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Circular Letter No.4842/Add.1*
17 May 2024

To: All IMO Members
United Nations and specialized agencies
Intergovernmental organizations
Non-governmental organizations in consultative status with IMO

Subject: **IMO and WISTA International Women in Maritime Survey 2024**

1 Following the comments received from Member States regarding improvements to the questionnaires of the IMO/WISTA International Women in Maritime Survey 2024, the annexes to this circular letter outline the finalized questionnaires for the 2024 iteration of the Survey which will be running from 2 September to 31 December of this year.

2 In order to ensure the timely collection of the necessary data, Member States are requested to appoint a Survey Focal Point, who will be tasked with collecting the required information from the different entities/departments within their government and filling out the Survey once it is officially launched. Survey Focal Points will also be invited to dedicated information briefings and drop-in consultation sessions to assist in completing the Survey. Member States are not expected to reply to this circular letter with the Survey answers, as the Survey will be conducted through a dedicated website, the address of which will be communicated in due time. Please note also that the comment boxes in the annexes are for illustrative purposes only.

3 Survey Focal Points should be identified through the completion of the below form, no later than **Friday, 21 June 2024**: <https://forms.gle/mA3fGjehtCkXYpSx5>

4 Any queries regarding the Women in Maritime Survey 2024 should be addressed to the following email address: WIMSurvey@imo.org.

* This Circular letter was reissued on 20 August 2024 to reflect the amended the structure of both survey questionnaires, in line with the online version of the survey

ANNEX 1

IMOWISTA INTERNATIONAL WOMEN IN MARITIME SURVEY 2024 – MEMBER STATE QUESTIONS

This first global survey was conducted by the International Maritime Organization (IMO) and the Women's International Shipping & Trading Association (WISTA International) in 2021, with the purpose of obtaining baseline data on the number of women in maritime and oceans fields and the positions they occupied. As planned, this survey is being conducted once again, three years later, 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 helps in promoting a more diverse and inclusive environment in our sector. A report containing the aggregate numbers will be available to all interested parties in 2025 via the [IMO](#) and [WISTA International](#) websites.

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 (data from your country and region will be used as part of our analysis). 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 [Intent Communications Ltd](#). It will not be disclosed to any other person or for any other reason than the purpose of this survey. All information submitted may be publicly referenced if needed.

You can access Intent Communications' full privacy policy [here](#).

Survey FAQs:

How many sections are there, how long will this survey take me to complete, does progress save automatically?

This IMO Member State survey consists of eight sections that have compulsory questions. It should take you about 20-30 minutes to complete if you have all the data ready for input. We recommend that you gather the information before you start the survey. Data inputted may not save automatically on your form, so if you will not be completing the survey in one sitting, we recommend signing in to a google account which will allow you to save your progress.

What should I do if the survey asks a question I cannot answer or I need to give you more information?

If any of the questions do not apply to the situation in your country, please select "Does not apply" and add any further commentary in the text boxes provided. If you do not have the relevant information, you can tick the "We do not have this information" box. If you have additional comments or clarifications for any of the questions, please use the box after each question or the general comments box at the end of the survey.

Who should be taking this survey?

This survey should be completed only once by each Member States' appointed focal point. If you have a federal government, please provide answers on a federal level. For the purposes of this survey, Member State includes dependent territory.

How long do I have to complete this survey?

The survey will be open until 31 December 2024. This is a survey that requires the collection of data to complete, and therefore you can save the survey and return to it at any time. If you have signed in to a google account, 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. Participation in this survey is voluntary and you may choose to withdraw your participation at any time by emailing WIMSurvey@imo.org.

Where can I get assistance about content or technical issues?

If you have any problems completing this survey, please contact WIMSurvey@imo.org and let us know what the issue is and provide details for the preferred manner and time to contact you.

Section 1 – Participant information

This section gathers information about the IMO Member State and participation in this and previous surveys.

Q1. What is the name of your 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.

If you are completing the survey as a representative of an Associated Member, please specify here:

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. Did your Member State participate in the 2021 Women in Maritime Survey?

- Yes
- No
- We do not have this information

Q4. Please confirm that the data to be provided was collected between 2021 and 2024.

