

# THE MARITIME EMPLOYEE SURVEY 2021

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*Attitudes to employment and employers in the maritime sector*

**SURVEY CONDUCTED**

**JAN – MAR 2021**

**BY:**



# THE MARITIME EMPLOYEE SURVEY 2021

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## WELCOME TO THE 12<sup>TH</sup> MARITIME EMPLOYEE SURVEY

Welcome, once again, to the results of our annual Maritime Employee Survey, now in its' 12th consecutive year.

We would like to thank everyone who took their time to complete the survey (n=1,076).

We conducted our survey from January – March 2021, the same monthly period as last year. In this report, we provide as always an overview of areas including confidence levels in the current employment market, salary increases, bonus payments and training and development.

Last year, mindful of the increasing emphasis on diversity and inclusion within the shipping and maritime industry, we expanded our research accordingly. This year, we have broadened our survey even further to gain an insight into employees perceptions of working life under the shadow of Covid-19.

The results remain presented as overall data and subsequently broken down by business area, market sector and geographical region.

One of the most alarming elements coming out of our 2020 report was that 55% of employees at the time were actively seeking a new role and a further 39% were not actively looking but open to offers. Those figures in our 2021 survey have shown marginal improvement with 47% of respondents actively looking but 40% open to offers. 87% of employees being ready to make a job move remains a disconcerting figure.

Whilst it is impossible to pinpoint the reasons behind this within our results, the following statistics bear consideration in this respect:

- Only 43% of employees we surveyed believe their current employer offers good career progression opportunities
- A mere 44% of respondents have had at least one meaningful conversation with their line manager in the last six months about their personal development (down from 48% last year)
- 59% of employees feel their company culture is one where they feel supported in the workplace (60% in 2020) with 84% wanting their employer to do more to create a workplace where everyone feels valued and able to contribute their thoughts and ideas. For those employed in Health / Safety / Technical roles this number was 92% and for HR / Crewing / Support functions, 90%.
- 75% of participants would like a defined development plan to help them understand what they need to do in order to do their job better.
- Access to training and development shows slight improvement in comparison to last year, up from 45% to 50% of respondents having access to external training/education

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related to their job and 64% (up from 62%) having access to internal training/education related to their job.

- 41% of respondents had received a pay rise in the 12 months preceding completion of our survey
- Of those who did receive a pay rise, 24% received up to 2% of their annual salary and 19% between 2.1-4%.
- 49% of respondents had received a bonus in the 12 months preceding completion of our survey
- Of those who received a bonus, 37% received up to 10% of their annual salary and 22% between 11-25%. 69% were happy with the bonus they received.

The majority of survey respondents feel secure in their current job with 26% feeling 'extremely' secure and 47% 'moderately' so. Executive/Senior Management level demonstrated the greatest confidence in this area with 37% feeling 'extremely' and 43% feeling 'moderately' secure.

Diversity, inclusion and equality are growing in prominence within the shipping and maritime industry. Notwithstanding the factual evidence supporting the tangible business benefits for this to be embedded throughout organisations, ESG reporting and increased gender reporting requirements are also playing a deciding factor and in many regions, ethnic minority reporting is also on the horizon.

With respect to our survey, 85% of all who participated identified as male, 14% as female and 1% as other. 96% of Health/Safety/Technical respondents were male and 91% of brokers/charterers/traders, the most heavily dominated male sectors. The areas with the highest female representation were P&I / Legal / Insurance with 33% and HR, Crewing and Support with 19%.

Of those who participated in our survey, we found that:

- 70% would like to see their employer do more to achieve a diverse and inclusive workforce
- Only 42% know that their employer operates a diversity and inclusion programme / policy
- Over half of respondents (51%) have been personally aware of discrimination in our industry, the number one area cited being nationality (53%), followed by gender (44%) and age (40%).
- Almost half (48%) of employees feel they are unable to raise discrimination concerns with their current employer
- 56% believe their employer cares for them either a great deal or moderately so but 44% feel their company cares only slightly or not at all

Covid-19 has dominated our lives for well over a year now and continues to wreak havoc. Our investigation into employees perceptions of their working lives during this period found:

- 73% feel their employer has responded to the crisis appropriately
- 68% believe their employer has supported them to work flexibly so as to balance their needs at home
- 75% still feel connected with their team and colleagues, 20% do not

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- 28% are of the opinion that their employer has not treated their health and safety as a priority and 29% do not feel their employer is supporting them and considering their wellbeing during the Covid-19 crisis
- Workload has increased for 53% of our survey participants (65% for those occupying executive / senior management positions)
- Loyalty towards existing employers as a result of their response to Covid-19 received a mixed response with it increasing for 21%, staying the same for 59% and decreasing for 20%

77% of survey respondents would recommend the shipping and maritime industry to those from outside the sector who are considering it for a career.

With the last 12 months having been the most unpredictable the majority of us have experienced in our lifetimes and uncertainty still prevailing, HR and employee related strategies have been subject to considerable change and reprioritisation. In our report last year, we were optimistic that Covid-19 would encourage employers to use the opportunity for positive change, perhaps under-estimating the extent of the crisis unfolding at the time. That being said, we would still urge employers to revisit their employee focus outside of Covid-19 as a priority as otherwise, when the dust settles and more employment opportunities open up, it is not unreasonable to anticipate a considerable amount of talent attrition taking place..

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## WHAT'S IN THE REPORT?

On the following pages, you will find the report broken down as follows:

### Results Overview

#### Business area specific statistics in the following categories:

- Broking, chartering and trading
- Executive / senior management
- Technical / HSEQ
- P&I / legal / insurance
- Vessel operations
- HR / Crewing / Support functions

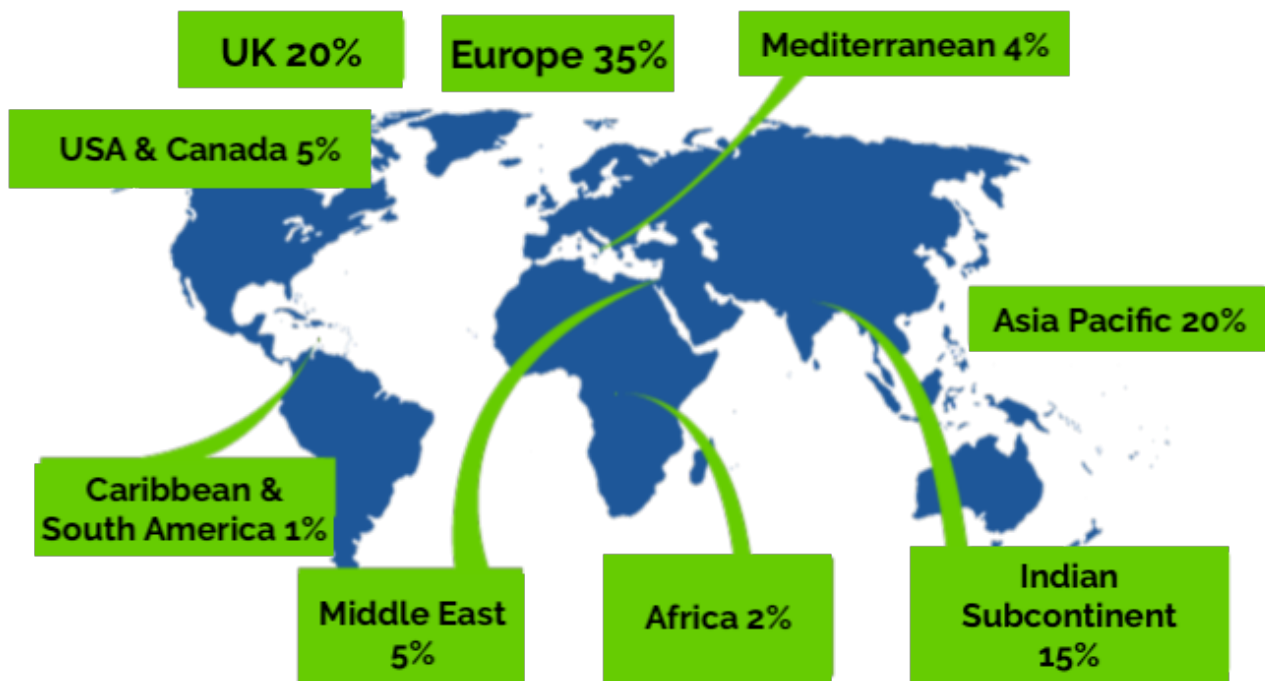
#### Sector specific statistics in the following categories:

- Tanker
- Dry cargo
- Offshore
- Other (mixed fleet / container / passenger)

#### Geographic specific statistics in the following categories:

- Europe
- USA & Canada
- Middle East
- Indian sub-Continent
- Asia Pacific

#### Geographical location of respondents:



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## RESULTS OVERVIEW

### **Job Confidence**

76% of survey participants feels either extremely or moderately secure in their current job and this applies, within a few percentage points, across all business areas reviewed.

### **Salary Increases**

41% of respondents received a salary increase in the 12 months preceding survey completion. Those working in Broking / Chartering / Trading roles fared best with respect to salary increase with 53% receiving a pay rise in the previous 12 months.

Geographically, Asia Pacific reported the largest percentage of salary increases with 44% of respondents receiving them.

### **Bonuses**

49% of respondents received a bonus in the 12 months preceding survey completion compared to 46% in our 2020 report. Of those who received a bonus, Executive / Senior Management led the way with 63% having received one in the preceding 12 months.

The tanker sector yielded the most bonuses out of the markets we assessed with 71% of respondents in this area receiving one. Geographically the Middle East and Indian sub-continent fared worst, reporting 27% and 32% respectively.

### **Discrimination**

51% of survey respondents have been personally aware of discrimination within the shipping industry. Of these:



53% were aware of discrimination due to nationality



44% were aware of discrimination due to gender



40% were aware of discrimination due to age



35% were aware of discrimination due to ethnicity



22% were aware of discrimination due to education



15% were aware of discrimination due to religion



6% were aware of discrimination due to disability

Only 52% of survey respondents feel they are able to raise discrimination concerns internally with their current employer.

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## **Inclusion and Diversity**

76% of respondents are encouraged to contribute and share ideas they have related to their job, the company, the company's business and/or their working environment. 56% feel these are taken into consideration.

59% of participants state their company culture is one where they feel supported in the workplace and 84% of respondents would like their employer to do more to create a workplace where everyone feels valued and able to contribute their thoughts and ideas.

When asked how much they feel that the company cares for them, respondents answered:

- 18% a great deal
- 38% moderately
- 25% slightly
- 19% not at all

63% of respondents cite diversity in the workplace as being extremely important, 32% as being somewhat important.

42% know their employer operates a Diversity and Inclusion programme / policy, 35% state their employer does not do so and 23% don't know if their employer does or not.

70% believe their employer could do more to achieve a diverse and inclusive workforce.

A car/car allowance, defined profit share and financial support for training and development / study ranked highest among the benefits respondents do not presently have but would like to have.

## **Training and Development**

43% of survey respondents state their current employer offers good career progression opportunities.

44% have had at least one meaningful conversation about their personal development with their line manager within the last six months preceding survey completion.

75% would like a defined development plan with their employer to help them understand what they need to do in order to do their job better.

50% of respondents are given the opportunity to participate in external training / education related to their job.

64% of respondents are given the opportunity to participate in internal training / education related to their job.

## **Current job seeking status**

47% of survey participants are actively seeking a new role.

40% are not actually looking but are open to offers

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## **Shipping industry opinion**

77% would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career.

## **COVID-19 response**

- 73% feel their employer has responded to the COVID-19 crisis appropriately
- 68% feel their employer has supported them to work flexibly so they can balance their needs at home.
- 75% still feel connected with their team / colleagues
- 67% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 60% believe their employer is supporting them and considering their wellbeing during the COVID-19 crisis

Impact on workload:

Increased	53%
Decreased	13%
Stayed the same	34%

When asked how their employers response to COVID-19 has impacted on their loyalty towards their employer, survey participants stated:

Increased	21%
Decreased	20%
Stayed the same	59%



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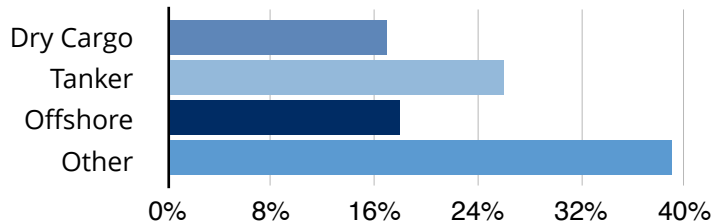
## RESULTS BY BUSINESS AREA

# THE MARITIME EMPLOYEE SURVEY 2021

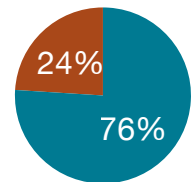
## BROKERS / CHARTERERS / TRADERS

### Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)




### Confidence





Feel extremely or moderately secure in current job


### Discrimination


55% of respondents have been personally aware of discrimination within the shipping industry. 47% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 47% were aware of discrimination due to nationality


 39% were aware of discrimination due to gender

 42% were aware of discrimination due to age

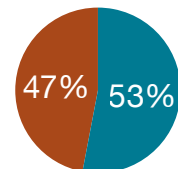
 36% were aware of discrimination due to ethnicity

 17% were aware of discrimination due to education

 8% were aware of discrimination due to religion

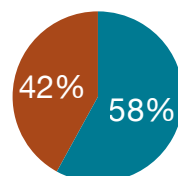
 3% were aware of discrimination due to disability

### Salary



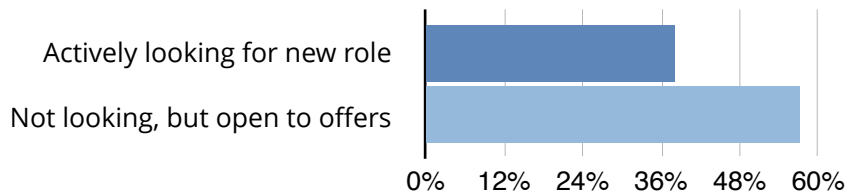
Received a salary increase in the last 12 months

### Bonus

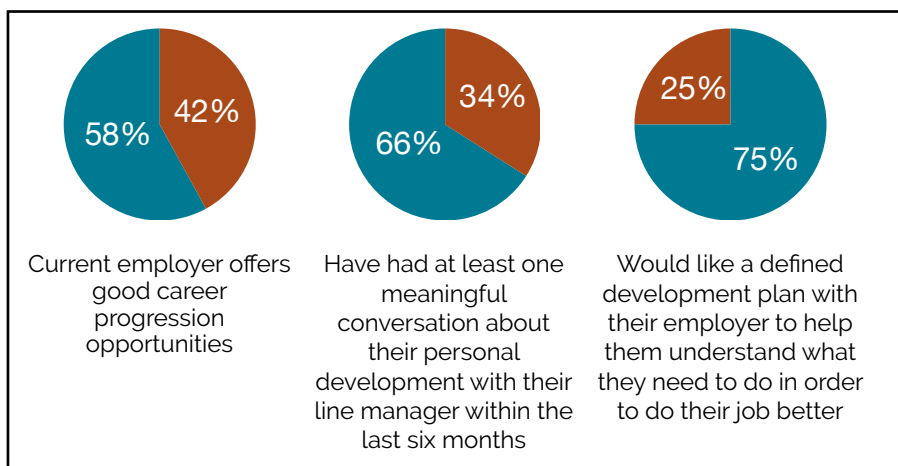


Received a bonus in the last 12 months

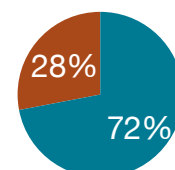
### Job seeking status



### Development



### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

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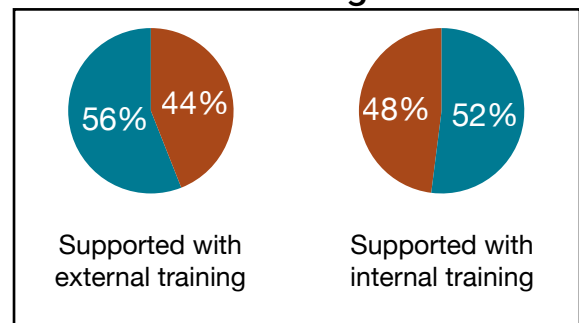


## COVID-19 response

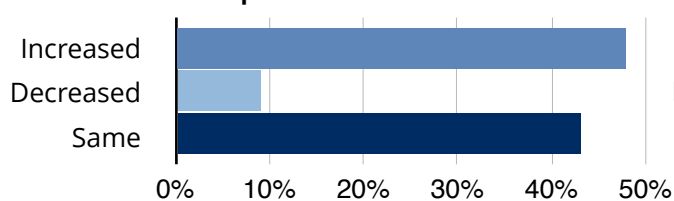
-74% feel their employer has responded to the COVID-19 crisis appropriately.  
-81% feel their employer has supported them to work flexibly so they can balance their needs at home.

