



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/MaritimeIMOWISTA>

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 Member State.

How will we use the information that identifies the respondent or their Member State?

We will collect information that identifies you and your Member State 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. It 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.
- 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 a federal government, please provide answers on a federal level.
- For the purposes of this survey, Member State includes dependent territory.

- This survey should be completed only once by each Member State.
- If you have additional comments to any of the questions, please use the box after each question or the general comments box at the end of the survey.
- If any of the questions do not apply to the situation in your country, please enter a 0 and add any further commentary in the text boxes provided.
- If you have any problems completing this survey, please contact womeninmaritime@imo.org

***Q1. Member State:**

**Please note: the name of your Member State 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. Please indicate which year the data was collected**

- ☐ 2020
- ☐ 2019
- ☐ 2018
- ☐ 2017

***Q4. Please provide the number of people employed in your maritime administration**

For the purposes of this survey, maritime administration is defined as the national agency responsible for ensuring the safety of ships, the protection of life and property at sea and the marine environment, and compliance with applicable national laws and regulations.

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

Q5. If you wish to add a comment use the box below

***Q6. Please provide the number of people employed in your border control and law enforcement agencies (for example: maritime police, coast guard, customs, etc.)**

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

Q7. If you wish to add a comment use the box below

***Q8. Please provide the number of people working in Maritime External Affairs/Maritime Diplomacy in your government, excluding Permanent Representatives and Members of Permanent Missions to the IMO**

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

***Q9. Please provide the number of Members of Permanent Missions to the IMO, including Permanent Representatives from your Member State**

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

Q10. If you wish to add a comment use the box below

***Q11. Please provide the number of people actively engaged in promoting and facilitating maritime trade in your government**

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

Q12. If you wish to add a comment use the box below

***Q13. Please provide the number of people working in search and rescue (SAR) in your Member State**

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

Q14 If you wish to add a comment use the box below

***Q15. Please provide the number of people working in the government-owned ports and terminals in your Member State**

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

Q16. If you wish to add a comment use the box below

***Q17. Please provide the number of people working in maritime education and training (government employees only)**

- ☐ 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 people from your country who have graduated from the World Maritime University (WMU)**

- ☐ Total number of graduates (incl. women)
- ☐ Total number of women only*

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

***Q21. Please provide the number of people from your country who have graduated from the IMO International Maritime Law Institute (IMLI)**

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

Q22. If you wish to add a comment use the box below

Q23. What is the gender of the Head of your maritime administration?
Insert text box

Please provide the number of people employed in core-maritime roles and people employed in maritime support functions in your maritime administration (*an estimate is acceptable*)

***Q24. Core-maritime 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

***Q25. Maritime support function:** Refer here to non-operational technical and administrative roles; those working in finance divisions; those in-service roles that support professional staff/key personnel.

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

Q26. If you wish to add a comment use the box below

***Q27. Within your maritime administration, which age range represents the largest number of women** *(an estimate is acceptable)*

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

***Q28. Within your maritime administration, which age range represents the second largest number of women** *(an estimate is acceptable)*

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

***Q29. Does your government have legislation that promotes gender equality?**

- ☐ Yes
- ☐ No

Q30. How does your government use gender equality in 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
- ☐ Use of gender quotas

- ☐ There is no policy for gender equality in recruitment and promotion processes
- ☐ I don't know
- ☐ Other (please specify):

Q31. Do you have any comments on the survey in general?

Q32. 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