- Yes (please continue the survey)
- No (your data is not relevant for this survey)

If you wish to add a comment please write it here (500 characters max)

Section 2 – Representation at IMO

This section will focus on gender-related data about your Member State presence at IMO

Q5. Please provide the (approximate) number of people working in Maritime External Affairs/Maritime Diplomacy in your government, excluding Permanent Representatives and Members of Permanent Missions to IMO

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q6. Please provide the number of Members of Permanent Missions to IMO, including Permanent Representatives from your Member State

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q7: Please provide the number of delegates who represented your Member State during the following IMO meetings in 2023:

Assembly:

Total number of people including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Council:

Total number of people including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Maritime Safety Committee:

Total number of people including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Marine Environment Protection Committee:

Total number of people including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Legal Committee:

Total number of people including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Technical Cooperation Committee:

Total number of people including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Facilitation Committee:

Total number of people including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

If you wish to add a comment please write it here (500 characters max)

Section 3 – Maritime administration information

We understand that maritime administrations may differ from country to country, so please answer the questions with the information most appropriate to you. Any context for this data or other useful information can be provided in the comment boxes.

Q8. What is the gender of the Minister responsible for maritime (transport, oceans, etc) in your Member State?

- Male
- Female
- Other
- We do not have this information

Q9. What is the gender of the Head of your maritime administration?

- Male
- Female
- Other
- We do not have this information

Q10. 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 or combined national agencies 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. (an estimate is acceptable)

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Q11 Please provide the number of people employed in management roles in your maritime administration (an estimate is acceptable)

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Q12. Please provide the number of people employed in core maritime roles* in your maritime administration (an estimate is acceptable)

**Core-maritime roles: Refer to key personnel and professionals; specialist technical staff; staff in operation roles, excluding management roles.*

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Q13. Please provide the number of people employed in maritime support functions* in your maritime administration (an estimate is acceptable)

**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 including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

If you wish to add a comment please write it here (500 characters max)

Q14. Please provide the (approximate) number of people employed in your maritime border control and law enforcement agencies (for example: maritime police, coast guard, customs, etc.)* (an estimate is acceptable)

**Should these maritime border control and law enforcement agencies be considered as part of the maritime administrations mentioned in the previous question, please specify so in the comment box below, to avoid data duplication.*

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Q15. Please provide the number of people working in search and rescue (SAR) in your Member State (this would include coast guard)* (an estimate is acceptable)

**Should SAR professionals be considered as part of the maritime border control and law enforcement agencies addressed in the question above, please specify so in the comment box below, to avoid data duplication.*

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

If you wish to add a comment please write it here (500 characters max)

Q16. Please provide the number of people working in the government-owned ports and terminals in your Member State (an estimate is acceptable)

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Q17. Please provide the number of officials responsible for Port State inspections (MOU) in your Member State (an estimate is acceptable)

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Section 4 – Age breakdown of the maritime administration workforce

This section is gathering information about the age-demographics of your workforce.

Q18. Within your maritime administration, which age range represents the largest number of women (an estimate is acceptable)

- Does not apply - no women employed
- 18 – 24
- 25 – 34
- 35 - 44
- 45 – 54
- 55+ years
- We do not have this information

Q19. Within your maritime administration, which age range represents the second largest number of women (an estimate is acceptable)

- Does not apply - all women employed are accounted for in previous question
- 18 – 24
- 25 – 34
- 35-44
- 45 – 54
- 55+ years
- We do not have this information

If you wish to add a comment please write it here (500 characters max)

Section 5 – Training and gender data

This section only applies if your Member State has government run training institutes or academies. If your Member State does not offer these facilities, please tick 'does not apply'.

Q20. Does your Member State have government run training institutes or academies?

- Yes
- No¹
- We do not have this information¹

Q21. Please provide the total number of people working in maritime academies (government-run national academies for seafarers only)

Total number of people employed including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

¹ If either "No" or "We do not have this information" is selected, user will skip section 5 and go to Gender Equality Policies section.

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of people in senior leadership roles including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women only in senior leadership roles

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q22. Please provide the total number of people who graduated from national academies for seafarers in 2023

Total number of people who graduated including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women graduates only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Q23. Please provide the total number of people who graduated from maritime-related university degrees in 2023 (Naval architecture, maritime law, marine engineering, oceanography, etc.)

Total number of people who graduated including women

- Does not apply
- We do not have this information
- We know the number of people - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

Total number of women graduates only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q24. Have your national seafarer academies implemented any of the following initiatives to achieve greater gender equality?

- Does not apply
- Gender quotas (% of enrolment for women)
- Mentorship programmes for female students
- Gender-specific scholarships/fellowships/bursaries
- Other (please specify):
- All education is free
- We do not have this information
- Other (please provide information)

If Other, please provide details of the initiatives

If you wish to add a comment please write it here (500 characters max)

Q25. Does your Member State have a training ship for seafarer training?

