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.

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ANNEX 1

IMO/WISTA 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.

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 anonymized 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. 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.

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.

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

If you wish to add a comment use the box below

Q4. Please indicate which year the data for the 2024 submission was collected.
(Multiple options can be selected)
Should your information predate 2020, it is not eligible to be included in this survey.
☐ 2020
☐ 2021
☐ 2022
☐ 2023

If you wish to add a comment use the box below

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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 (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information

If you wish to add a comment use the box below

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

☐ Total number of people employed (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information

If you wish to add a comment use the box below

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

Assembly:
☐ Total number of people (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information

Council:
☐ Total number of people (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information

Maritime Safety Committee:
☐ Total number of people (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information
Marine Environment Protection Committee:
- Total number of people (incl. women)
- Total number of women only
- Does not apply
- We do not have this information

Legal Committee:
- Total number of people (incl. women)
- Total number of women only
- Does not apply
- We do not have this information

Technical Cooperation Committee:
- Total number of people (incl. women)
- Total number of women only
- Does not apply
- We do not have this information

Facilitation Committee:
- Total number of people (incl. women)
- Total number of women only
- Does not apply
- We do not have this information

If you wish to add a comment use the box below

Section 3 – Information on maritime administrations and related areas

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. 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
- I don't know

Q9. What is the gender of the Head of your maritime administration?
- Male
- Female
- Other
- I don't know
Q10. Please provide the number of people employed in your maritime administration (an estimate is acceptable).

☐ Total number of people employed (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information

If you wish to add a comment use the box below

Q11. Please provide the (approximate) number of people employed in your maritime border control and law enforcement agencies (for example: maritime police, coastguard, customs, etc.)* (an estimate is acceptable).

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

☐ Total number of people employed (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information

If you wish to add a comment use the box below

Q12. Please provide the number of people working in search and rescue (SAR) in your Member State (this would include coastguard)* (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 (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information

If you wish to add a comment use the box below

Q13. 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 (incl. women)
☐ Total number of women only
☐ Does not apply
☐ We do not have this information
Q14. Please provide the number of officials responsible for port State Control inspections (e.g.: Paris or Tokyo MoU, etc) in your Member State (an estimate is acceptable).

- Total number of people employed (incl. women)
- Total number of women only
- Does not apply
- We do not have this information

Q15. Please provide the number of people employed in management roles in your maritime administration (an estimate is acceptable)

- Total number of people employed (incl. women)
- Total number of women only
- Does not apply
- We do not have this information

Q16. Please provide the number of people employed in core and support maritime roles* in your maritime administration (an estimate is acceptable)

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

*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 in core roles (incl. women)
- Total number of women only in core roles
- Total number of people in support roles
- Total number of women only in support roles
- Does not apply
- We do not have this information
Section 4: Age breakdown of the maritime administration workforce

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

Q17. Within your maritime administration, which age range represents the largest number of women (an estimate is acceptable)

☐ 18 – 24
☐ 25 – 34
☐ 35 – 44
☐ 45 – 54
☐ 55+ years
☐ Does not apply
☐ We do not have this information

If you wish to add a comment use the box below

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

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

If you wish to add a comment use the box below

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” for questions in this section.

Q19. Please provide the total number of people working in maritime academies (government-run national academies for seafarers only)

☐ Total number of people employed (incl. women)
☐ Total number of people in senior leadership roles
☐ Total number of women only
☐ Total number of women only in senior leadership roles
☐ Does not apply
☐ We do not have this information

If you wish to add a comment use the box below
Q20. Please provide the total number of people who graduated in 2023.

