



SeaWorks' Survey for Women in Shipping

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Objectives

The current survey accomplishes two main objectives:

- 1.To find the current status of women in the shipping Industry;
- 2.To examine the psychological effects of women working in the Shipping Industry.

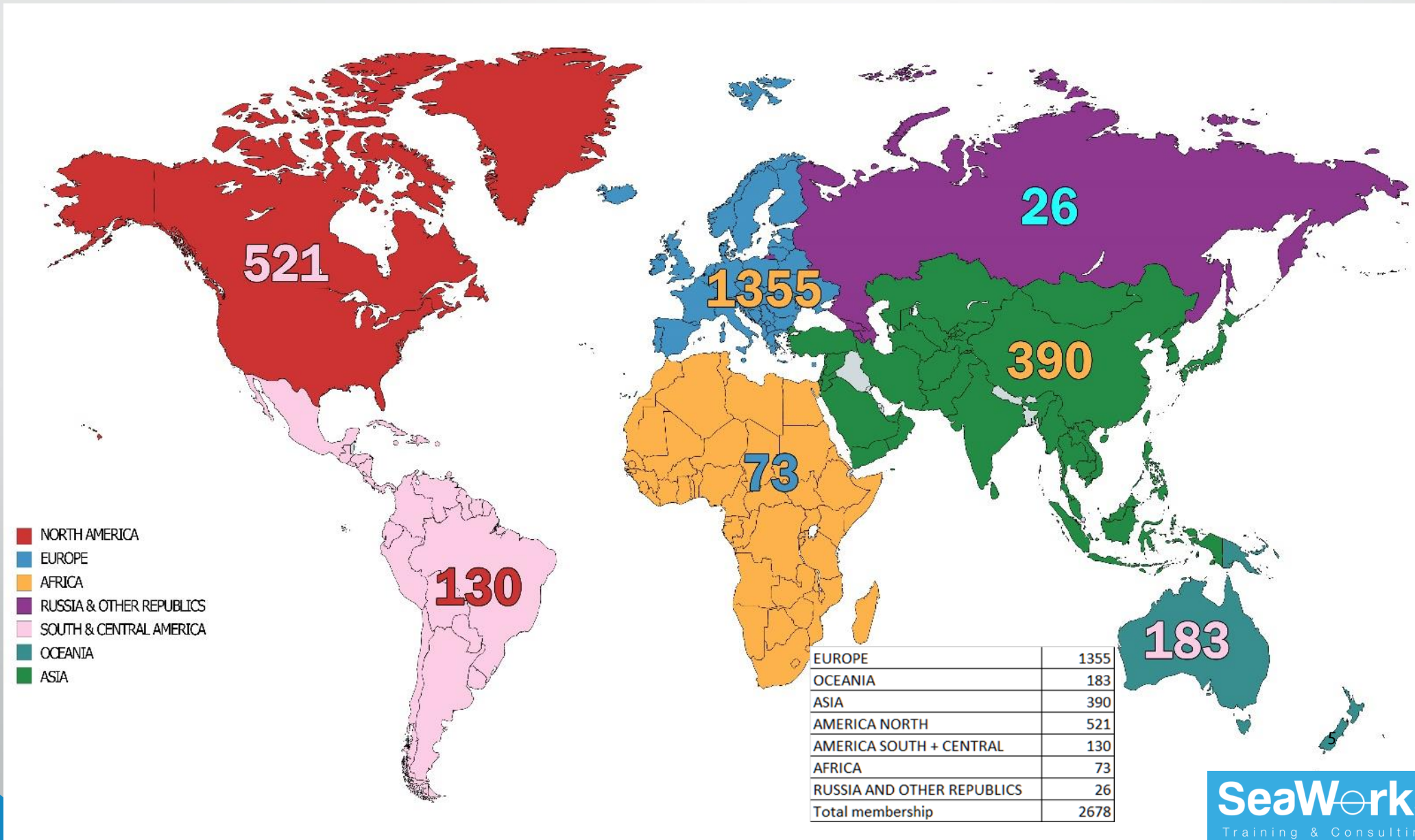
Methodology

- Participants
 - WISTA members
- Population
 - approximately 2678 members, worldwide.
- Sample (min)
 - sample of 10% (316 replies)
 - minimum required responses per branch: 5
- Actual Replies:
 - 390 answers (with a response rate of 120.25 %)
 - some branches did not reach their quotas
- Timeframe
 - June-August 2017.