- 67% still feel connected with their team / colleagues
- 58% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 52% believe their employer is supporting them and considering their wellbeing

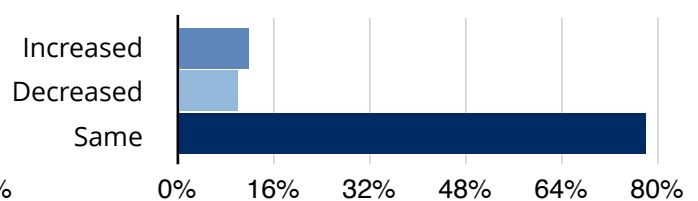
## Training



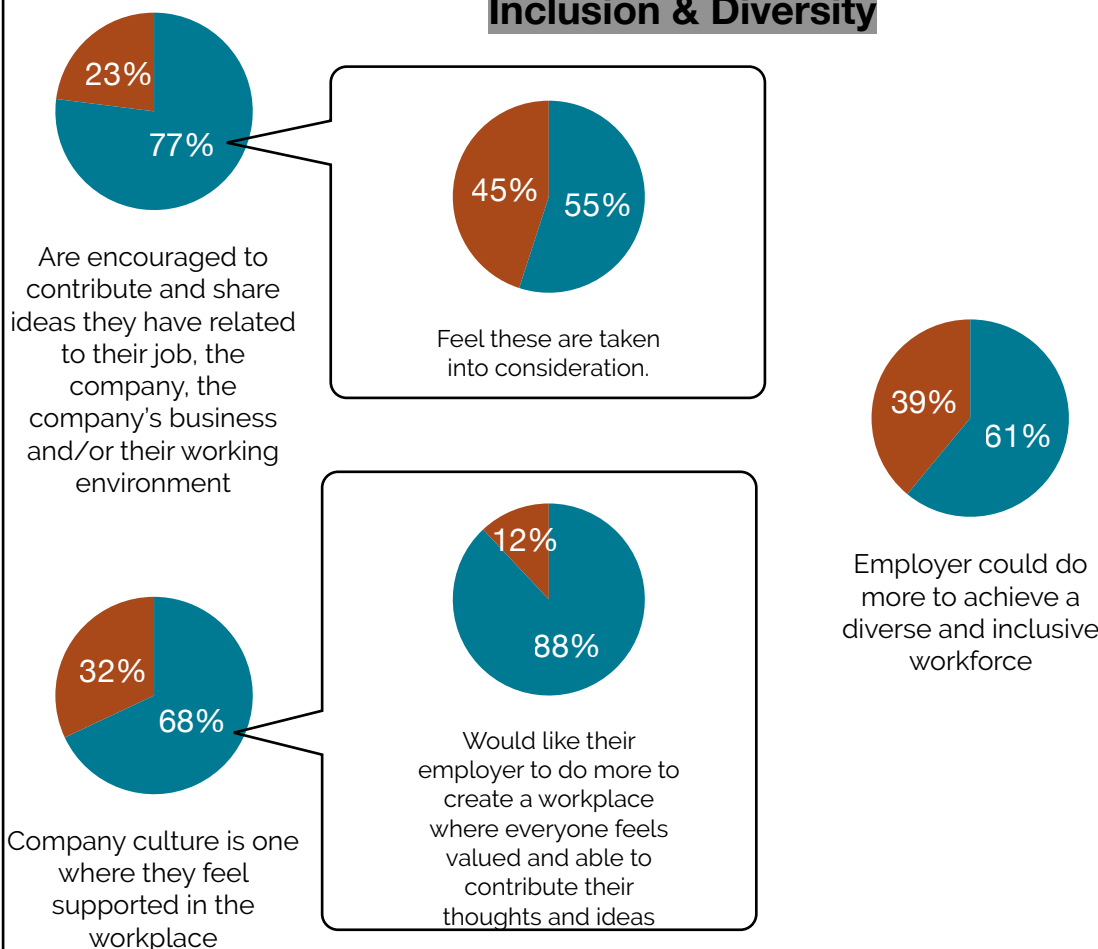
## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity

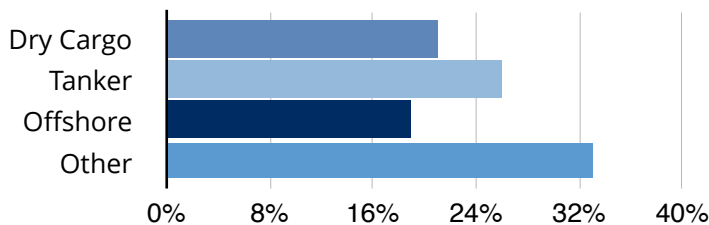


# THE MARITIME EMPLOYEE SURVEY 2021

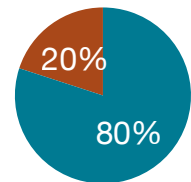
## EXECUTIVE / SENIOR MANAGEMENT

### Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)



### Confidence



Feel extremely or moderately secure in current job

### Discrimination

47% of respondents have been personally aware of discrimination within the shipping industry. 71% of respondents feel they are able to raise discrimination concerns with their employer. Of these:

57% were aware of discrimination due to nationality

22% were aware of discrimination due to education

37% were aware of discrimination due to gender

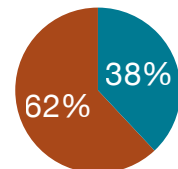
15% were aware of discrimination due to religion

37% were aware of discrimination due to age

4% were aware of discrimination due to disability

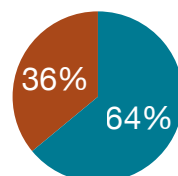
57% were aware of discrimination due to ethnicity

### Salary



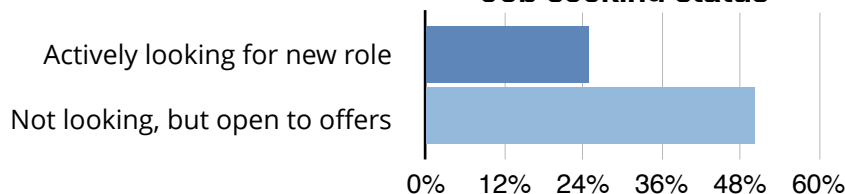
Received a salary increase in the last 12 months

### Bonus

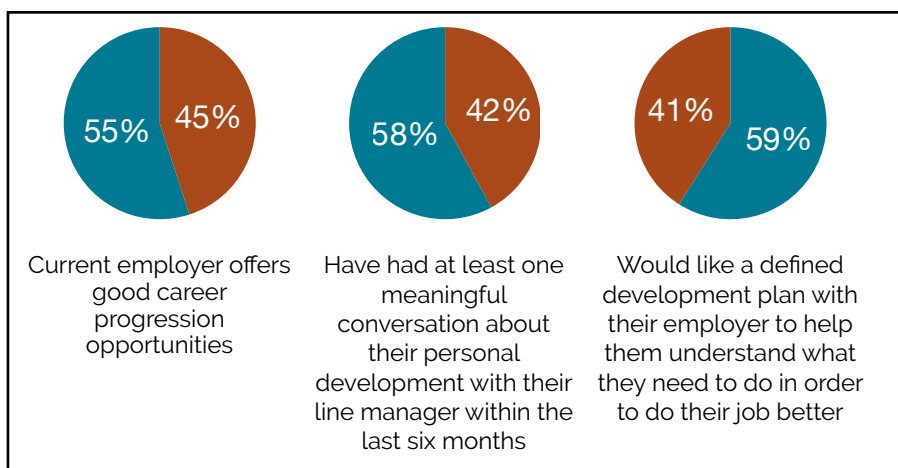


Received a bonus in the last 12 months

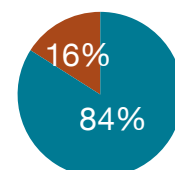
### Job seeking status



### Development



### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

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## COVID-19 response

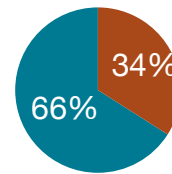
-72% feel their employer has responded to the COVID-19 crisis appropriately.

-82% feel their employer has supported them to work flexibly so they can balance their needs at home.

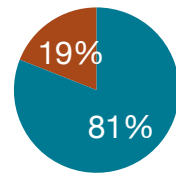
-86% still feel connected with their team / colleagues

- 79% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 80% believe their employer is supporting them and considering their wellbeing

## Training

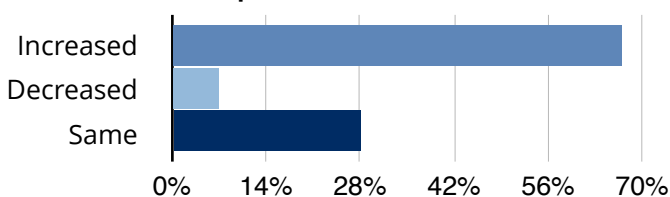


Supported with external training

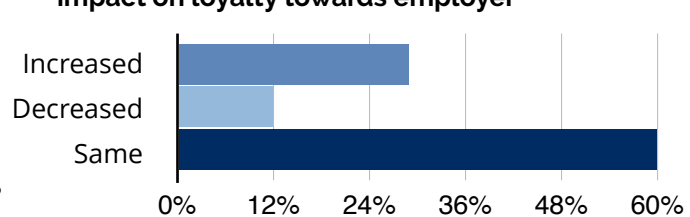


Supported with internal training

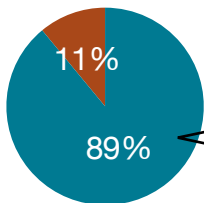
## Impact on workload due to Covid



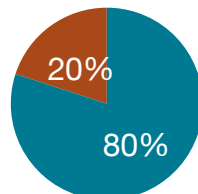
## How did your employers response to COVID-19 impact on loyalty towards employer



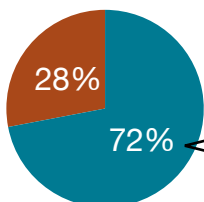
## Inclusion & Diversity



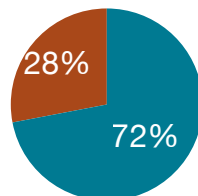
Are encouraged to contribute and share ideas they have related to their job, the company, the company's business and/or their working environment



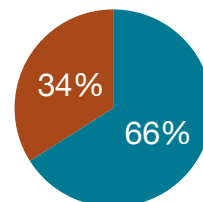
Feel these are taken into consideration.



Company culture is one where they feel supported in the workplace



Would like their employer to do more to create a workplace where everyone feels valued and able to contribute their thoughts and ideas



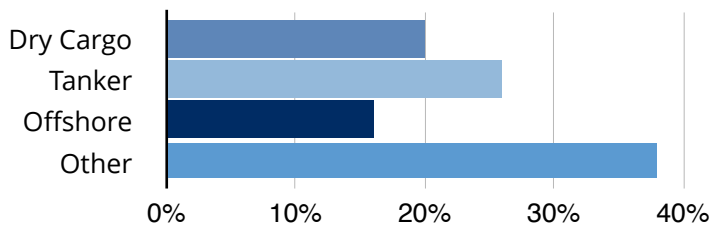
Employer could do more to achieve a diverse and inclusive workforce

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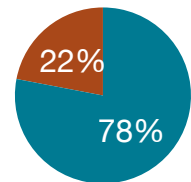
## TECHNICAL / HSEQ

### Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)




### Confidence





Feel extremely or moderately secure in current job


### Discrimination


48% of respondents have been personally aware of discrimination within the shipping industry. 57% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 60% were aware of discrimination due to nationality

 49% were aware of discrimination due to gender

 37% were aware of discrimination due to age

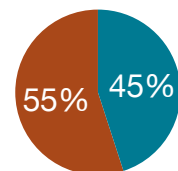
 34% were aware of discrimination due to ethnicity

 14% were aware of discrimination due to education

 20% were aware of discrimination due to religion

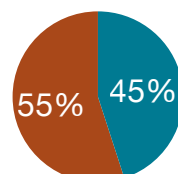
 0% were aware of discrimination due to disability

### Salary



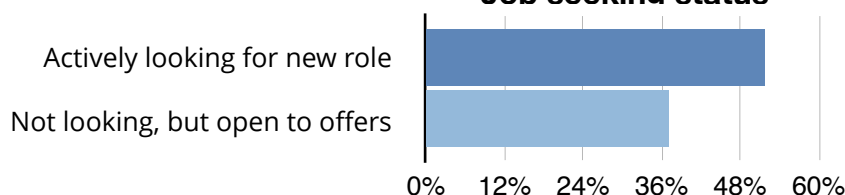
Received a salary increase in the last 12 months

### Bonus

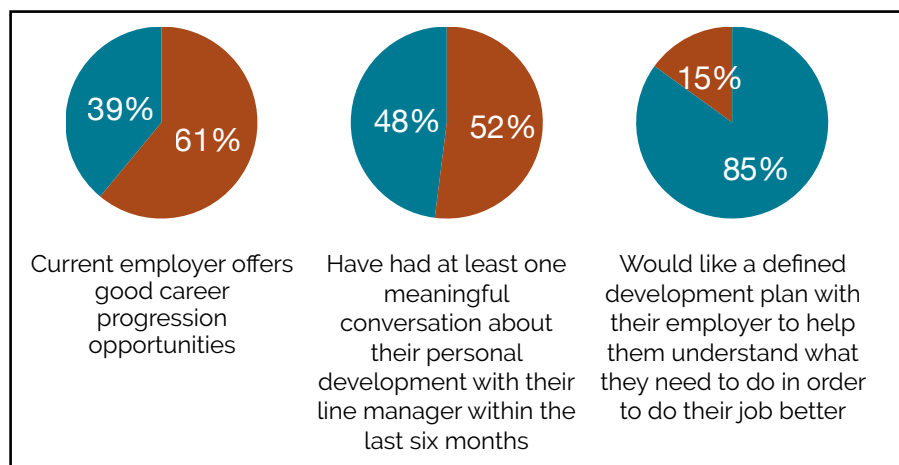


Received a bonus in the last 12 months

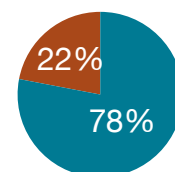
### Job seeking status



### Development

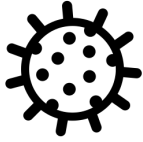


### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

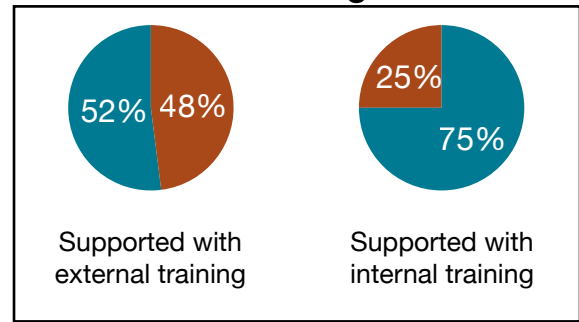
# THE MARITIME EMPLOYEE SURVEY 2021



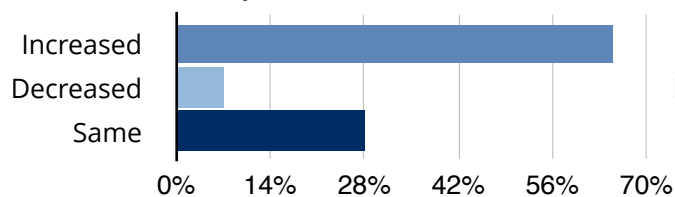
## COVID-19 response

- 69% feel their employer has responded to the COVID-19 crisis appropriately.
- 67% feel their employer has supported them to work flexibly so they can balance their needs at home.
- 74% still feel connected with their team / colleagues
- 76% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 64% believe their employer is supporting them and considering their wellbeing