From national academies for seafarers:
- ☐ Total number of people who graduated
- ☐ Total number of women graduates only
- ☐ Does not apply
- ☐ We do not have this information

From maritime-related university degrees:
- ☐ Total number of people who graduated
- ☐ Total number of women graduates only
- ☐ Does not apply
- ☐ We do not have this information

If you wish to add a comment use the box below

Q21. Do your national academies for seafarers possess any of the below initiatives to achieve gender equality?
- ☐ Gender quotas (% of enrolment for women)
- ☐ Mentorship programmes for female students
- ☐ Gender-specific scholarships/fellowships/bursaries
- ☐ Other (please specify):
  - ☐ All education is free
  - ☐ Does not apply
  - ☐ We do not have this information

If you wish to add a comment use the box below

Q22. Does your Member State have a training ship for seafarer training
- ☐ Yes
- ☐ No
- ☐ Does not apply
- ☐ We do not have this information

Q22a. If yes, does the ship have suitable facilities for women?
- ☐ Yes
- ☐ No
- ☐ Does not apply
- ☐ We do not have this information

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

Q23. Does your government have legislation in place which promotes gender equality?

☐ Yes
☐ No
☐ Does not apply
☐ We do not have this information

Q23a. If yes, please specify.

If you wish to add a comment use the box below

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

☐ Use neutral or female-friendly language in job descriptions
☐ Anonymous 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
☐ Use of gender quotas
☐ There is no policy for gender equality in recruitment and promotion processes
☐ I don't know
☐ Other (please specify):

If you wish to add a comment use the box below

Q25. Has your maritime administration developed other policies/initiatives to address gender equality? Select all that apply

☐ Paid parental leave
☐ Time away for breastfeeding/bottle-feeding
☐ Childcare facilities
☐ Breastfeeding spaces
☐ Gender/diversity training
☐ Flexible working arrangements
☐ Mentorships schemes
I:

- Sexual harassment policy
- Designated gender/diversity focal point
- Gender sensitization campaigns
- No other policies / initiatives are in place
- I don’t know
- Other (please specify):

If you wish to add a comment use the box below

Section 7: Women’s associations and networking

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

Q26. Does your Member State have networks or associations for women employed in the maritime, port or fishing sectors?

- Yes
- No
- I don’t know

Q26a. If yes, please clarify

If you wish to add a comment use the box below

Q27. Has your Member State established an IMO Women in Maritime Association (WIMA) national chapter belonging to one of the eight IMO WIMAs?

- No
- Yes, PacWIMA
- Yes, NPWMP-WCA
- Yes, WOMESA
- Yes, WIMA Asia
- Yes, WiMAC
- Yes, AWIMA
- Yes, MAMLa
- Yes, WIMOWCA
Q27a. If your Member State is interested in establishing an IMO WIMA national chapter, please indicate so below

☐ Yes
☐ No
☐ I don’t know

Section 8: Feedback on this report

Q28. Do you have any comments on the survey in general?

☐ Yes
☐ No

Q28 a. If you wish to add a comment about the survey, please use the box below

Q29. 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

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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.

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 anonymized 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. 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.

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 organization 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 31 December 2024. 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. 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 – 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)

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.
- List of countries – see survey for full list

If you wish to add a comment use the box below

Q5. Please select the countries where your company/organization has employees
- List of countries – see survey for full 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)
● Other

Q7. Please confirm that the data to be provided was collected between 2021 and 2023.
   ● Yes (please continue the survey)
   ● No (you should not take this survey, as data must only cover these years)

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 (incl. women)
   ● Total number of women only

If you wish to add a comment use the box below

Q9. Please provide information about your Board of Directors or senior decision makers as defined by your company?
   ● Total number of senior decision makers (incl. women)
   ● Total number of women only

If you wish to add a comment use the box below

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

   □ 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)
☐ None of the above
☐ Other (please specify):

If there are multiple people employed in any of these roles, please specify the role/s and number of people in the role/s. You can also add additional comments in the box below:

Q11. 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

If you wish to add a comment use the box below

Q12. 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)

*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

If you wish to add a comment use the box below

**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
   ● Not applicable – no support function roles at the organization

If you wish to add a comment use the box below
Q13. Within your organization/company, which age range represents the largest number of women *(an estimate is acceptable)*

- 18 – 24
- 25 – 34
- 35 – 44
- 45 – 54
- 55+ years

If you wish to add a comment use the box below

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

- 18 – 24
- 25 – 34
- 35 – 44
- 45 – 54
- 55+ years

If you wish to add a comment use the box below

Q15. Please provide the number of active seafarers you employ

- Not applicable – no active seafarers are employed
- Total number of active seafarers employed (incl. women)
- Total number of women seafarers only