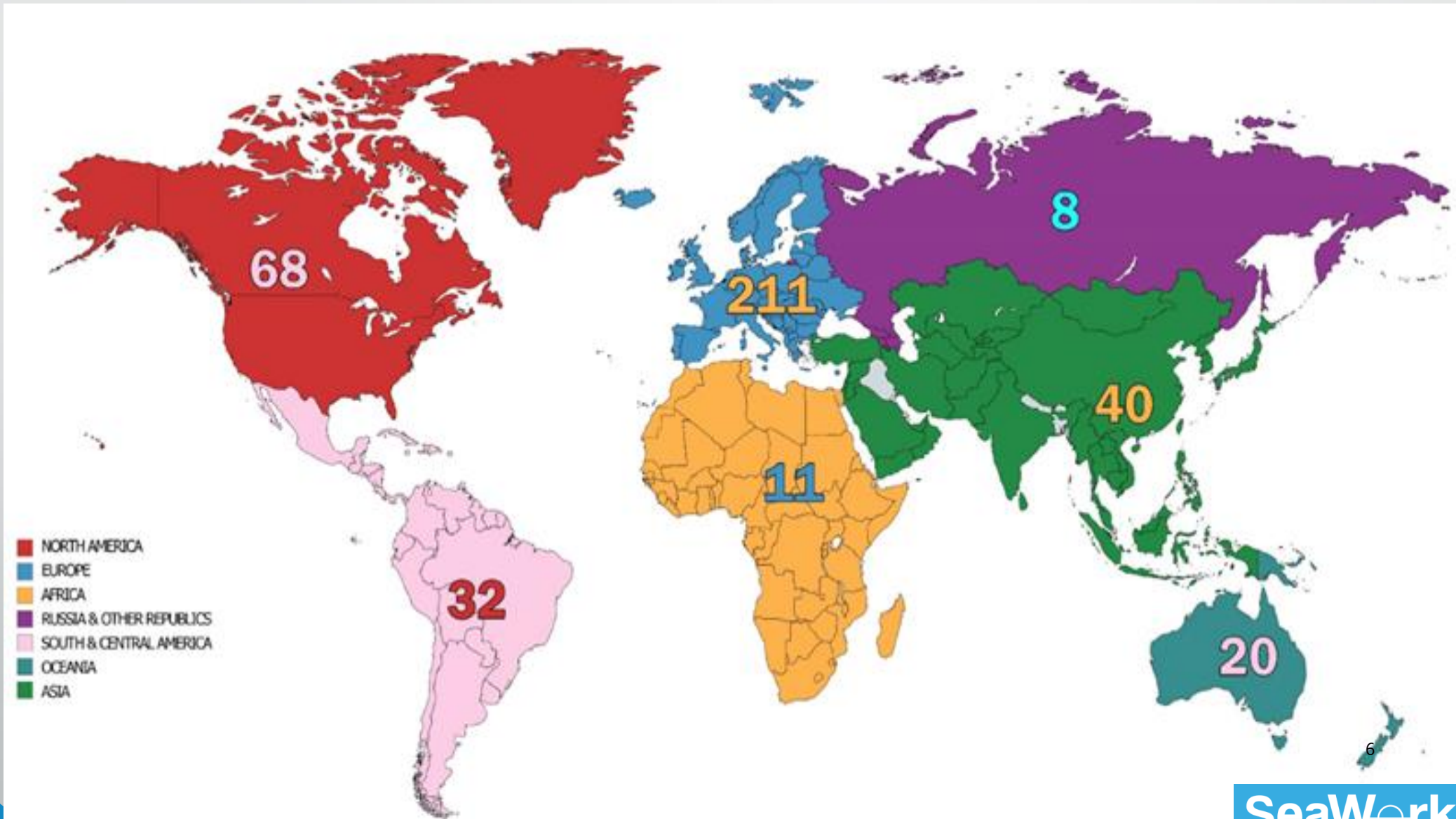
Limitations

- With a very small statistical afforded error of 0.5 % nationality and branch are coincide;
- The tested sample provides reliable results but is limited to WISTA members ONLY;
- Some obtained partial results could not be analysed in conjunction with others;
- Duration of the survey - number of questions;
- Willingness of the members to participate.