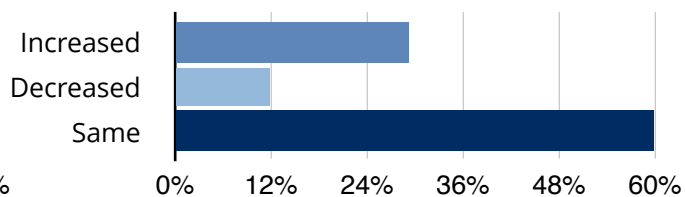
## Training



## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity





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## P&I, LEGAL, INSURANCE


### Discrimination


87% of respondents have been personally aware of discrimination within the shipping industry. 33% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 63% were aware of discrimination due to nationality


 25% were aware of discrimination due to gender

 38% were aware of discrimination due to age

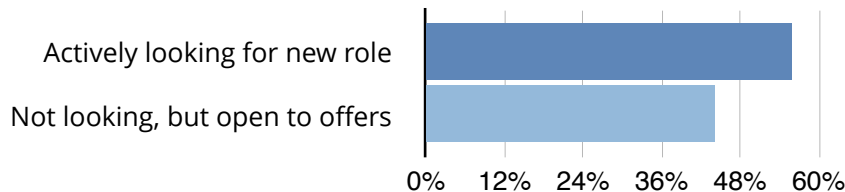
 75% were aware of discrimination due to ethnicity

 25% were aware of discrimination due to education

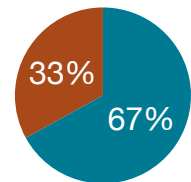
 13% were aware of discrimination due to religion

 12% were aware of discrimination due to disability

### Job seeking status

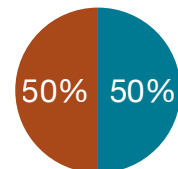


### Confidence



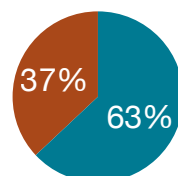
Feel extremely or moderately secure in current job

### Salary



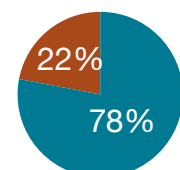
Received a salary increase in the last 12 months

### Bonus



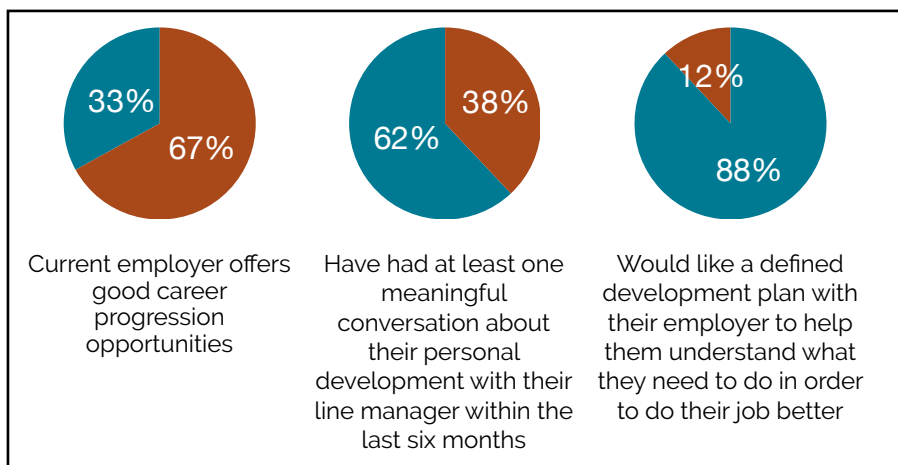
Received a bonus in the last 12 months

### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

### Development





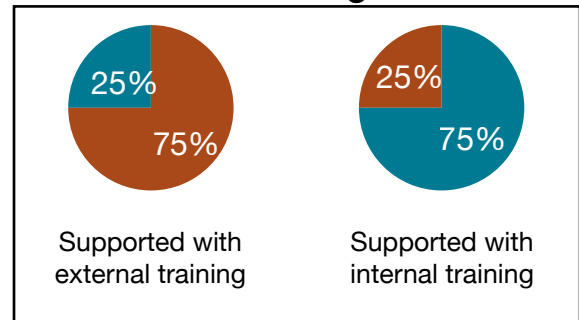
# THE MARITIME EMPLOYEE SURVEY 2021



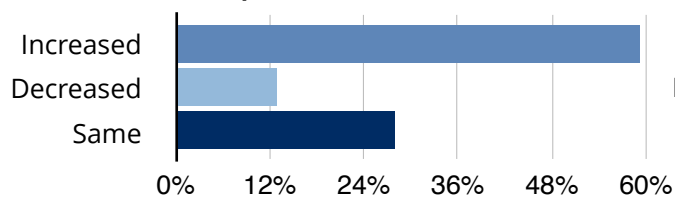
## COVID-19 response

- 37% feel their employer has responded to the COVID-19 crisis appropriately.
- 24% feel their employer has supported them to work flexibly so they can balance their needs at home.
- 50% still feel connected with their team / colleagues
- 43% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 39% believe their employer is supporting them and considering their wellbeing

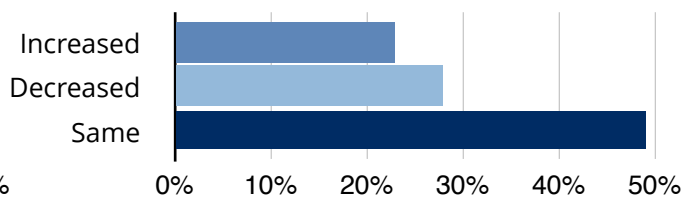
## Training



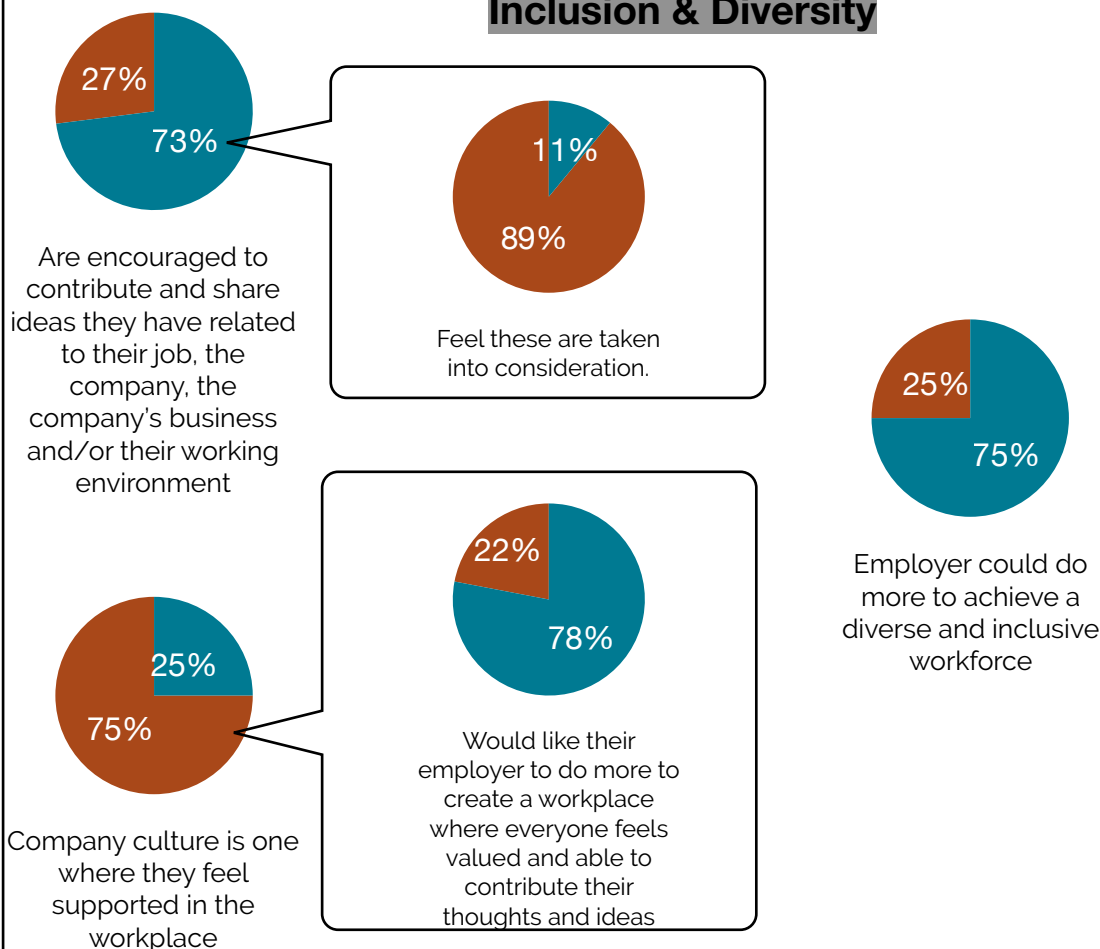
## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity

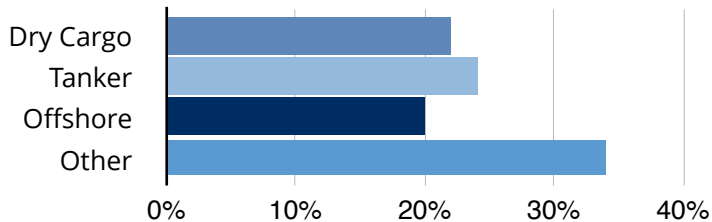


# THE MARITIME EMPLOYEE SURVEY 2021

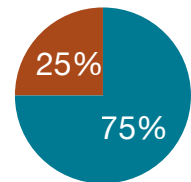
## VESSEL OPERATIONS

### Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)




### Confidence





Feel extremely or moderately secure in current job


### Discrimination


51% of respondents have been personally aware of discrimination within the shipping industry. 44% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 53% were aware of discrimination due to nationality


 32% were aware of discrimination due to gender

 27% were aware of discrimination due to age

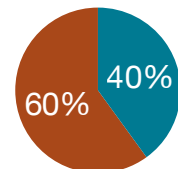
 51% were aware of discrimination due to ethnicity

 19% were aware of discrimination due to education

 19% were aware of discrimination due to religion

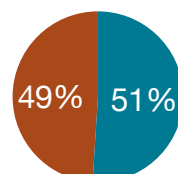
 8% were aware of discrimination due to disability

### Salary



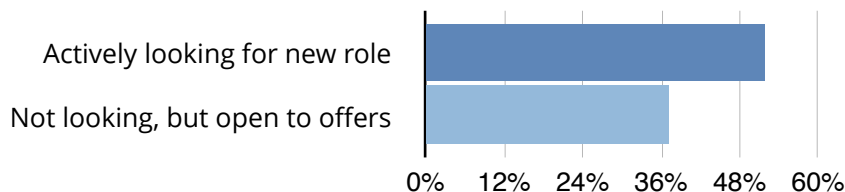
Received a salary increase in the last 12 months

### Bonus

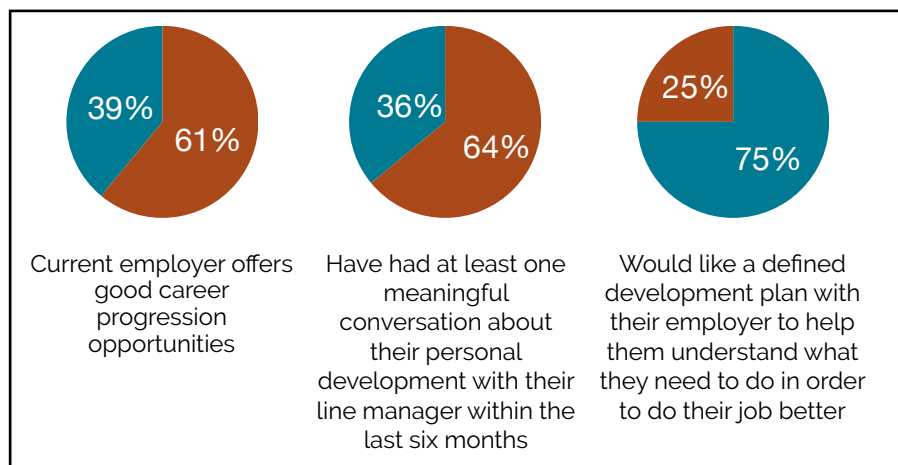


Received a bonus in the last 12 months

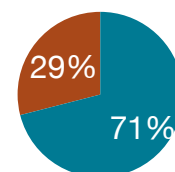
### Job seeking status



### Development



### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

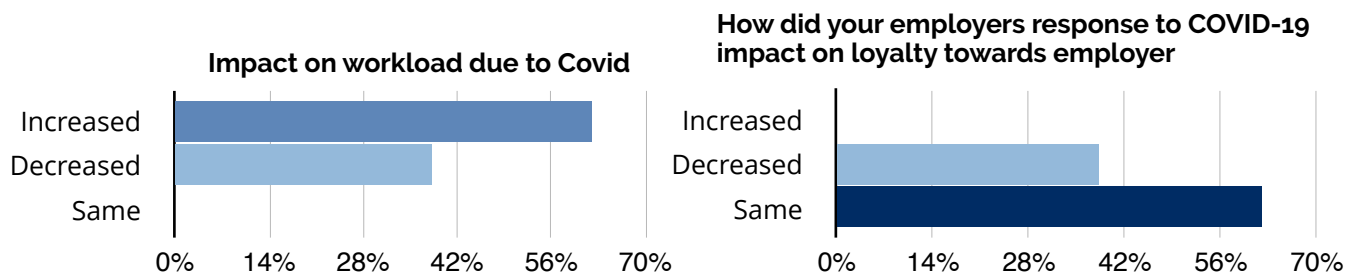
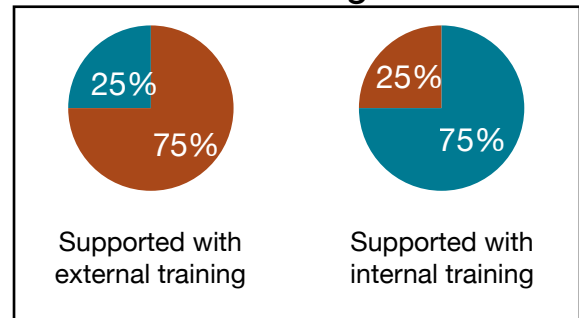
# THE MARITIME EMPLOYEE SURVEY 2021