- Yes
- No
- We do not have this information

If yes, does the ship have suitable facilities for women?

- Yes
- No
- We do not have this information

If you wish to add a comment please write it here (500 characters max)

Section 6 - Gender Equality Policies

Please input data about any legislative or policy efforts your government or administration has put in place to encourage gender equality in your workforce.

Q26. Does your government have legislation in place which promotes gender equality?

- Yes (please give information below)
- No (If there are any proposals to enact such legislation in the next three years, please specify below)
- We do not have this information

If Yes, please specify the legislation (500 characters max)

If No, but there are any proposals to enact such legislation in the next three years, please specify below (500 characters max)

If you wish to add a comment please write it here (500 characters max)

Q27. How does your government address gender equality in recruitment and promotion processes? *Select all that apply*

- There is no policy for gender equality in recruitment and promotion processes
- Anonymised assessment of job applications
- Ensure pay equality for the same positions
- Have specific quantitative measures for increasing diversity (gender equality monitoring at all stages of recruitment and promotion processes)
- Involve a diverse team of people in the interview process
- Provide organizational training around gender bias
- Use neutral or female-friendly language in job descriptions
- Use of gender quotas
- We do not have this information
- Other (please specify below):

If Other, please specify (500 characters max)

If you wish to add a comment please write it here (500 characters max)

Q28. Has your maritime administration developed other policies/initiatives to address gender equality? Select all that apply

- No other policies / initiatives are in place
- Breastfeeding spaces
- Childcare facilities
- Designated gender/diversity focal point
- Flexible working arrangements
- Gender/diversity training
- Gender sensitization campaigns
- Mentorships schemes
- Paid parental leave
- Sexual harassment policy
- Time away for breastfeeding/bottle-feeding
- We do not have this information
- Other (please specify below):

If Other, please specify (500 characters max)

If you wish to add a comment please write it here (500 characters max)

Section 7: Associations and networking

This section gathers information about any women-specific associations or networks facilitated by your Member State.

Q29. Does your Member State have networks or associations for women employed in the maritime, port or fishing sectors?

- Yes (please clarify below)
- No
- We do not have this information

If Yes, please specify (500 characters max)

If you wish to add a comment please write it here (500 characters max)

Q30. Has your Member State established an IMO Women in Maritime Association (WIMA) national chapter belonging to one of the eight IMO WIMAs?

- Yes (please select below)
- No
- We do not have this information

If Yes, please select all that apply

- Yes, Pacific Women In Maritime Association (PacWIMA)
- Yes, Network of Professional Women in the Maritime and Port Sectors for West and Central Africa (NPWMP-WCA)
- Yes, Association for Women in the Maritime Sector in Eastern and Southern Africa region (WOMESA)
- Yes, Women in Maritime Association, Asia (WIMA Asia)
- Yes, Women in Maritime Association, Caribbean (WiMAC)
- Yes, Arab Women in Maritime Association (AWIMA)
- Yes, Network of Women of the Maritime Authorities of Latin America (MAMLa)
- Yes, Women in Maritime of West and Central Africa (WIMOWCA)

Q31. If your Member State is interested in establishing an IMO WIMA national chapter, please indicate so below

- Yes
- No
- We do not have this information

Section 8: Feedback on this report

Q32. Do you have any comments on the survey in general?

- Yes
- No

If you wish to add a comment about the survey, please write it here (1000 characters max)

Q33. 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 **WIMSurvey@imo.org**

ANNEX 2

WOMEN IN MARITIME SURVEY 2024 – INDUSTRY QUESTIONS

QUESTIONS ADDRESSED TO COMPANIES, NON-GOVERNMENTAL AND INTERGOVERNMENTAL ORGANIZATIONS, AND PRIVATE MARITIME TRAINING INSTITUTES/ACADEMIES

The first global Women in Maritime Survey was conducted by the International Maritime Organization (IMO) and the Women's International Shipping & Trading Association (WISTA International) in 2021, with the purpose of obtaining baseline data on the number of women in maritime and oceans fields and the positions they occupied. As planned, this Survey is being conducted once again, three years later, 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 helps in promoting a more diverse and inclusive environment in our sector. A report containing the aggregate numbers will be available to all interested parties via the [IMO](#) and [WISTA International](#) websites.

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 [Intent Communications Ltd](#). It will not be disclosed to any other person or for any other reason than the purpose of this survey. All information submitted may be publicly referenced if needed.