WISTA membership (2678) per geographical area



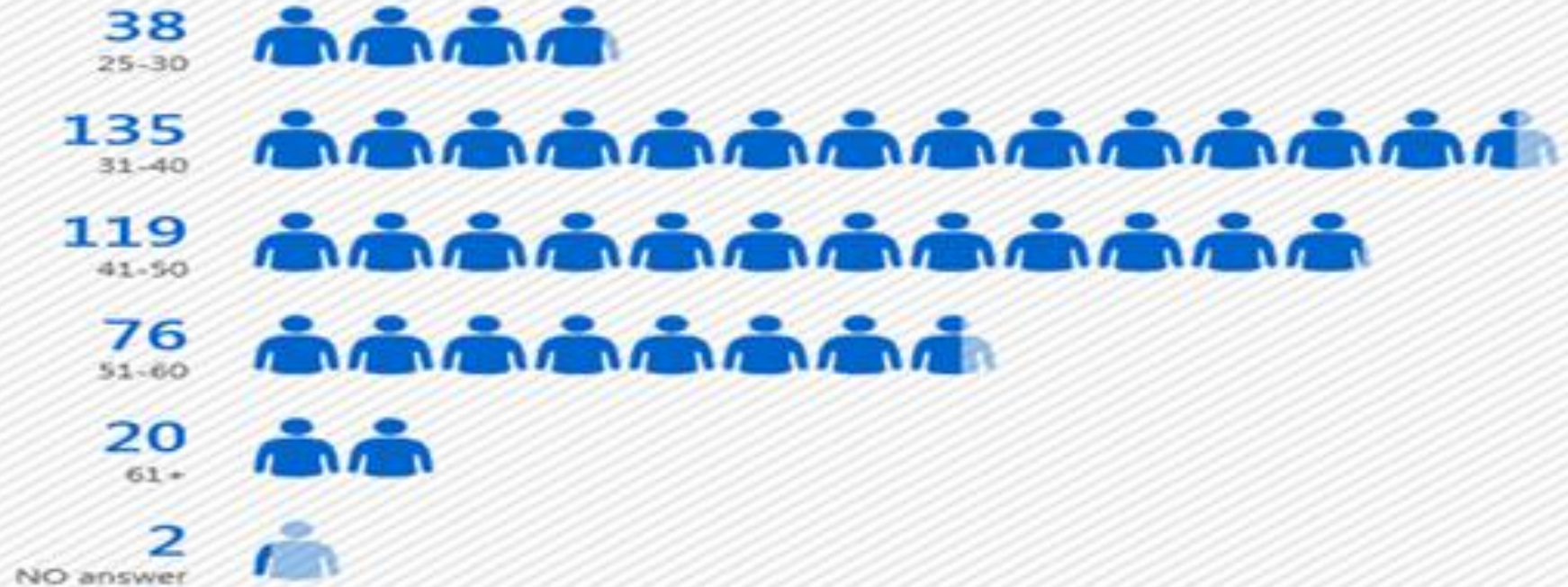
Actual Responses (390) per geographical area