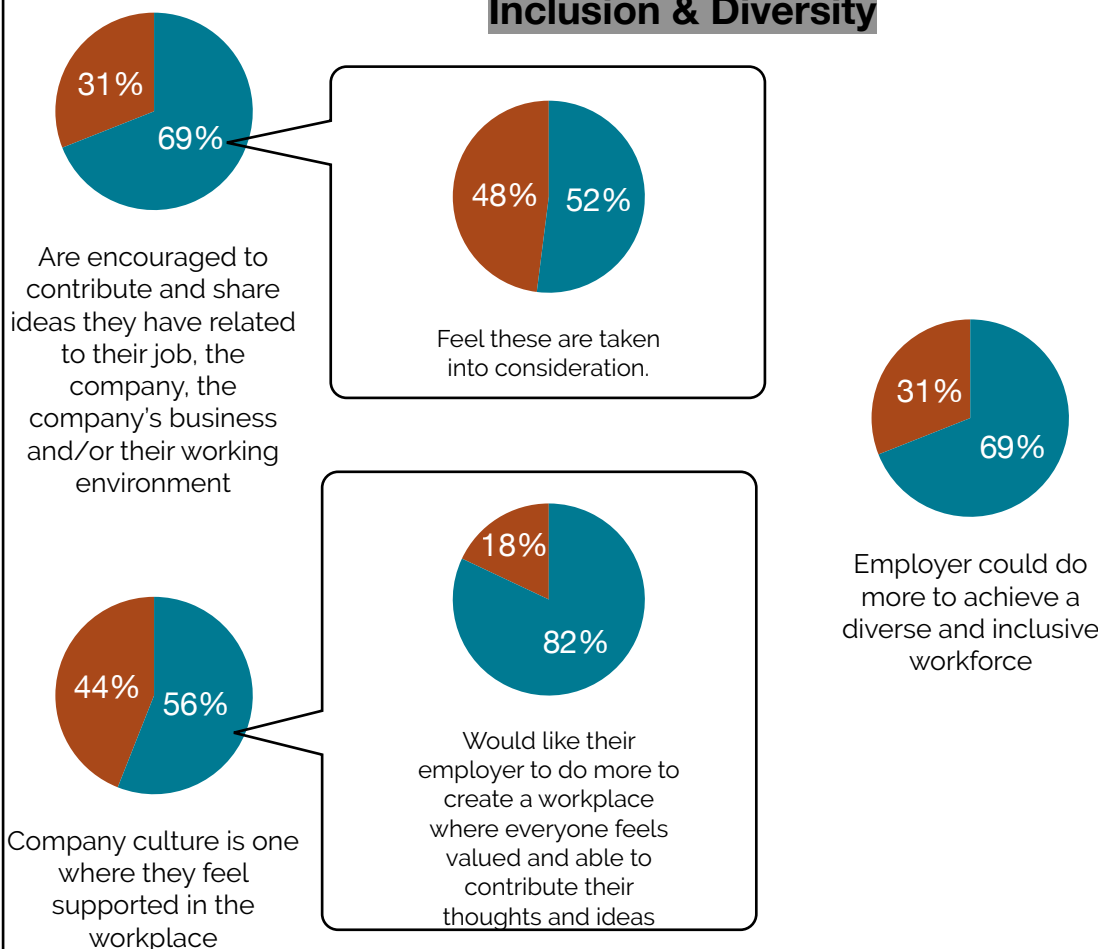
## COVID-19 response

- 37% feel their employer has responded to the COVID-19 crisis appropriately.
- 24% feel their employer has supported them to work flexibly so they can balance their needs at home.
- 50% still feel connected with their team / colleagues
- 43% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 39% believe their employer is supporting them and considering their wellbeing

## Training



## Inclusion & Diversity





# THE MARITIME EMPLOYEE SURVEY 2021


## HR, CREWING, SUPPORT


### Discrimination


53% of respondents have been personally aware of discrimination within the shipping industry. 52% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 53% were aware of discrimination due to nationality


 44% were aware of discrimination due to gender

 38% were aware of discrimination due to age

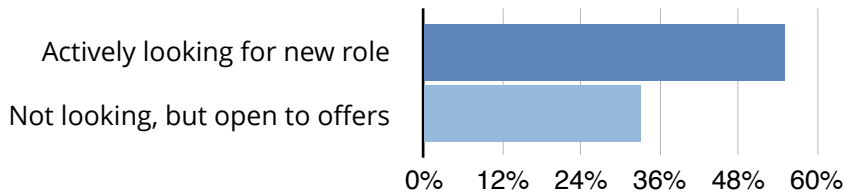
 36% were aware of discrimination due to ethnicity

 29% were aware of discrimination due to education

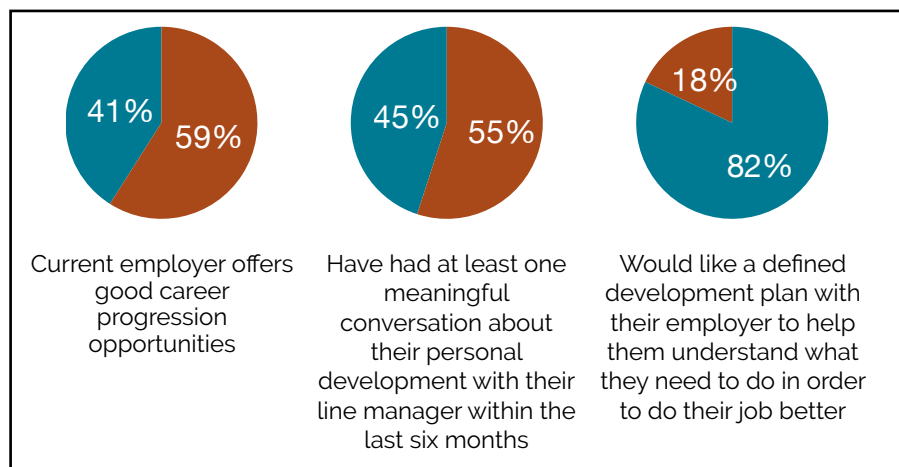
 12% were aware of discrimination due to religion

 6% were aware of discrimination due to disability

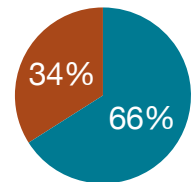
### Job seeking status



### Development

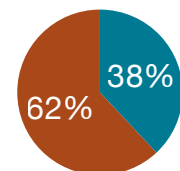


### Confidence



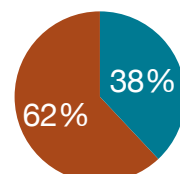
Feel extremely or moderately secure in current job

### Salary



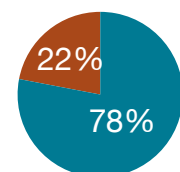
Received a salary increase in the last 12 months

### Bonus



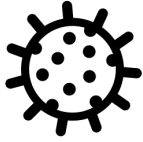
Received a bonus in the last 12 months

### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

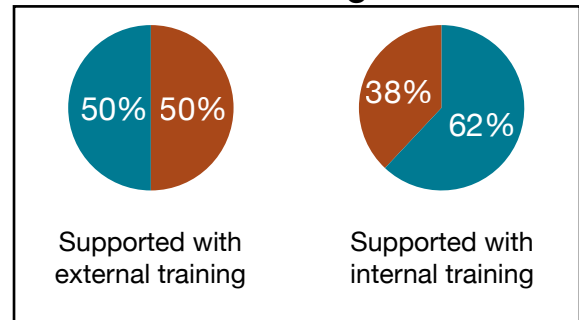
# THE MARITIME EMPLOYEE SURVEY 2021



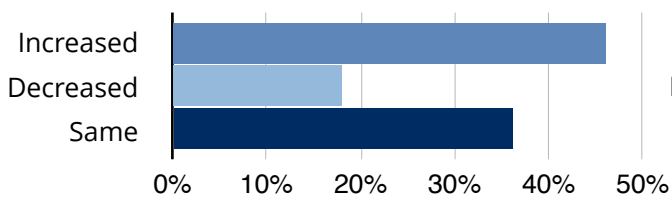
## COVID-19 response

- 68% feel their employer has responded to the COVID-19 crisis appropriately.
- 57% feel their employer has supported them to work flexibly so they can balance their needs at home.
- 72% still feel connected with their team / colleagues
- 61% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 52% believe their employer is supporting them and considering their wellbeing

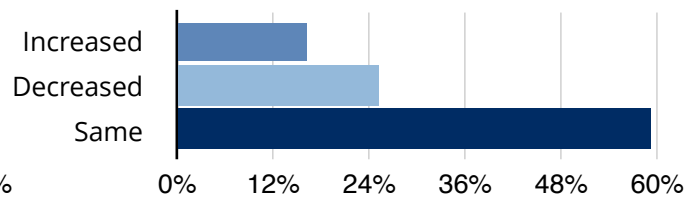
## Training



## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



# THE MARITIME EMPLOYEE SURVEY 2021

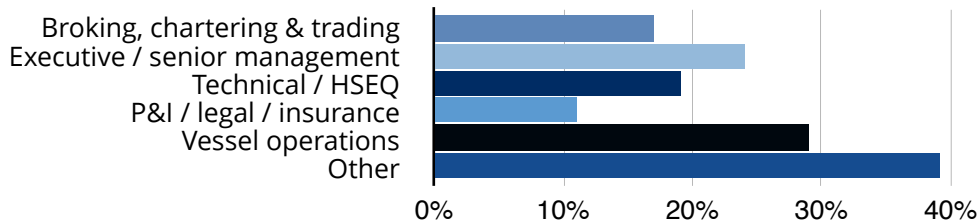
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## RESULTS BY SECTOR

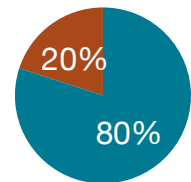
# THE MARITIME EMPLOYEE SURVEY 2021

## DRY CARGO

### Responses came from the following business sectors




### Confidence





Feel extremely or moderately secure in current job


### Discrimination


49% of respondents have been personally aware of discrimination within the shipping industry. 58% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 62% were aware of discrimination due to nationality


 34% were aware of discrimination due to gender

 34% were aware of discrimination due to age

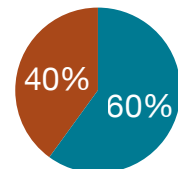
 45% were aware of discrimination due to ethnicity

 14% were aware of discrimination due to education

 7% were aware of discrimination due to religion

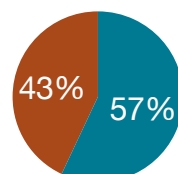
 3% were aware of discrimination due to disability

### Salary



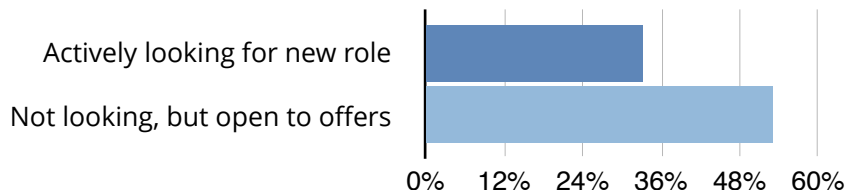
Received a salary increase in the last 12 months

### Bonus

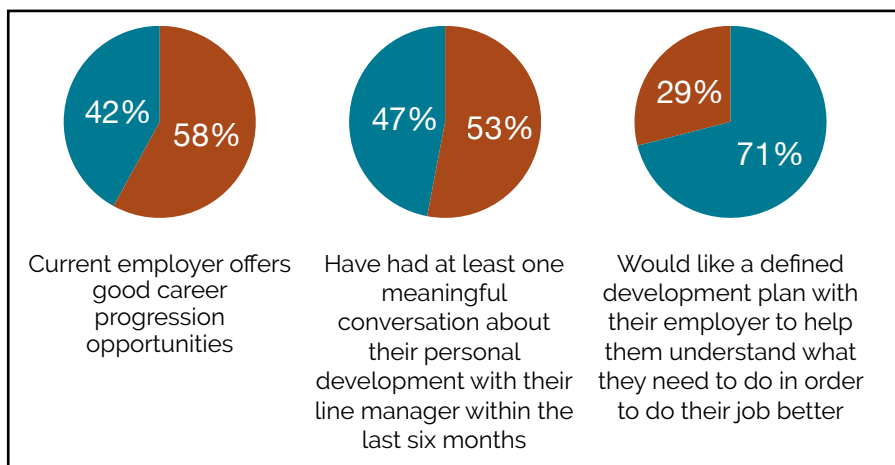


Received a bonus in the last 12 months

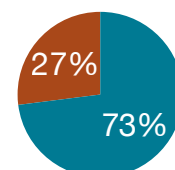
### Job seeking status



### Development



### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

# THE MARITIME EMPLOYEE SURVEY 2021



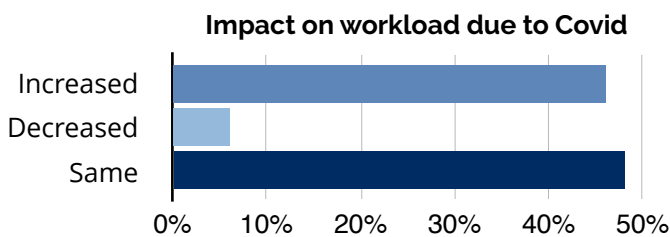
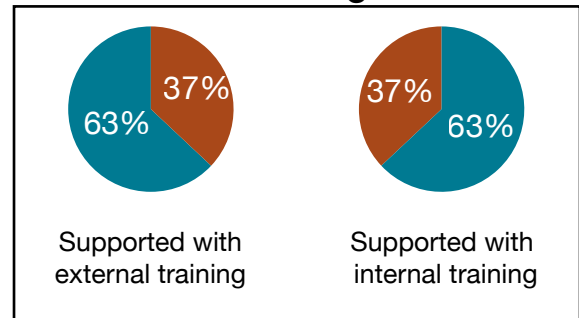
## COVID-19 response

-80% feel their employer has responded to the COVID-19 crisis appropriately.

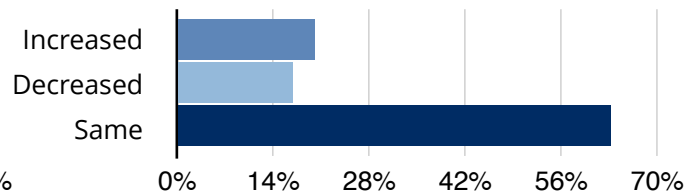
-77% feel their employer has supported them to work flexibly so they can balance their needs at home.