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

Survey FAQs:

Who should be taking this survey?

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.

What happens if more than one person from my organisation takes this survey?

Whenever possible, the company's Human Resources department or a person with access to the employment data should complete the survey. In the case of two responses, we will reach out to both responders to confirm which data set should be considered.

How many sections are there, how long will this survey take me to complete, does progress save automatically?

This survey consists of six (6) sections that have compulsory questions. It should take you about 20-30 minutes to complete if you have all the data ready for input. We recommend that you gather the information before you start the survey. Data inputted may not save automatically on your form so if you will not be completing the survey in one sitting, we recommend signing in to a google account so that you can save your progress.

What should I do if the survey asks a question I cannot answer or I need to give you more information?

If any of the questions do not apply to the situation in your company/organization, please select 'Does not apply' and add any further commentary in the text boxes provided. If you do not have the relevant information, you can tick the "We do not have this information" box. If you have additional comments or clarifications for any of the questions, please use the box after each question or the general comments box at the end of the survey.

How long do I have to complete this survey?

The survey will be open until 23.59 GMT 31 December 2024. This is a survey that requires the collection of data to complete and, if you sign in with a Google account before filling it out, you can save the survey and return to it at any time. Once you have finalized the survey, you can submit it by clicking 'Done'. Please note, once the survey is submitted no further changes can be made. Participation in this survey is voluntary and you may choose to withdraw your participation at any time by emailing WIMSurvey@imo.org.

Where can I get assistance about content or technical issues?

If you have any problems completing this survey, please contact WIMSurvey@imo.org and let us know what the issue is and provide details for the preferred manner and time to contact you.

Section 1 – Company/Organization Information

This section gathers information about the company/organization and participation in this and previous surveys.

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/sole trader
- Other, please specify below

If Other, please specify (500 characters max)

Q4. Where is your headquarters/main office based?

If you have a maritime head office that is different to your main corporate head office please clarify this in the comment box.

- [Select from drop down list]

If you wish to add a comment please write it here (500 characters max)

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

- [Select from drop down list]

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/maritime universities/ seafarer academies/Research institutes
- 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
- ESG and decarbonization services
- Medical Services
- Weather Intelligence Services
- Telecommunications, Information and Data Systems
- IT hardware, software and/or electronic equipment (including programming and AI)
- Bunkering
- Security & Safety
- Fuels & Lubricants
- Recruitment (shore based)

If Other, please specify (500 characters max)

Q7. Please confirm that the data to be provided was collected between 2021 and 2024.

- Yes (please continue the survey)
- No (your data is not relevant for this survey)

Section 2 – Workforce data

This section will focus on data about employees at your company/organization.

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

Total number of people employed including women *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women – please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q9. Please provide information about your Board of Directors or senior decision makers (as defined by your company/organization)

Total number of senior decision makers including women *(Please enter data in numerical values e.g. 20)*

Total number of senior decision makers women only

- Does not apply
- We do not have this information
- We know the number of women – please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q10. Are any of the following C-suite/senior management levels in your company/organization occupied by women? (Select all that apply)

- Does not apply – No C-suite/senior management levels occupied by women
- Chief Executive Officer (CEO)/Managing Director/President or similar
- 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/Sales 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 Security Officer/HSEQ or similar
- Chief Human Resources Officer (CHRO)/Human Resources Director or similar
- Executive Director
- Technical Director
- Chartering Director/Manager
- Chancellor/Dean (for training institutes)
- Head of Department (for training institutes)
- Other (please specify below)

If Other, please specify (500 characters max)

If multiple people hold any of these positions (e.g. there are multiple CEOs), please specify which roles and the number of people in the role.

If you wish to add additional comment please write it here (500 characters max)

Q11. Please provide the number of people employed in middle level management roles within your company/organization (as defined by your company/organization)

Total number of people in mid-level management roles including women (Please enter data in numerical values e.g. 20)

Total number of women in mid-level management only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

If you wish to add a comment please write it here (500 characters max)

Q12. Please provide information on the number of people employed in core roles* as defined by your company/organization (an estimate is acceptable)

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

Total number of people employed including women (*Please enter data in numerical values e.g. 20*)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (*Please enter data in numerical values e.g. 20*)

Q13. Please provide information on the number of people employed in support functions* as defined by your company/organization (an estimate is acceptable)

***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 including women (*Please enter data in numerical values e.g. 20*)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here (*Please enter data in numerical values e.g. 20*)

If you wish to add a comment please write it here (500 characters max)

Q14. Within your company/organization, which age range represents the largest number of women (an estimate is acceptable)

- Does not apply - no women at the company/organization
- 18 – 24
- 25 – 34
- 35-44
- 45 – 54
- 55+ years

Q15. Within your company/organization, which age range represents the second largest number of women (an estimate is acceptable)

- Does not apply - no women at the company/organization
- Does not apply - all women accounted for in previous question
- 18 – 24
- 25 – 34
- 35-44
- 45 – 54
- 55+ years

If you wish to add a comment please write it here (500 characters max)

Q16. Do you operate vessels or employ active seafarers?