Participants job level



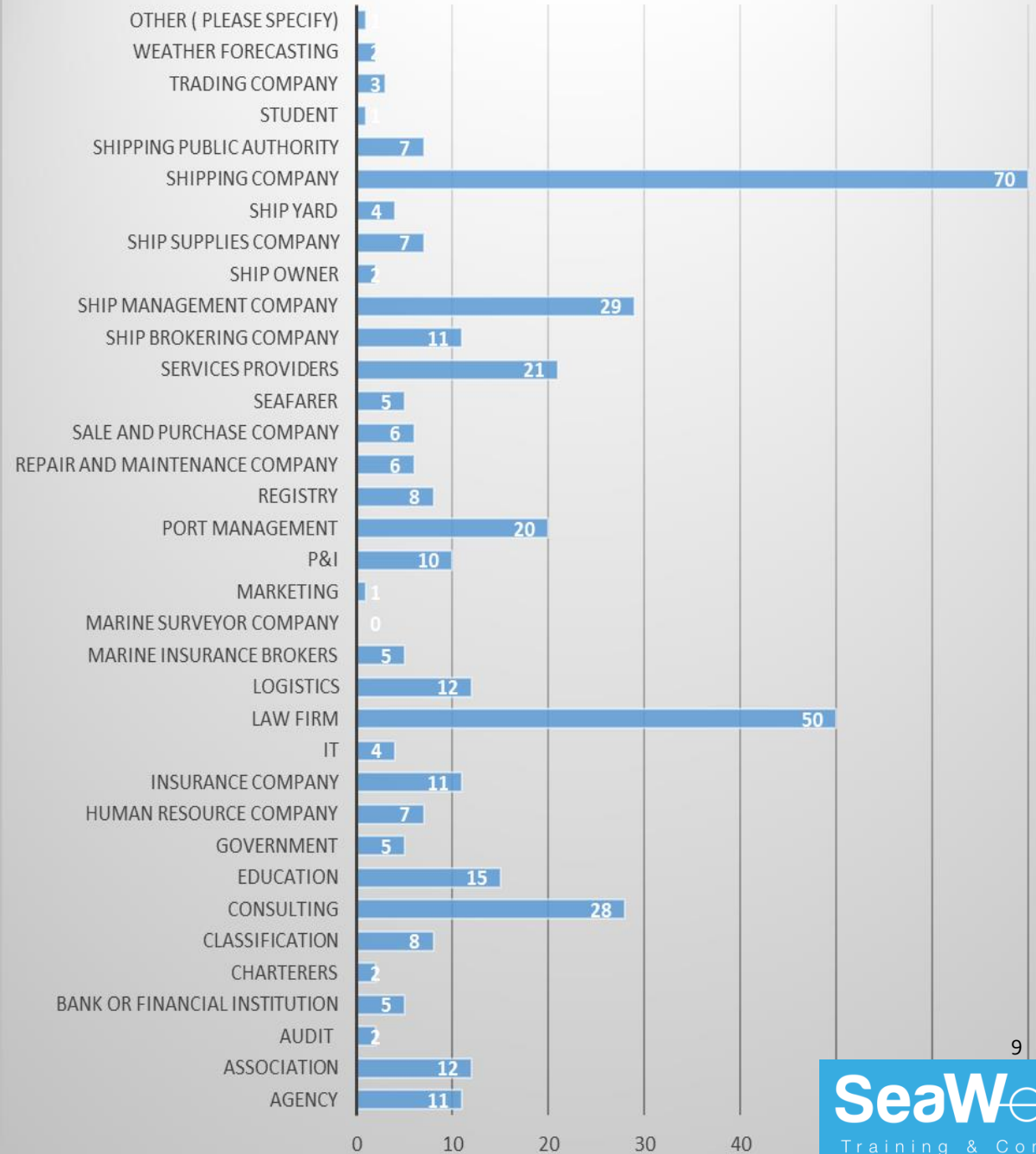
Age of the respondents



The type of business participants are employed in:

A large number of respondents is currently working in areas of :

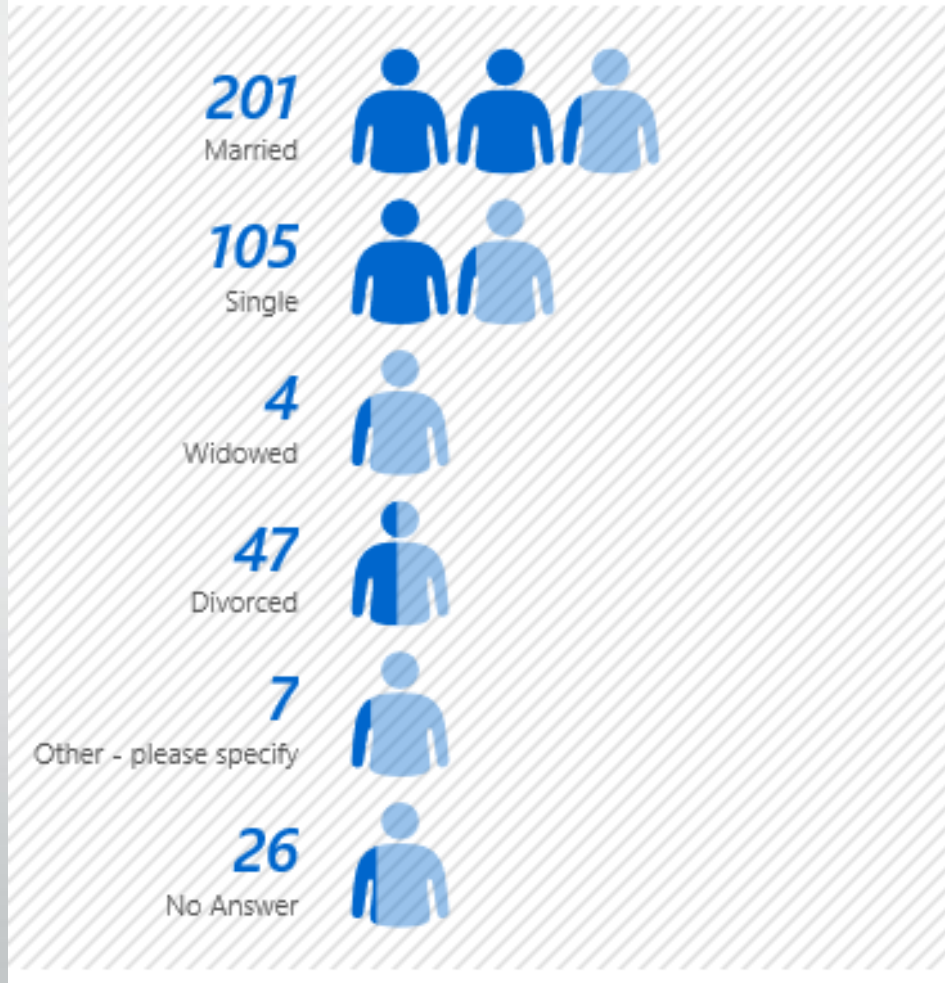
1. Shipping companies and ship management companies
2. Law firms
3. Consulting