- 91% still feel connected with their team / colleagues
- 76% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 71% believe their employer is supporting them and considering their wellbeing

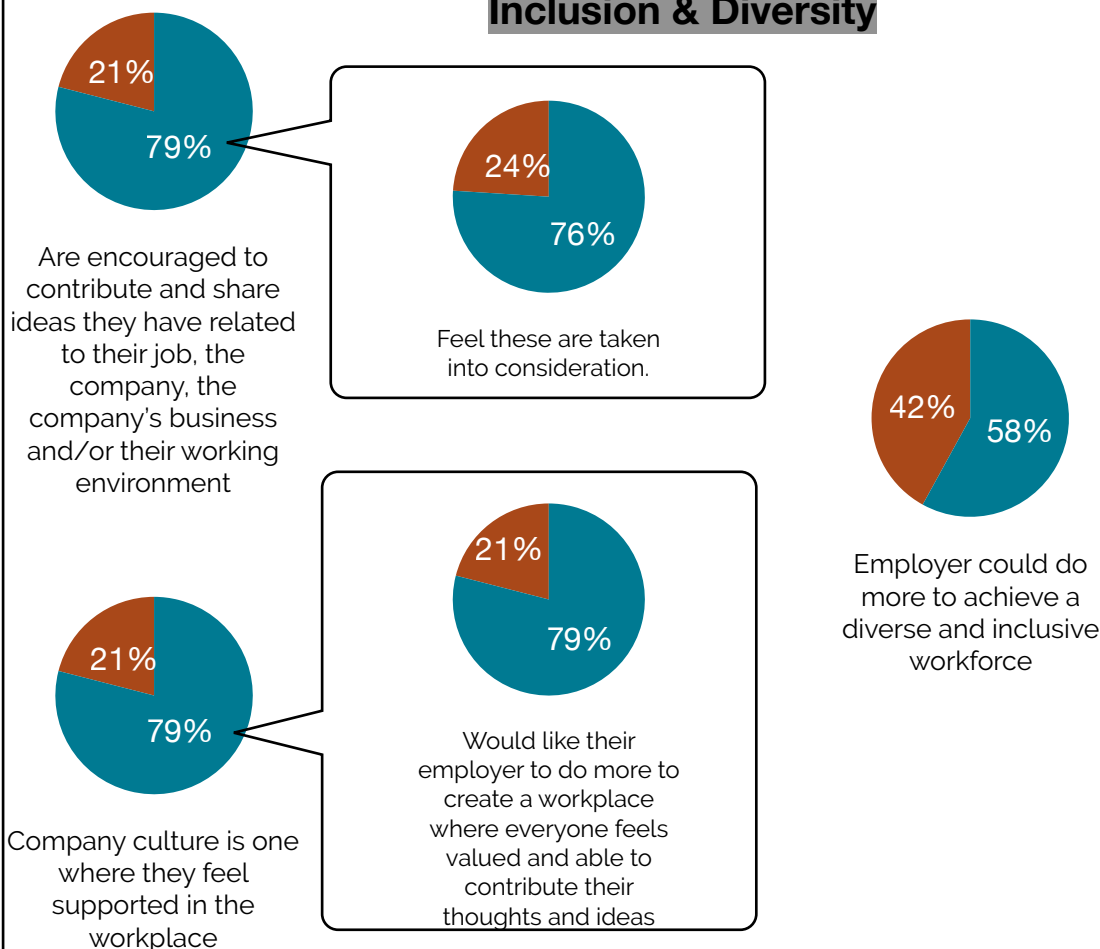
## Training



### How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity

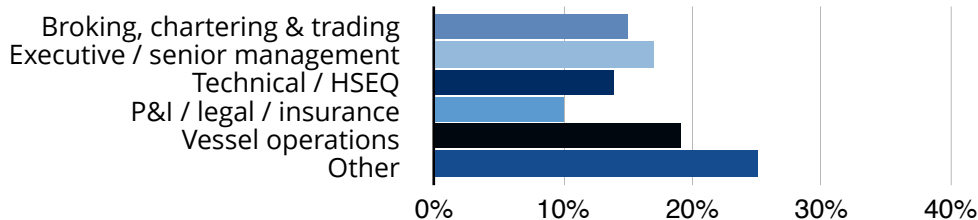




# THE MARITIME EMPLOYEE SURVEY 2021


## TANKER


### Responses came from the following business sectors





### Discrimination


53% of respondents have been personally aware of discrimination within the shipping industry. 52% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 58% were aware of discrimination due to nationality


 47% were aware of discrimination due to gender

 29% were aware of discrimination due to age

 22% were aware of discrimination due to ethnicity

 22% were aware of discrimination due to education

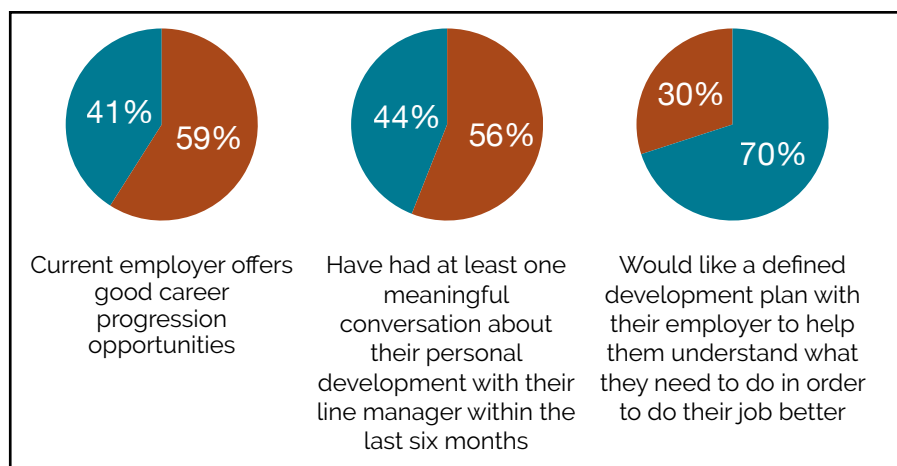
 15% were aware of discrimination due to religion

 3% were aware of discrimination due to disability

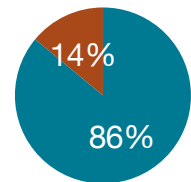
### Job seeking status



### Development

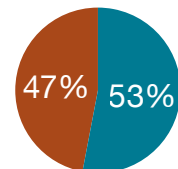


### Confidence



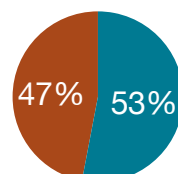
Feel extremely or moderately secure in current job

### Salary



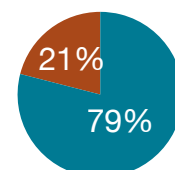
Received a salary increase in the last 12 months

### Bonus



Received a bonus in the last 12 months

### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

# THE MARITIME EMPLOYEE SURVEY 2021

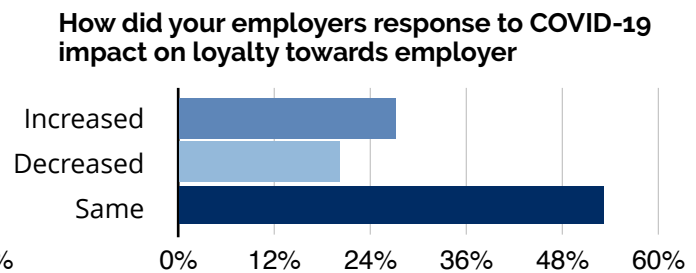
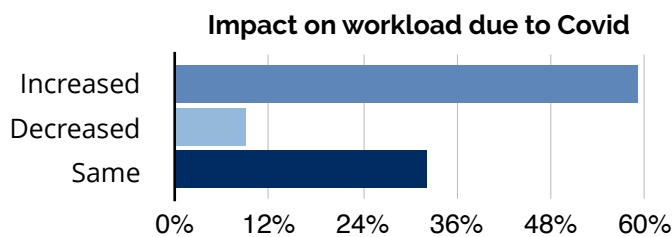
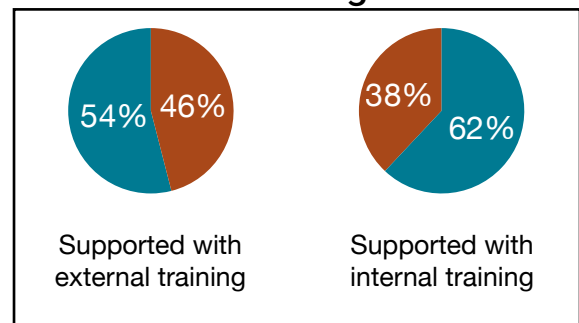


## COVID-19 response

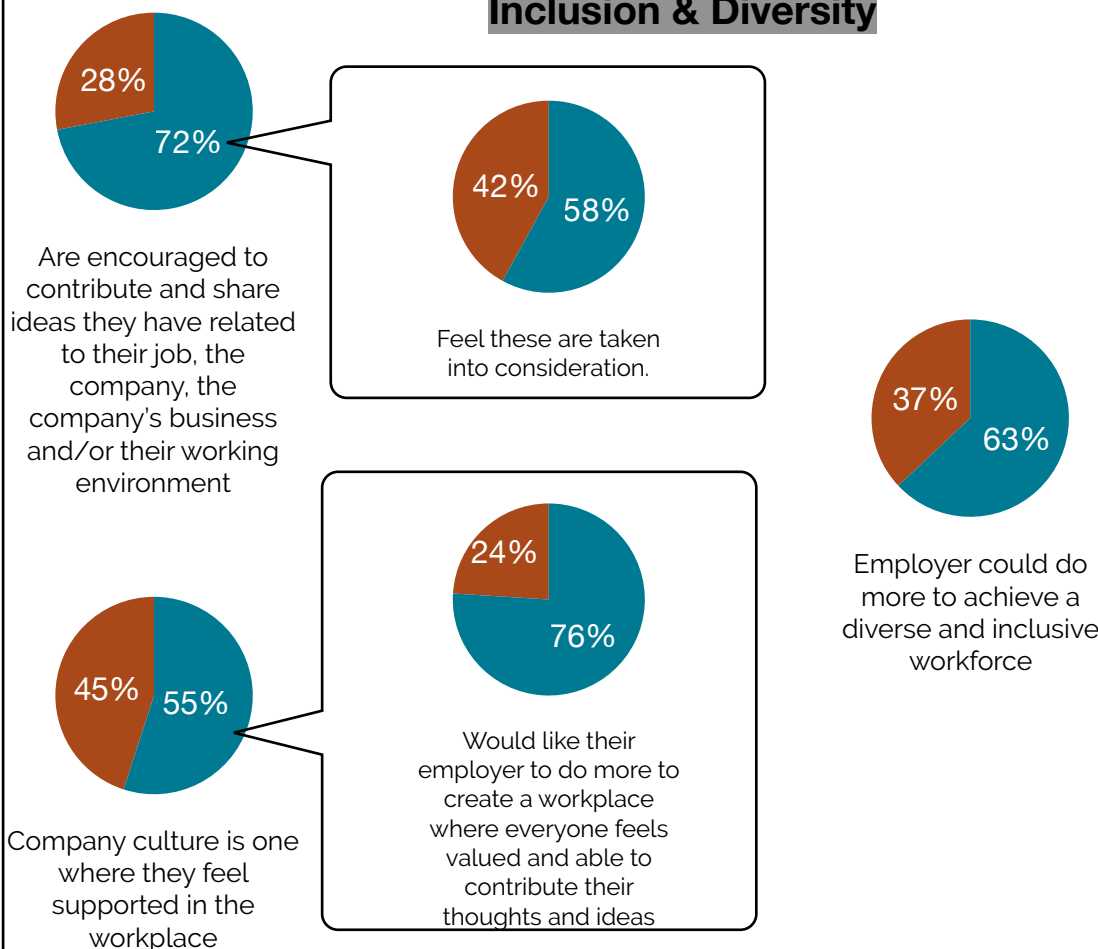
-77% feel their employer has responded to the COVID-19 crisis appropriately.  
-82% feel their employer has supported them to work flexibly so they can balance their needs at home.

- 73% still feel connected with their team / colleagues
- 80% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 65% believe their employer is supporting them and considering their wellbeing

## Training



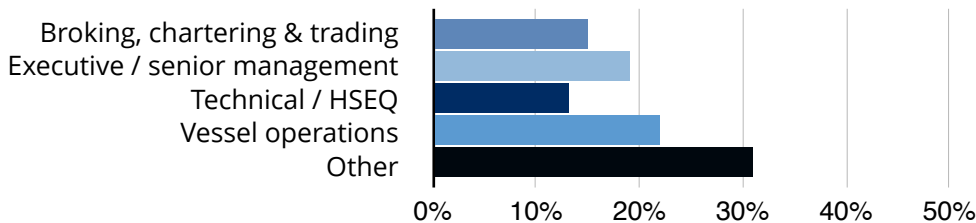
## Inclusion & Diversity



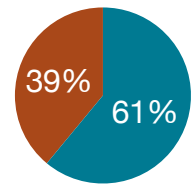
# THE MARITIME EMPLOYEE SURVEY 2021

## OFFSHORE

### Responses came from the following business sectors




### Confidence





Feel extremely or moderately secure in current job


### Discrimination


47% of respondents have been personally aware of discrimination within the shipping industry. 52% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 58% were aware of discrimination due to nationality


 33% were aware of discrimination due to gender

 62% were aware of discrimination due to age

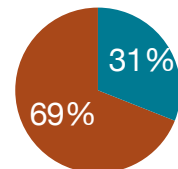
 25% were aware of discrimination due to ethnicity

 29% were aware of discrimination due to education

 25% were aware of discrimination due to religion

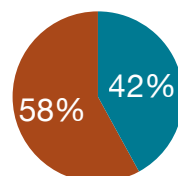
 4% were aware of discrimination due to disability

### Salary



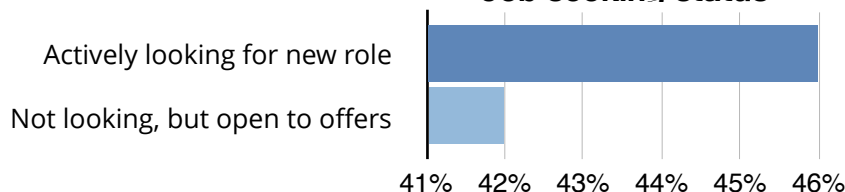
Received a salary increase in the last 12 months

### Bonus

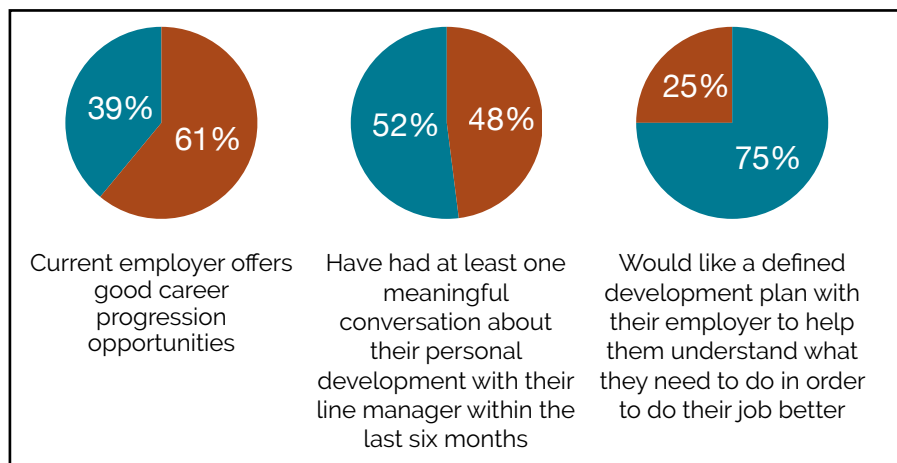


Received a bonus in the last 12 months

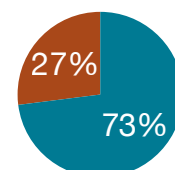
### Job seeking status



### Development



### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

# THE MARITIME EMPLOYEE SURVEY 2021



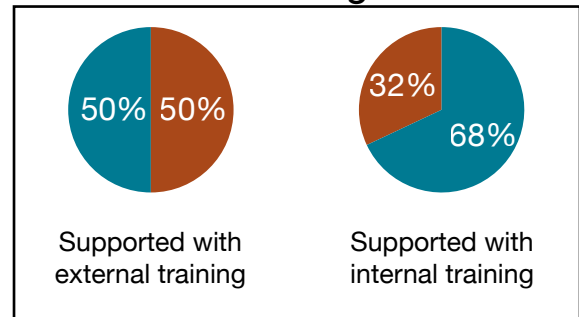
## COVID-19 response

-81% feel their employer has responded to the COVID-19 crisis appropriately.

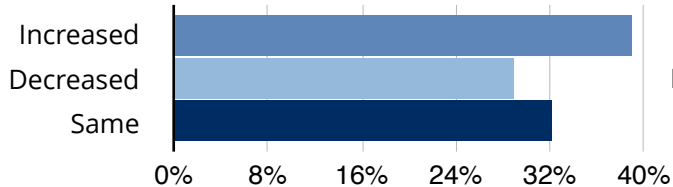
-58% feel their employer has supported them to work flexibly so they can balance their needs at home.