If you wish to add a comment use the box below

Q16. If you employ active seafarers, do you provide any of the following? *Select all that apply*

- Not applicable – We do not employ active seafarers
- 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
● Access to Wi-Fi. (If yes, is it free for seafarers to use please let us know in the comment box)
● I don't know
● Other (please specify):

If you wish to add a comment use the box below

Q17. What country do the majority of your seafarers come from?
  ● List of countries – see survey for full list
  ● Not applicable

Q18. What country do the majority of your women seafarers come from?
  ● List of countries – see survey for full list
  ● Not applicable

Q19. What types of vessels does your company operate?
  ● List of vessels – see survey for full list
  ● Not applicable

Q20. Which of these vessel types are the majority of your women seafarers employed/serving on?
  ● List of vessels – see survey for full list
  ● Not applicable

Q21. On which of these vessel types are the second largest group of your women seafarers employed/serving on? (tick list – including not applicable)
  ● List of vessels – see survey for full list
  ● Not applicable

Q22. What rank do the majority of your women seafarers hold?
  ● List of ranks – see survey for full list
  ● Not applicable

Q23. What rank do the second largest group of women seafarers hold? (list of ranks – including not applicable)
  ● List of ranks – see survey for full list
  ● Not applicable

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.

Q24. Does your company/organization have a formal policy that promotes gender equality?
   ☐ Yes
   ☐ No
   ☐ I don’t know
Q25. If yes, is this policy easily available to employees and stakeholders of the company?

☐ Yes
☐ No
☐ I don’t know
☐ Other (only partial information is available to people outside the company)

Q26. How does your company/organization address gender equality in the recruitment and promotion processes? Select all that apply

☐ I don’t know
☐ Use of neutral or women-friendly language in job descriptions
☐ Anonymous 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
☐ There is no policy for gender equality in recruitment and promotion processes
☐ Other (please specify):

Q27. Has your company/organization developed other policies to address gender equality? Select all that apply

☐ I don’t know
☐ 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
☐ No other policies initiatives are in place
☐ Other (please specify):

If you wish to add a comment use the box below
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
- No
- I don't know

If yes, please provide more detail or add in other comments

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. Please fill out all the sections that apply to you and skip any that are not relevant (e.g. if you offer seafaring courses and non-seafaring courses, please fill out both sections).

Q30. Have you selected the main activity of your organization as Maritime Education and Training Institutions/maritime universities/seafarer academies/Research institutes?

- Yes – please answer additional questions in this section
- No – please go to section 6

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 (incl. women)
- Total number of women only

If you wish to add a comment use the box below

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 (incl. women)
- Total number of women only

If you wish to add a comment use the box below
Q33. Who does your educational, research or training institute provide courses for?

- Seafarers
- Non-seafaring maritime professionals
- Both

**Seafarer course information**

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

- Total number of students in seafaring courses (incl. women)
- Total number of women only

If you wish to add a comment use the box below

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

- Total number of students (incl. women)
- Total number of women only
- We do not offer a 12-month onboard training (please provide more information in the comment box)

If you wish to add a comment use the box below

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

- Yes
- No
- Other (e.g. shared vessel, chartered ship etc.)

If you wish to add a comment use the box below

Q37. If yes, does the ship have suitable facilities for women

- Yes
- No
- I don't know

If you wish to add a comment use the box below
Non Seafaring

Q38. Please provide the number of students in non-seagoing nautical/ maritime-related degrees? (e.g. logistics, law, economics) in 2023. (Please do not include any details on STEM degrees as this is a separate question below) – an estimate is acceptable

- Total number of students in nautical/maritime studies (incl. women)
- Total number of women only

If you wish to add a comment use the box below

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

- Total number of non-seafaring students (incl. women)
- Total number of women only
- We do not offer Science, Technology, Engineering, Maths (STEM) or Naval Architecture degrees

If you wish to add a comment use the box below

Section 6: Feedback on this report

Q40. Do you have any comments on the survey in general?

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.