Education



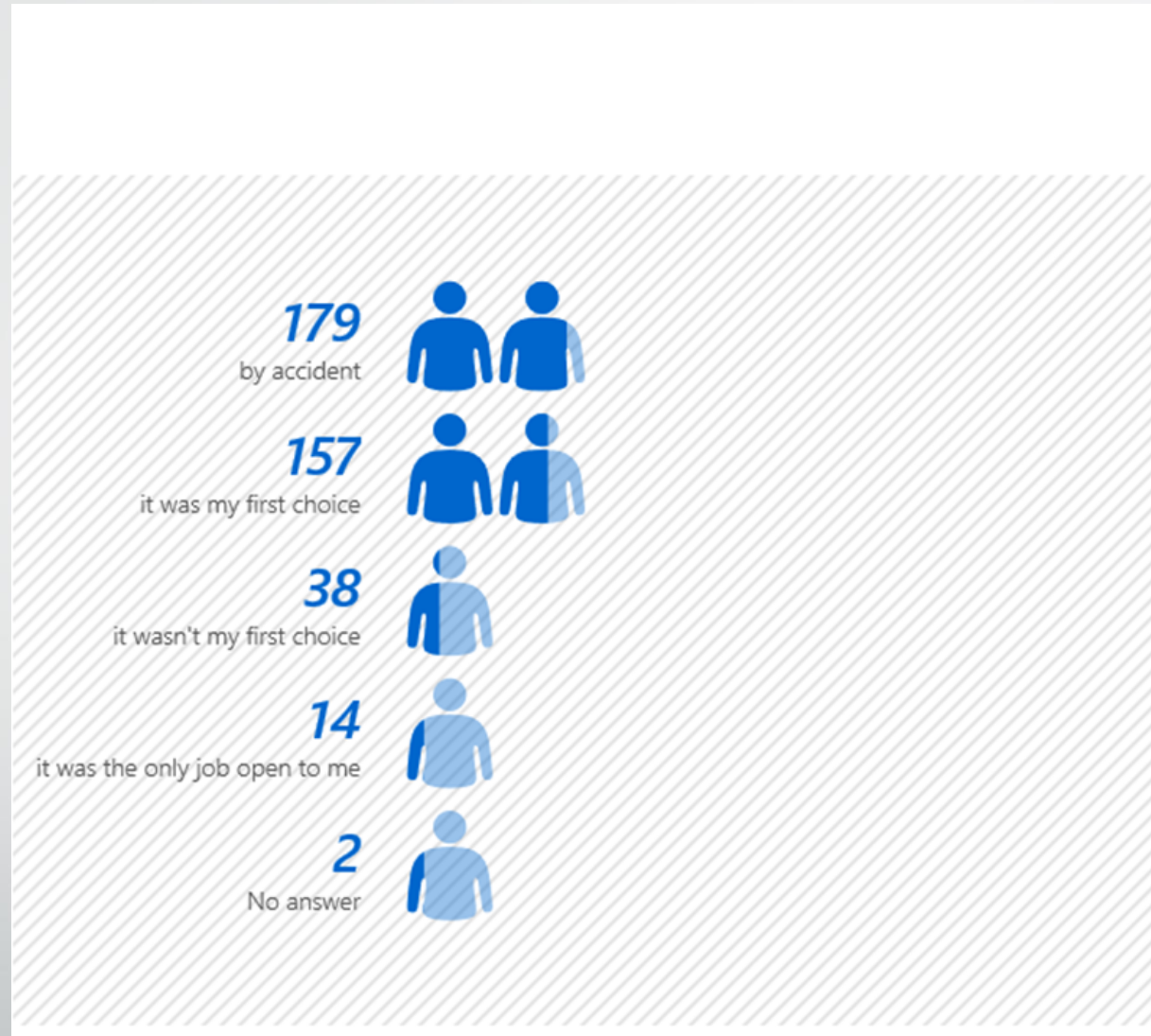
Marital Status