- 68% still feel connected with their team / colleagues
- 66% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 42% believe their employer is supporting them and considering their wellbeing

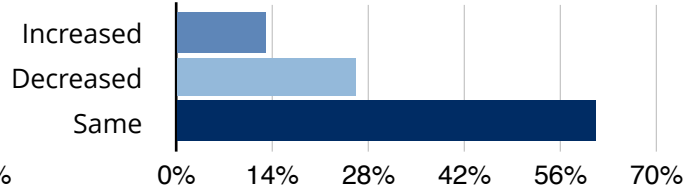
## Training



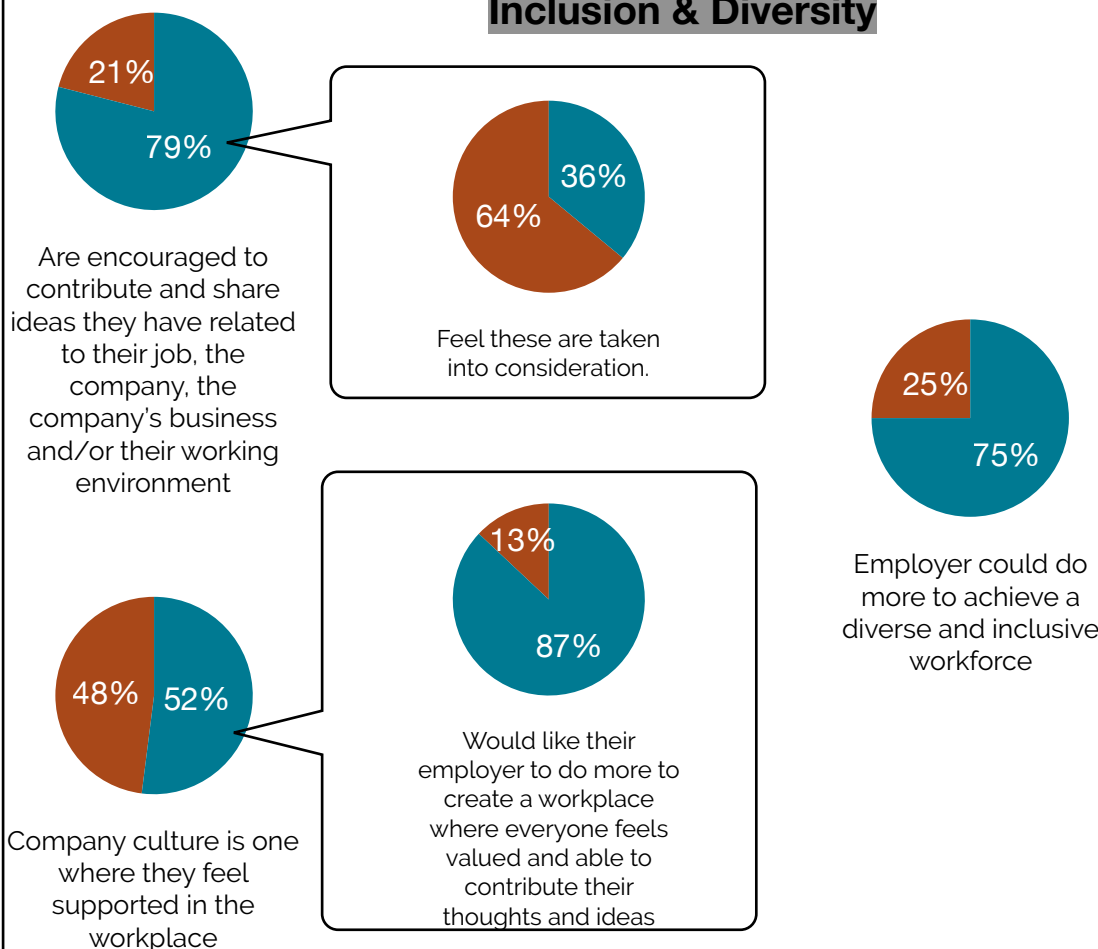
## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity



# THE MARITIME EMPLOYEE SURVEY 2021

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## RESULTS BY GEOGRAPHY


# THE MARITIME EMPLOYEE SURVEY 2021


## EUROPE


### Discrimination


77% of respondents have been personally aware of discrimination within the shipping industry. 60% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 61% were aware of discrimination due to nationality


 47% were aware of discrimination due to gender

 49% were aware of discrimination due to age

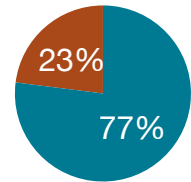
 37% were aware of discrimination due to ethnicity

 23% were aware of discrimination due to education

 14% were aware of discrimination due to religion

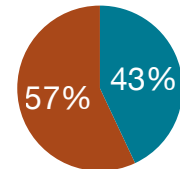
 5% were aware of discrimination due to disability

### Confidence



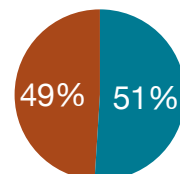
Feel extremely or moderately secure in current job

### Salary



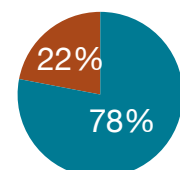
Received a salary increase in the last 12 months

### Bonus



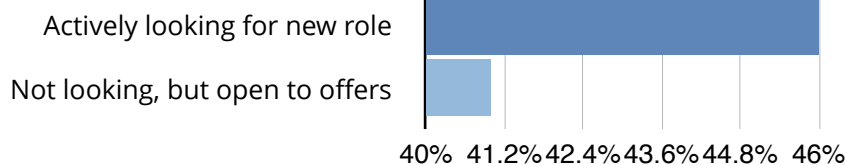
Received a bonus in the last 12 months

### Industry opinion

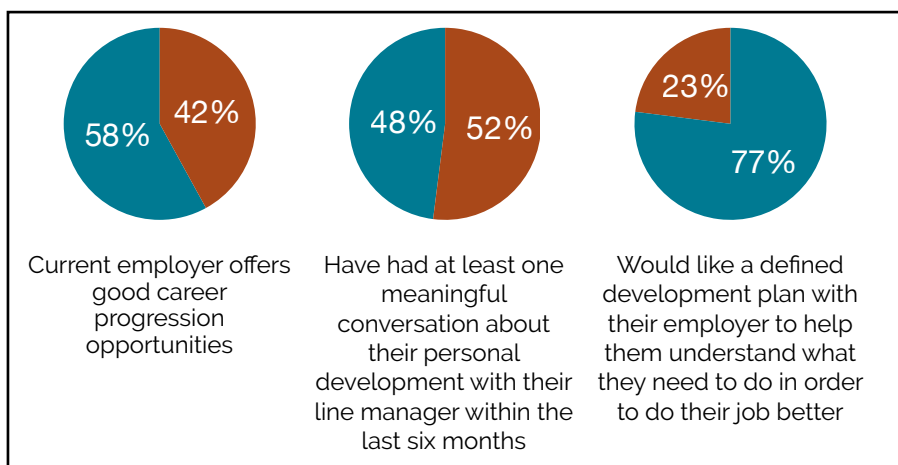


Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

### Job seeking status



### Development



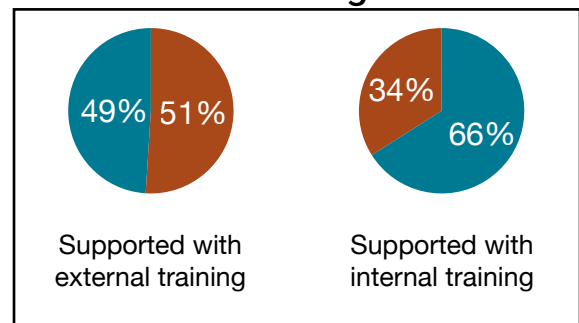
# THE MARITIME EMPLOYEE SURVEY 2021



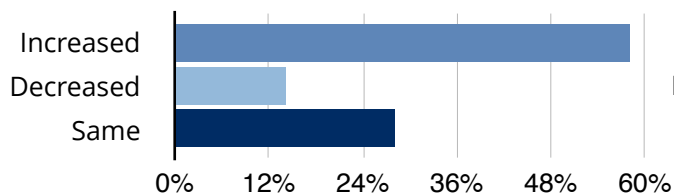
## COVID-19 response

- 73% feel their employer has responded to the COVID-19 crisis appropriately.
- 69% feel their employer has supported them to work flexibly so they can balance their needs at home.
- 74% still feel connected with their team / colleagues
- 69% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 62% believe their employer is supporting them and considering their wellbeing

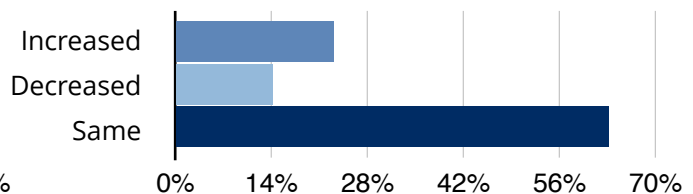
## Training



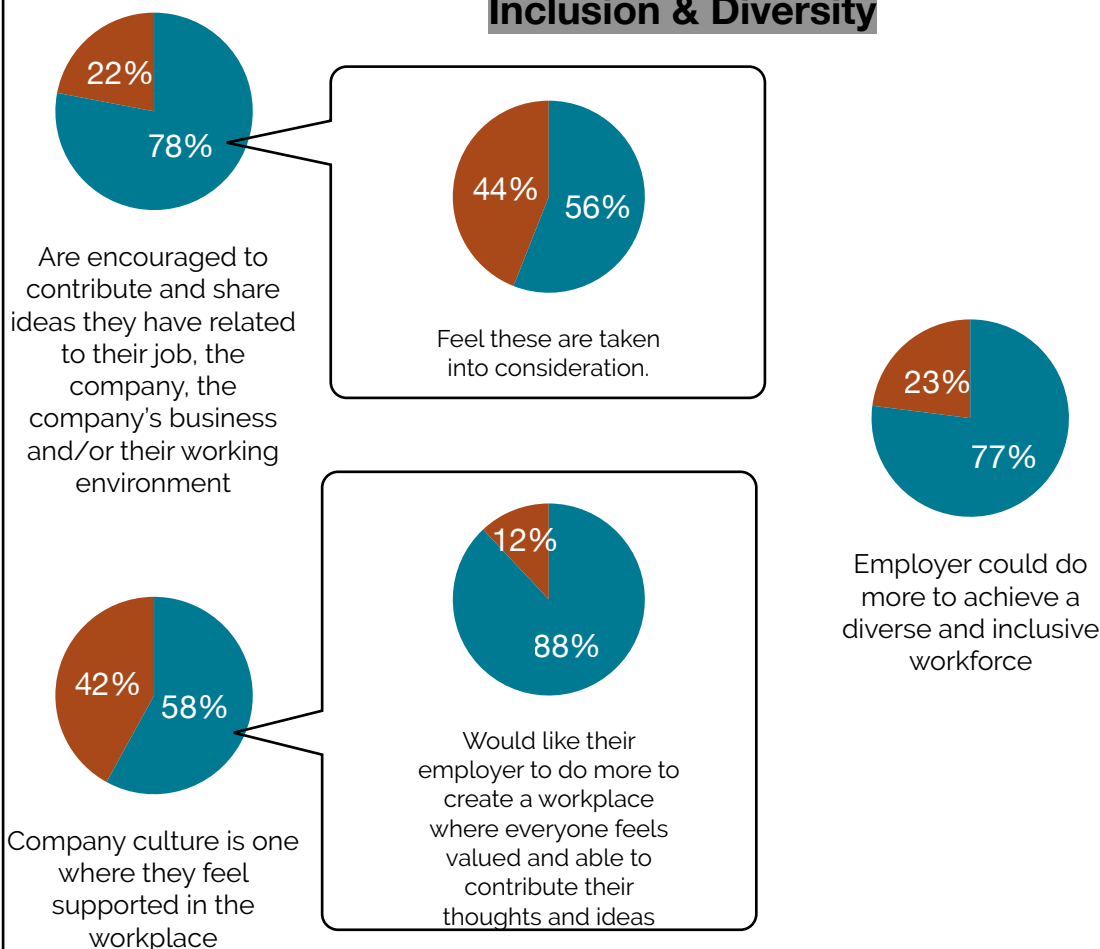
## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity





# THE MARITIME EMPLOYEE SURVEY 2021


## USA & CANADA


### Discrimination


59% of respondents have been personally aware of discrimination within the shipping industry. 54% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 55% were aware of discrimination due to nationality


 41% were aware of discrimination due to gender

 36% were aware of discrimination due to age

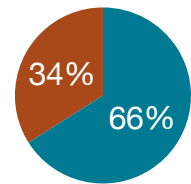
 36% were aware of discrimination due to ethnicity

 9% were aware of discrimination due to education

 5% were aware of discrimination due to religion

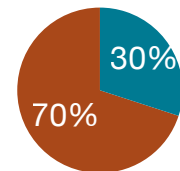
 0% were aware of discrimination due to disability

### Confidence



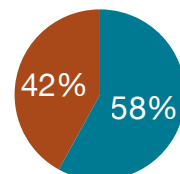
Feel extremely or moderately secure in current job

### Salary



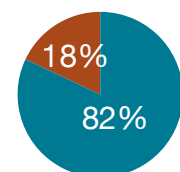
Received a salary increase in the last 12 months

### Bonus



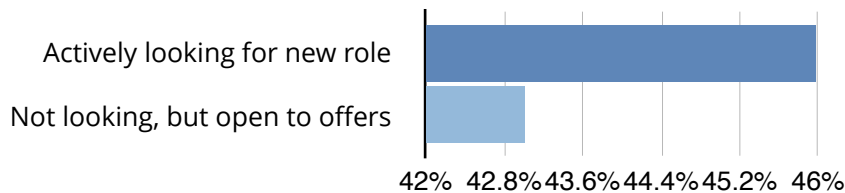
Received a bonus in the last 12 months

### Industry opinion

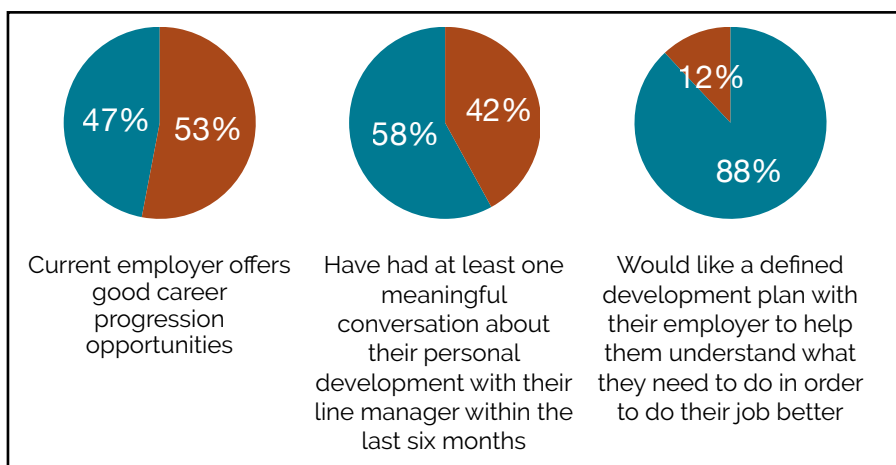


Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

### Job seeking status



### Development





# THE MARITIME EMPLOYEE SURVEY 2021

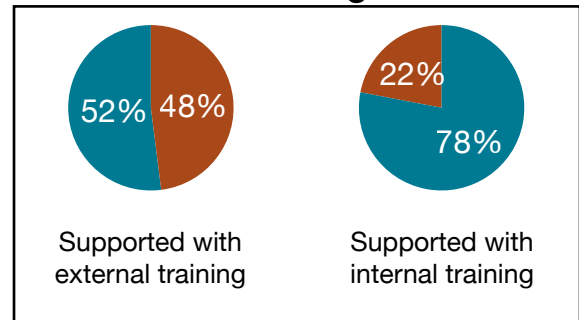


## COVID-19 response

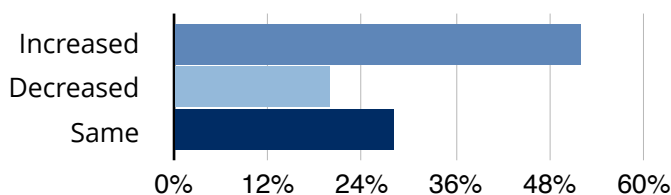
-64% feel their employer has responded to the COVID-19 crisis appropriately.  
-64% feel their employer has supported them to work flexibly so they can balance their needs at home.