- Yes
- No²

Q17. Please provide the number of active seafarers you employ:

Total number of active seafarers employed including women (Please enter data in numerical values e.g. 20)

Total number of women seafarers only

- Does not apply - we do not currently have any women seafarers employed
- We do not have this information
- We know the number of women - please enter below

Enter number here (Please enter data in numerical values e.g. 20)

If you wish to add a comment please write it here (500 characters max)

Q18. Do you provide any of the following to your active seafarers? Select all that apply

- Flexible service contracts
- Family planning options (such as maternity leave or sea-shore rotation programmes)
- Female sanitary products onboard
- Adequately fitted Personal Protective Equipment for all personnel
- Designated women's changing rooms/bathrooms onboard
- Training for sea-going personnel on gender/diversity/inclusion
- Equal access to on-the-job training onboard
- Policies to address sexual abuse and sexual harassment onboard

² If "No" is selected, user will skip Q17 - Q25 and go to the gender equality section.

- Access to WiFi .(If yes, please confirm below if WiFi is free to access)
- We do not have this information
- We do not provide any of these options

If your seafarers have access to WiFi, please confirm whether it is free to use.

- Wi-Fi is free to use
- Wi-Fi is not free to use

If you wish to add a comment please write it here (500 characters max)

Q19. What country do the majority of your seafarers come from?

- [Select from drop down list]

Q20. What country do the majority of your women seafarers come from? (If you do not currently have any women seafarers employed select 'Does not apply' from the list)

- [Select from drop down list] - including 'Does not apply' option

Q21. What types of ships does your company operate? *Select all that apply*

- Does not apply - we do not operate any ships
- Passenger ship
- Fishing vessel
- Nuclear ship
- Bulk carrier
- Oil tanker
- General cargo ship
- High-speed craft
- Mobile offshore drilling unit
- Special purpose ship (SPS)

Q22. Which of these vessel types are the majority of your women seafarers employed/serving on? (tick list- including not applicable)

- Does not apply - we do not currently have any women seafarers employed
- Passenger ship
- Fishing vessel
- Nuclear ship
- Bulk carrier
- Oil tanker
- General cargo ship
- High-speed craft
- Mobile offshore drilling unit
- Special purpose ship (SPS)

Q23. On which of these vessel types are the second largest group of your women seafarers employed/serving on? (tick list- including not applicable)

- Does not apply - we do not currently have any women seafarers employed
- Does not apply - all women seafarers were accounted for in previous question
- Passenger ship
- Fishing vessel
- Nuclear ship
- Bulk carrier
- Oil tanker
- General cargo ship
- High-speed craft
- Mobile offshore drilling unit
- Special purpose ship (SPS)

If you wish to add a comment please write it here (500 characters max)

Q24. What rank do the majority of your women seafarers hold?

- Does not apply - we do not currently have any women seafarers employed
- Master
- Chief Officer
- Second Officer
- Third Officer
- Deck Cadets
- Chief Engine Officer
- Second Engineer Officer
- Engine Cadet
- Cook
- Stewart
- Non-officer ratings in Deck, Engine, or other department (bosun, welder, fitter, able bodied seafarer, ordinary seafarer, etc.)

Q25. What rank do the second largest group of women seafarers hold?

- Does not apply - we do not currently have any women seafarers employed
- Does not apply - all women seafarers were accounted for in previous question
- Master
- Chief Officer
- Second Officer
- Third Officer
- Deck Cadets
- Chief Engine Officer
- Second Engineer Officer
- Engine Cadet
- Cook
- Stewart
- Non-officer ratings in Deck, Engine, or other department (bosun, welder, fitter, able bodied seafarer, ordinary seafarer, etc.)

Section 3 – Gender equality policies

Please input data about any legislative or policy efforts your company/organization has put in place to encourage gender equality in your workforce.