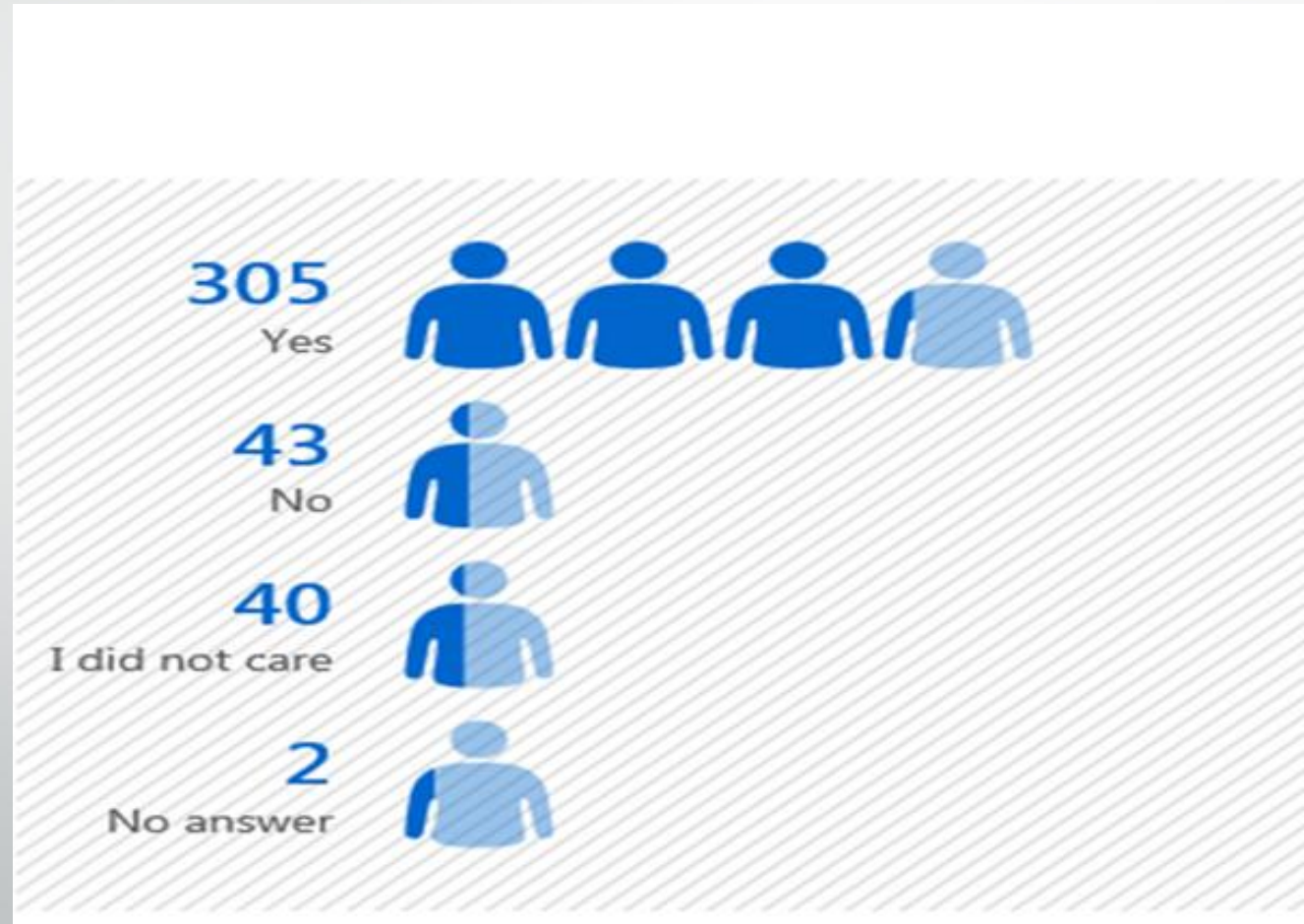
Do you have children?