- 68% still feel connected with their team / colleagues
- 64% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 60% believe their employer is supporting them and considering their wellbeing

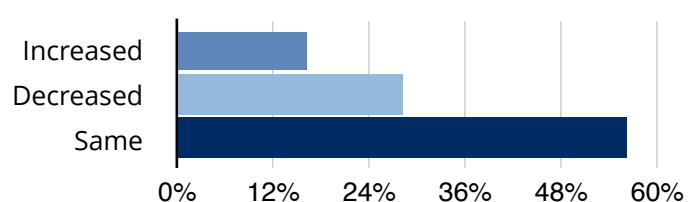
## Training



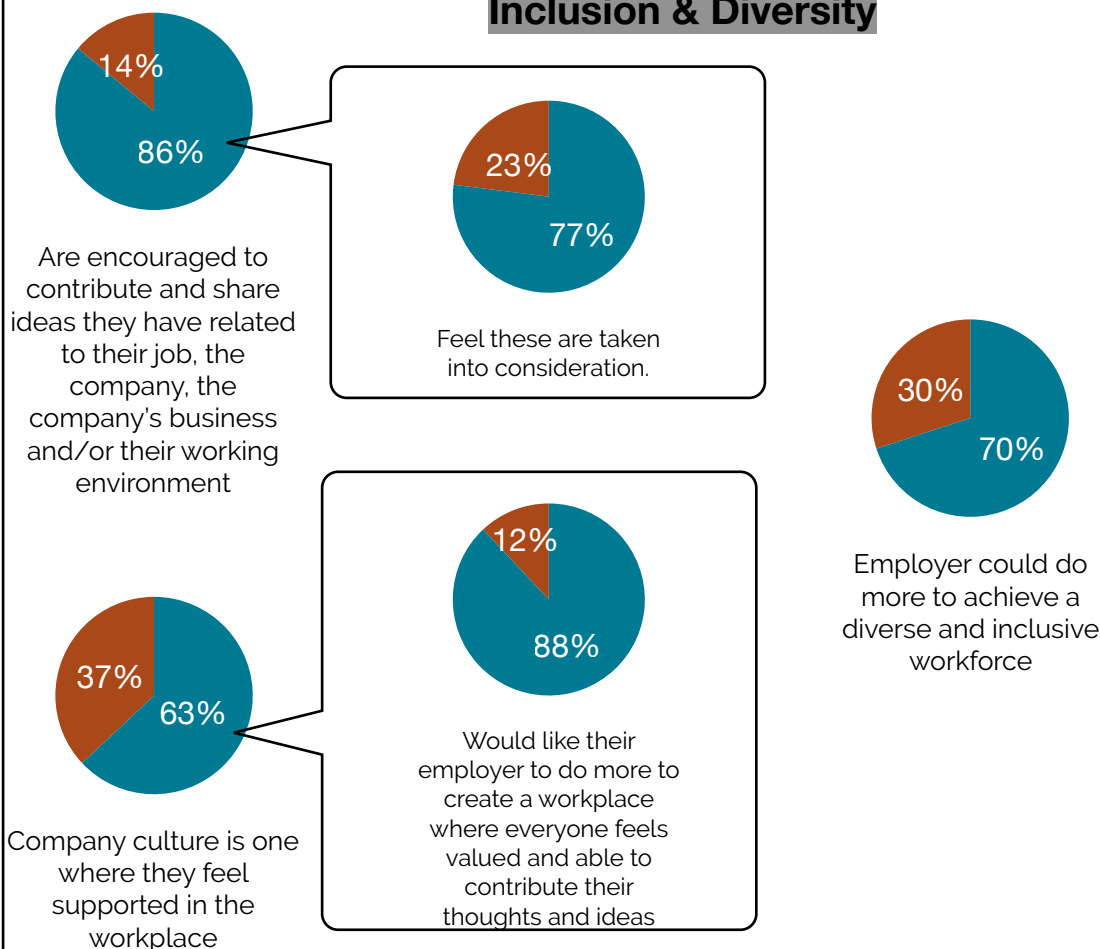
## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity





# THE MARITIME EMPLOYEE SURVEY 2021


## MIDDLE EAST


### Discrimination


38% of respondents have been personally aware of discrimination within the shipping industry. 33% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 67% were aware of discrimination due to nationality


 33% were aware of discrimination due to gender

 67% were aware of discrimination due to age

 40% were aware of discrimination due to ethnicity

 27% were aware of discrimination due to education

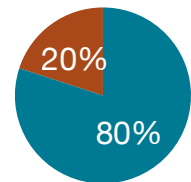
 20% were aware of discrimination due to religion

 8% were aware of discrimination due to disability

### Job seeking status

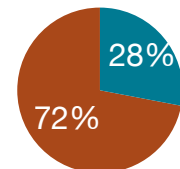


### Confidence



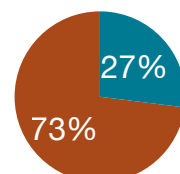
Feel extremely or moderately secure in current job

### Salary



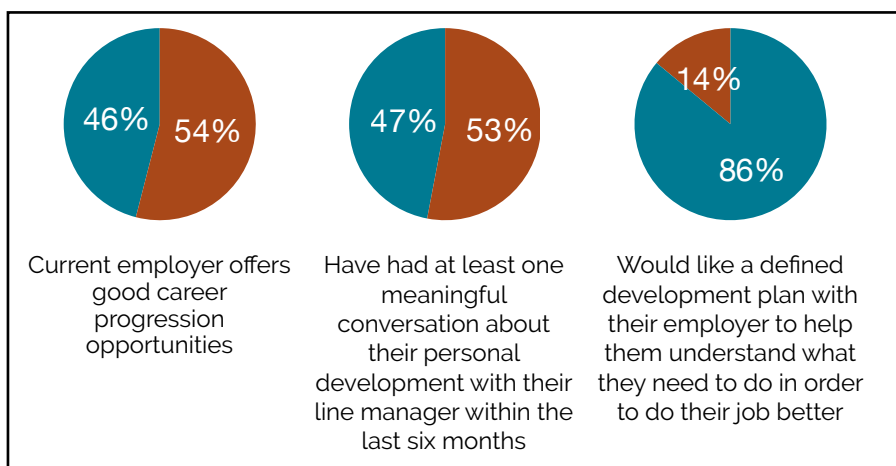
Received a salary increase in the last 12 months

### Bonus

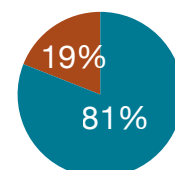


Received a bonus in the last 12 months

### Development



### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

# THE MARITIME EMPLOYEE SURVEY 2021

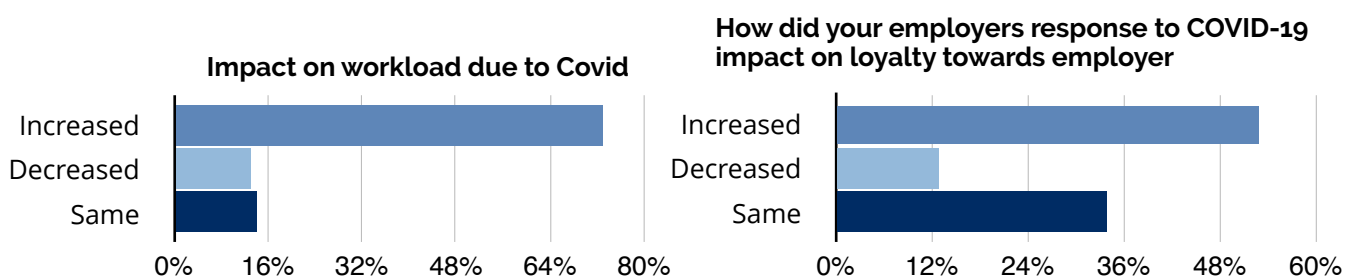
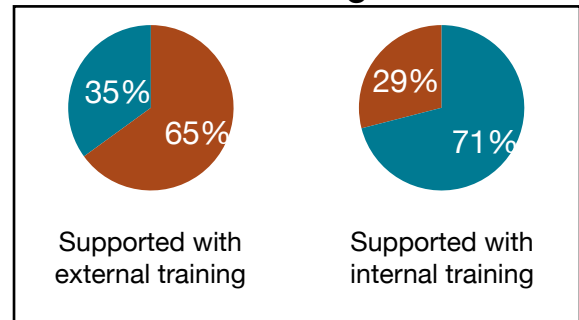


## COVID-19 response

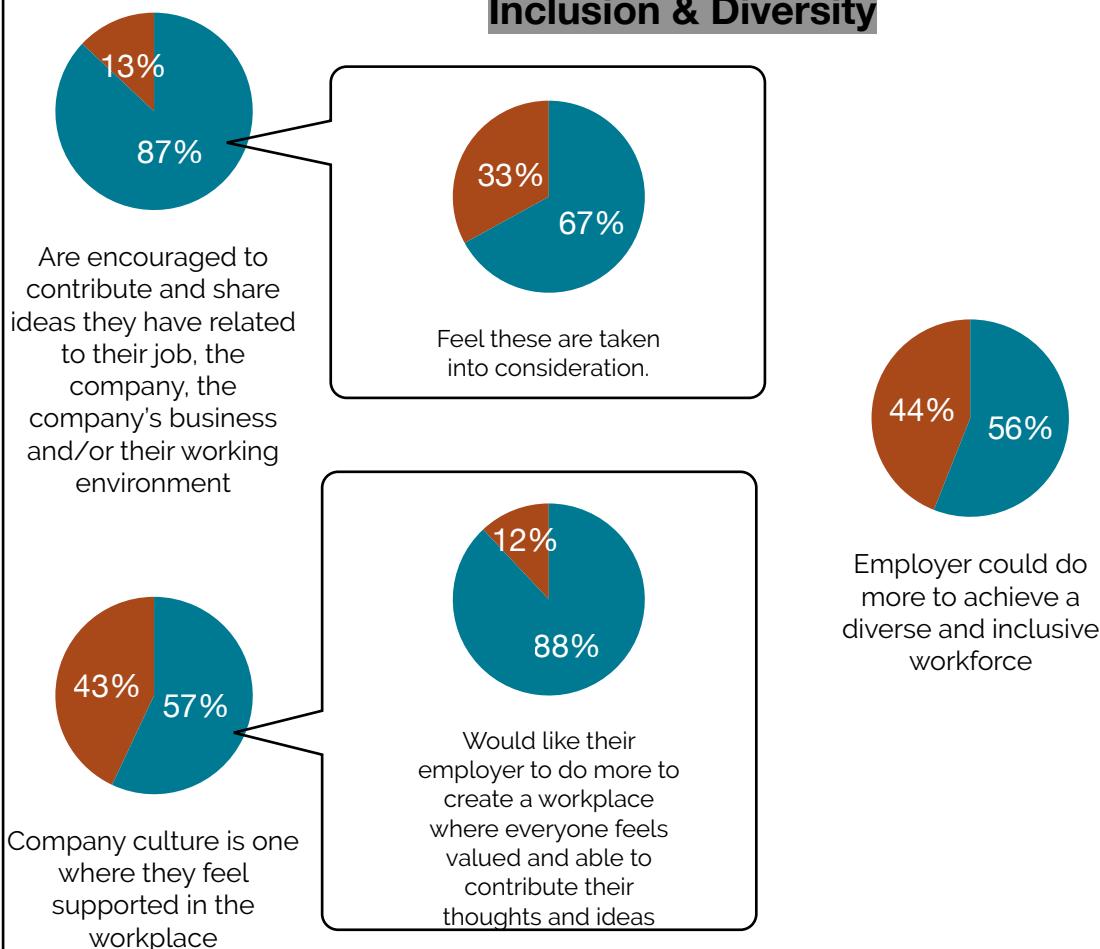
-100% feel their employer has responded to the COVID-19 crisis appropriately.  
-73% feel their employer has supported them to work flexibly so they can balance their needs at home.

- 66% still feel connected with their team / colleagues
- 47% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 79% believe their employer is supporting them and considering their wellbeing

## Training



## Inclusion & Diversity





# THE MARITIME EMPLOYEE SURVEY 2021


## INDIAN SUB-CONTINENT


### Discrimination


41% of respondents have been personally aware of discrimination within the shipping industry. 33% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 57% were aware of discrimination due to nationality


 39% were aware of discrimination due to gender

 31% were aware of discrimination due to age

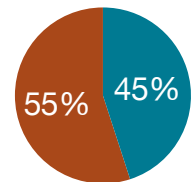
 35% were aware of discrimination due to ethnicity

 30% were aware of discrimination due to education

 9% were aware of discrimination due to religion

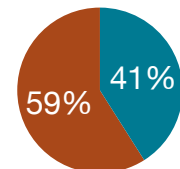
 0% were aware of discrimination due to disability

### Confidence



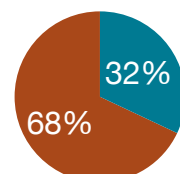
Feel extremely or moderately secure in current job

### Salary



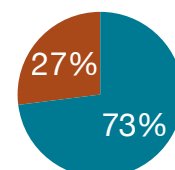
Received a salary increase in the last 12 months

### Bonus



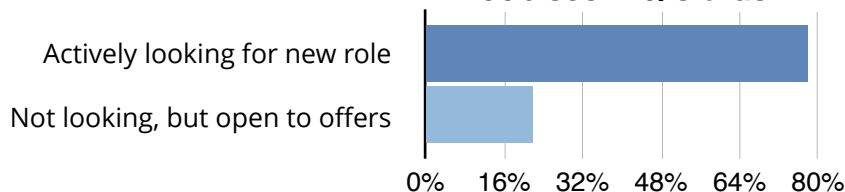
Received a bonus in the last 12 months

### Industry opinion

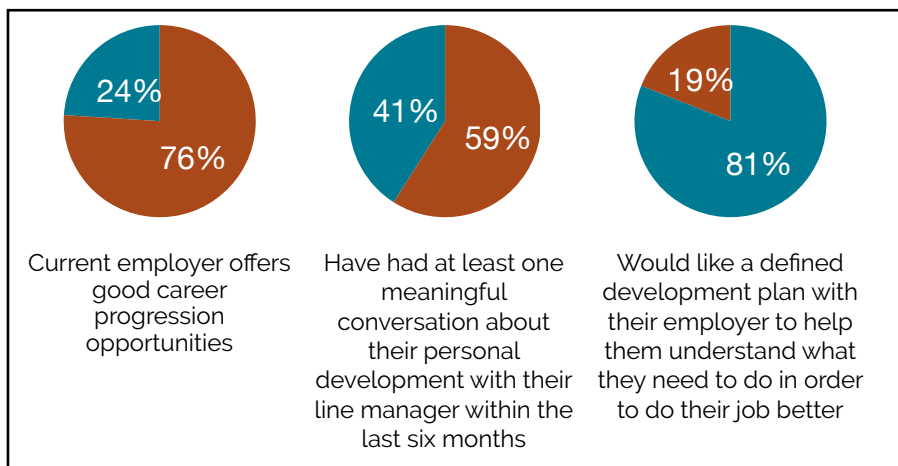


Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

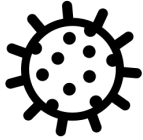
### Job seeking status



### Development



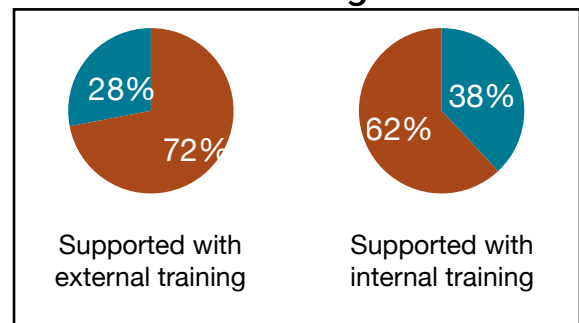
# THE MARITIME EMPLOYEE SURVEY 2021



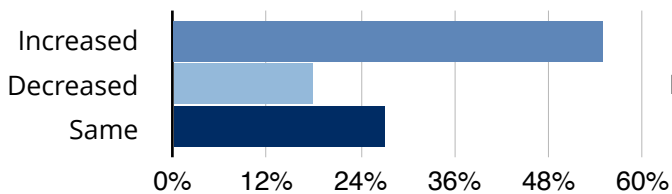
## COVID-19 response

- 59% feel their employer has responded to the COVID-19 crisis appropriately.
- 48% feel their employer has supported them to work flexibly so they can balance their needs at home.
- 63% still feel connected with their team / colleagues
- 58% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 48% believe their employer is supporting them and considering their wellbeing

