

- Total number of people employed (incl. women)
- Total number of women only

Q18. If you wish to add a comment use the box below

***Q19. Please provide the number of active seafarers you employ (please enter "0" in both options if you do not employ any seafarers)**

- Total number of active seafarers employed (incl. women)
- Total number of women only

Q20. If you wish to add a comment use the box below

***Q21. Within your organization/company, which age range represents the largest number of women (an estimate is acceptable)**

- 18 – 24
- 25 – 44
- 45 – 54
- 55+ years

***Q22. Within your company/organization, which age range represents the second largest number of women (an estimate is acceptable)**

- 18 – 24
- 25 – 44
- 45 – 54
- 55+ years

Q23. Does your company/organization have a formal policy that promotes gender equality?

- Yes
- No
- I don't know

Q24. How does your company/organization address gender equality in your recruitment and promotion processes? Select all that apply

- Use neutral language in job descriptions
- Anonymous job applications
- Provide organizational training around bias
- Involve a diverse team of people in the interview process
- Have specific quantitative measures for increasing diversity (gender equality monitoring at all stages of recruitment and promotion processes)
- Ensure pay equality for the same positions in a company
- Use of gender quotas
- There is no policy for gender equality in recruitment and promotion processes
- I don't know
- Other (please specify):

Q25. Do you have any comments on the survey in general?

Q26. Would you like to receive a copy of the report when it is published?

Yes

No

Thank you for completing our survey and helping us obtain comparable data that will assist us in creating programmes and proposing policies that will increase the participation of women in maritime. If you have any questions regarding the survey, please contact us at womeninmaritime@imo.org.