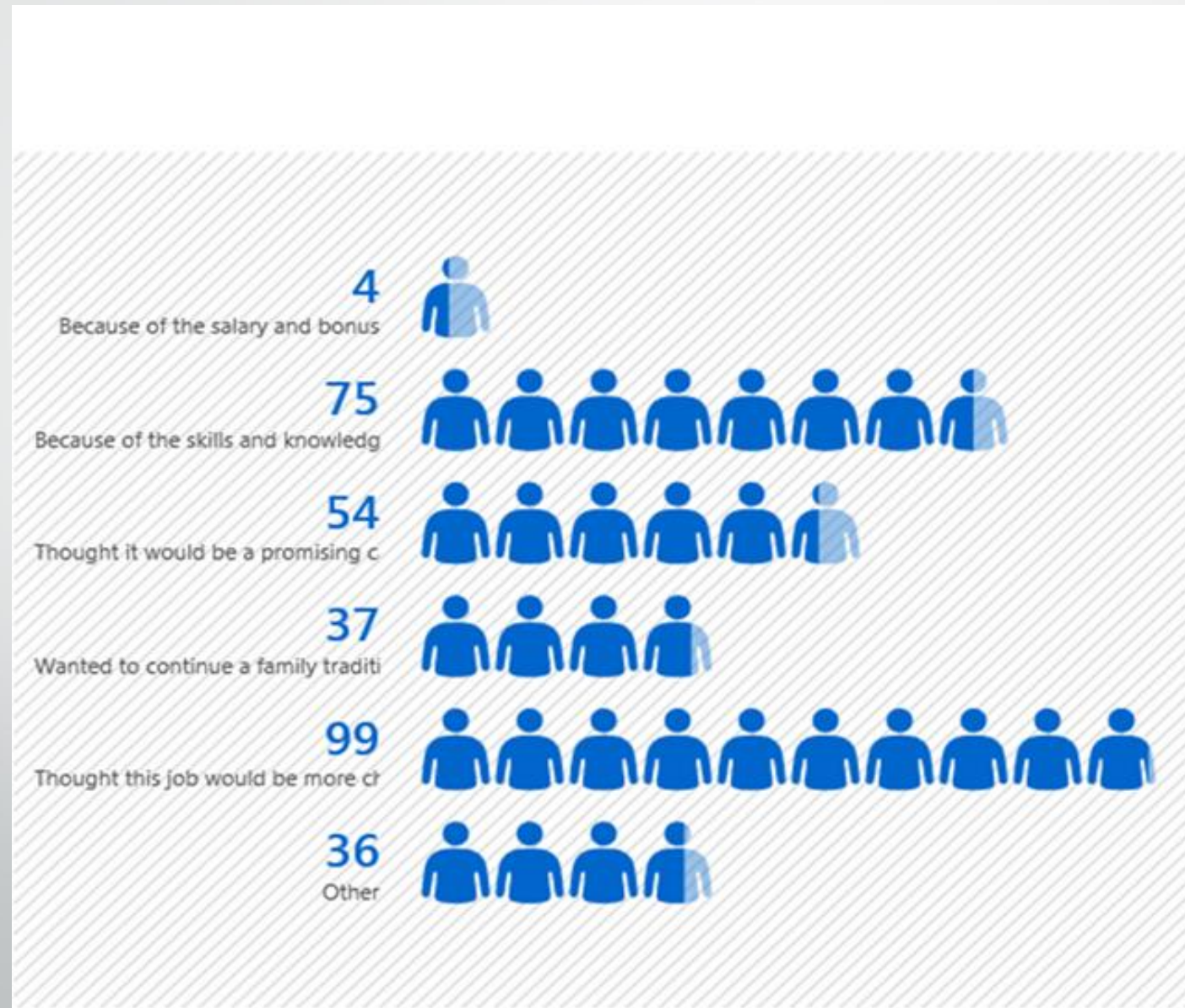
How did you end up in this career field?