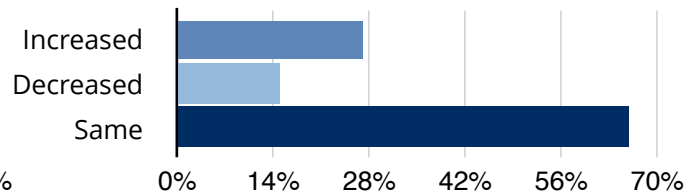
## Training



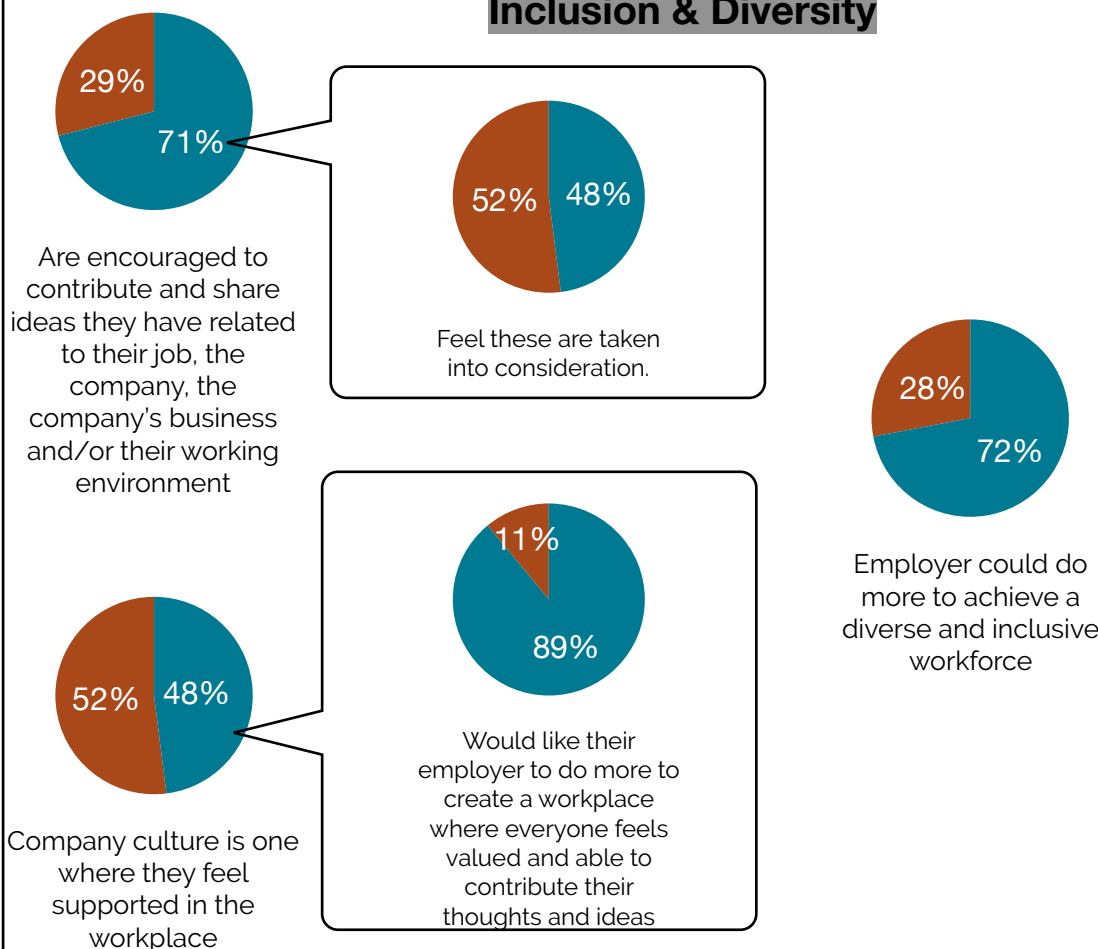
## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity





# THE MARITIME EMPLOYEE SURVEY 2021


## ASIA PACIFIC


### Discrimination


55% of respondents have been personally aware of discrimination within the shipping industry. 57% of respondents feel they are able to raise discrimination concerns with their employer. Of these:


 57% were aware of discrimination due to nationality


 39% were aware of discrimination due to gender

 45% were aware of discrimination due to age

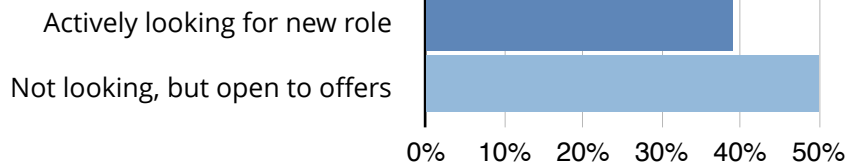
 37% were aware of discrimination due to ethnicity

 32% were aware of discrimination due to education

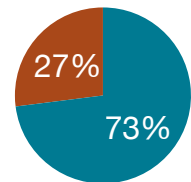
 18% were aware of discrimination due to religion

 5% were aware of discrimination due to disability

### Job seeking status

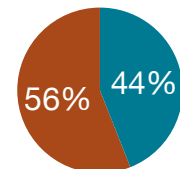


### Confidence



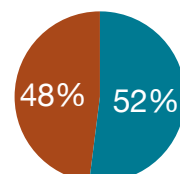
Feel extremely or moderately secure in current job

### Salary



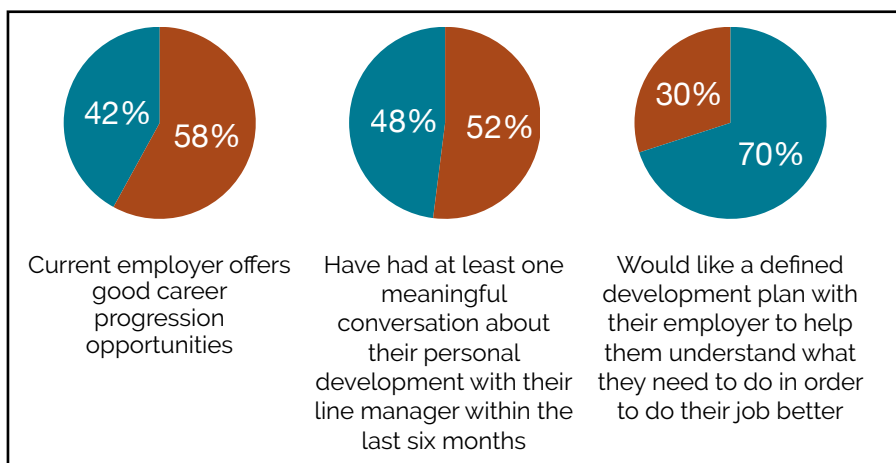
Received a salary increase in the last 12 months

### Bonus

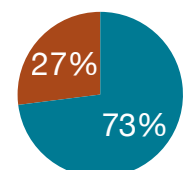


Received a bonus in the last 12 months

### Development



### Industry opinion



Would recommend the shipping / maritime industry to those from outside the sector considering it for a possible career

# THE MARITIME EMPLOYEE SURVEY 2021



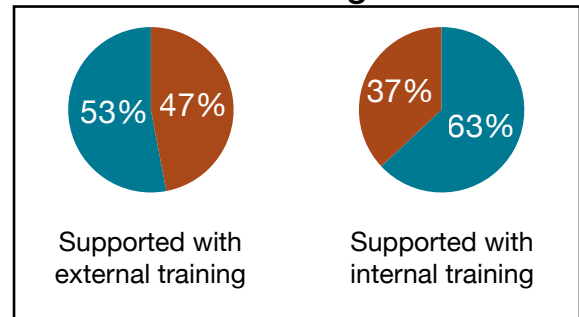
## COVID-19 response

-71% feel their employer has responded to the COVID-19 crisis appropriately.

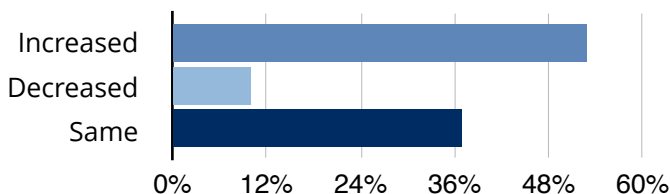
-64% feel their employer has supported them to work flexibly so they can balance their needs at home.

- 79% still feel connected with their team / colleagues
- 76% have had meetings put in place/maintained by their manager to help colleagues stay connected
- 60% believe their employer is supporting them and considering their wellbeing

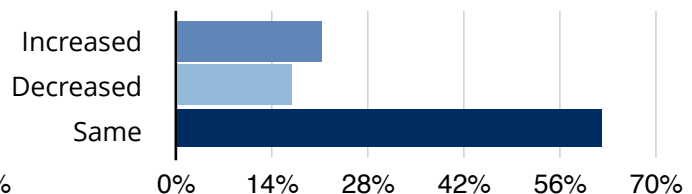
## Training



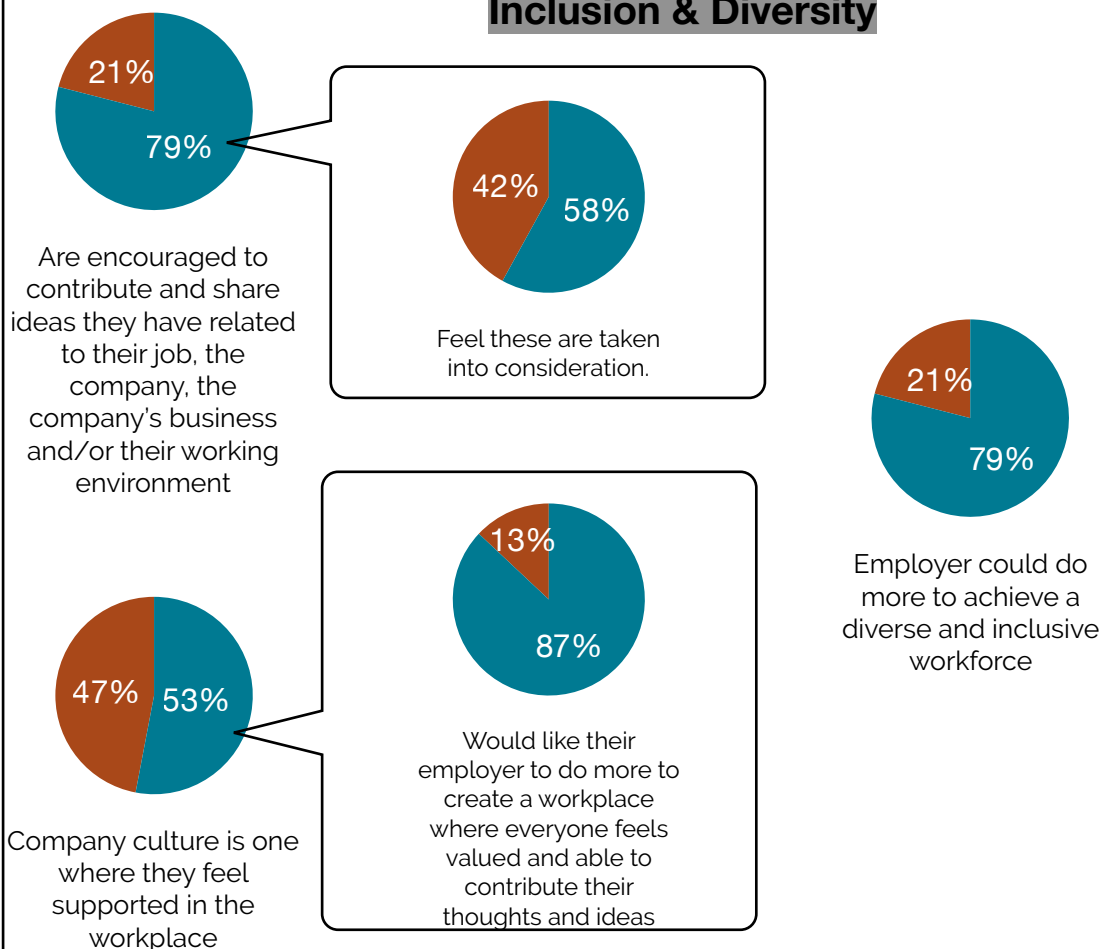
## Impact on workload due to Covid



## How did your employers response to COVID-19 impact on loyalty towards employer



## Inclusion & Diversity



# THE MARITIME EMPLOYEE SURVEY 2021

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## THANK YOU

Thank you for taking part in the Maritime Employee Survey. We hope you found the results of interest. If you have any comments, please get in touch with the teams at Halcyon Recruitment, Coracle and/or the Diversity Study Group.

## ABOUT CORACLE MARITIME

Coracle's mission is to create a world where no-one is isolated from learning opportunities. Our digital learning platform puts learning and engagement at the heart of company induction and compliance, whilst providing insights from skills gap analysis.

Website: [www.coraclemaritime.com](http://www.coraclemaritime.com)

Telephone: +44 (0) 1638 668145

Email: [info@mycoracle.com](mailto:info@mycoracle.com)

## ABOUT HALCYON RECRUITMENT

Halcyon Recruitment provides bespoke and tailored recruitment services for the shore based shipping, maritime and energy sectors. These include:

- Executive Search
- Searchlite
- Contingency Recruitment
- Project Management
- Reference and background verification
- Personality profiling
- Remuneration surveys and benchmarking
- Feasibility studies and employee planning

Website: [www.halcyonrecruitment.com](http://www.halcyonrecruitment.com)

Telephone: London +44 (0) 20 3746 3746

Singapore +65 6631 2825

Email: [info@halcyonrecruitment.com](mailto:info@halcyonrecruitment.com)

## ABOUT DIVERSITY STUDY GROUP

Through benchmarking and consultancy services focusing on promoting diversity and inclusion within the maritime sector, the Diversity Study Group aims to bring together an industry of people of different cultures, backgrounds, circumstances and viewpoints. Together with our members, we are committed to seeing that reflected and sustainably developed at all levels throughout shipping and maritime organisations

Website: [www.diversitystudygroup.com](http://www.diversitystudygroup.com)

Telephone: +44 (0) 20 3746 3760

Email: [info@diversitystudygroup.com](mailto:info@diversitystudygroup.com)

**Once again, thank you for your time and interest in The Maritime Employee Survey.**

**If you have any questions, please don't hesitate to contact**

**Heidi Heseltine at Halcyon Recruitment or James Tweed at Coracle**