Q26. Does your company/organization have a formal policy that promotes gender equality?

- Yes
- No
- We do not have this information

If yes, is this policy easily available to employees and stakeholders of the company?

- Yes
- No
- We do not have this information

If you wish to add a comment please write it here (500 characters max)

Q27. How does your company/organization address gender equality in the recruitment and promotion processes? *Select all that apply*

- Does not apply - There is no policy for gender equality in recruitment and promotion processes
- Use of neutral or women-friendly language in job descriptions
- Anonymised assessment of job applications
- Provide organizational training around gender 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
- We do not have this information
- Other (please specify):

If Other, please specify (500 characters max)

If you wish to add a comment please write it here (500 characters max)

Q28. Has your company/organization developed other policies to address gender equality? *Select all that apply*

- No other policies / initiatives are in place
- Paid parental leave
- Time away for breastfeeding/bottle-feeding
- Childcare facilities
- Breastfeeding spaces
- Gender/diversity training
- Flexible working arrangements

- Mentorships schemes
- Sexual harassment policy
- Designated gender/diversity focal point
- Gender sensitization campaigns
- We do not have this information
- Other (please specify):

If Other, please specify (500 characters max)

If you wish to add a comment please write it here (500 characters max)

Section 4 – Associations and networking

This section gathers information about any women-specific associations or networks facilitated by your company/organization.

Q29. Are the employees in your company/organization registered in any networks/associations for women employed in the maritime, port or fishing sectors?

- Yes (please specify below)
- No
- We do not have this information

If Yes, please specify (500 characters max)

Section 5 – Optional: Data from educational institutions

This section needs to be filled out by Maritime Education and Training Institutions/maritime universities/ seafarer academies/Research institutes only.

Q30. Earlier in this survey (Q6), Did you select *the main activity of your organisation as Maritime Education and Training Institutions/maritime universities/ seafarer academies/Research institutes?*

- Yes
- No³

Q31. Please provide the number of senior faculty (e.g. full professor, associate professor, *senior* lecturer) in your maritime academy/ maritime department of your university (an estimate is acceptable)

Total number of senior faculty including women (Please enter data in numerical values e.g. 20)

³ If no is selected, user will skip Q31 - Q39 and go to the feedback section.

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q32. Please provide the number of junior faculty (e.g. lecturer, part-time lecturer) in your maritime academy/ maritime department of your university (an estimate is acceptable)

Total number of junior faculty including women *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q33. Does your educational, research or training institute provide courses for seafarers?

- Yes
- No⁴

Q34. Please provide the number of students in seafaring courses in 2023 (an estimate is acceptable)

Total number of students in seafaring courses including women *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

⁴ If "No" is selected, user will skip Q34 - Q36 and be taken to Q37.

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here *(500 characters max)*

Q35. Please provide the number of students who have completed a 12-month onboard training (an estimate is acceptable)

Total number of students including women *(Please enter data in numerical values e.g. 20)*

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here *(500 characters max)*

Q36. Does your company have a training ship for seafarer training?

- Yes (please specify type of ship below)
- No

If yes, please specify type of ship (e.g. shared vessel, chartered ship etc) – 500 characters max

If yes, does the ship have suitable facilities for women

- Yes
- No
- We do not have this information

If you wish to add a comment please write it here *(500 characters max)*

Q37. Does your educational, research or training institute provide courses for non-seafaring maritime professionals?

- Yes
- No⁵

⁵ If "No" is selected, user will skip Q38 - Q39 and go to the feedback section.

Q38. Please provide the number of students in non-seagoing nautical/ maritime-related degrees? (e.g. logistics, law, economics) in 2023 (an estimate is acceptable)

Please don't include any details on Science, Technology, Engineering, Maths (STEM) degrees as this is accounted for in a separate question.

Total number of students in nautical/maritime studies including women
(Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Q39. Please provide the number of non-seafaring students in Science, Technology, Engineering, Maths (STEM) degrees, including naval architecture in 2023 (an estimate is acceptable). (If you do not offer STEM degrees, please enter 0)

Total number of non-seafaring students including women (Please enter data in numerical values e.g. 20)

Total number of women only

- Does not apply
- We do not have this information
- We know the number of women - please enter below

Enter number here *(Please enter data in numerical values e.g. 20)*

If you wish to add a comment please write it here (500 characters max)

Section 6: Feedback on this report

Q40. Do you have any comments on the survey in general? (1,000 characters max)

Q41. 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 WIMsurvey@imo.org.