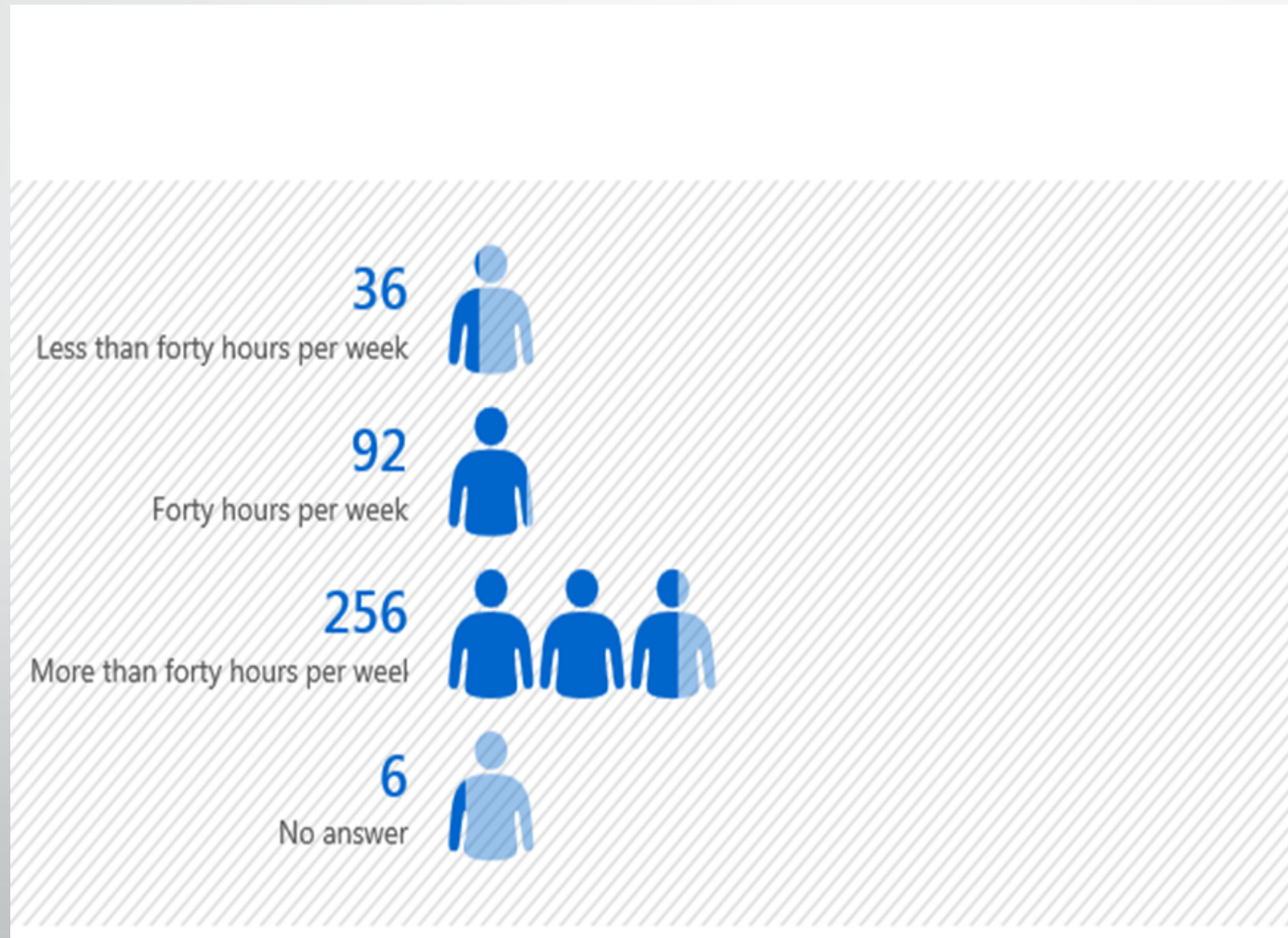
Were you interested in serving in this career field?



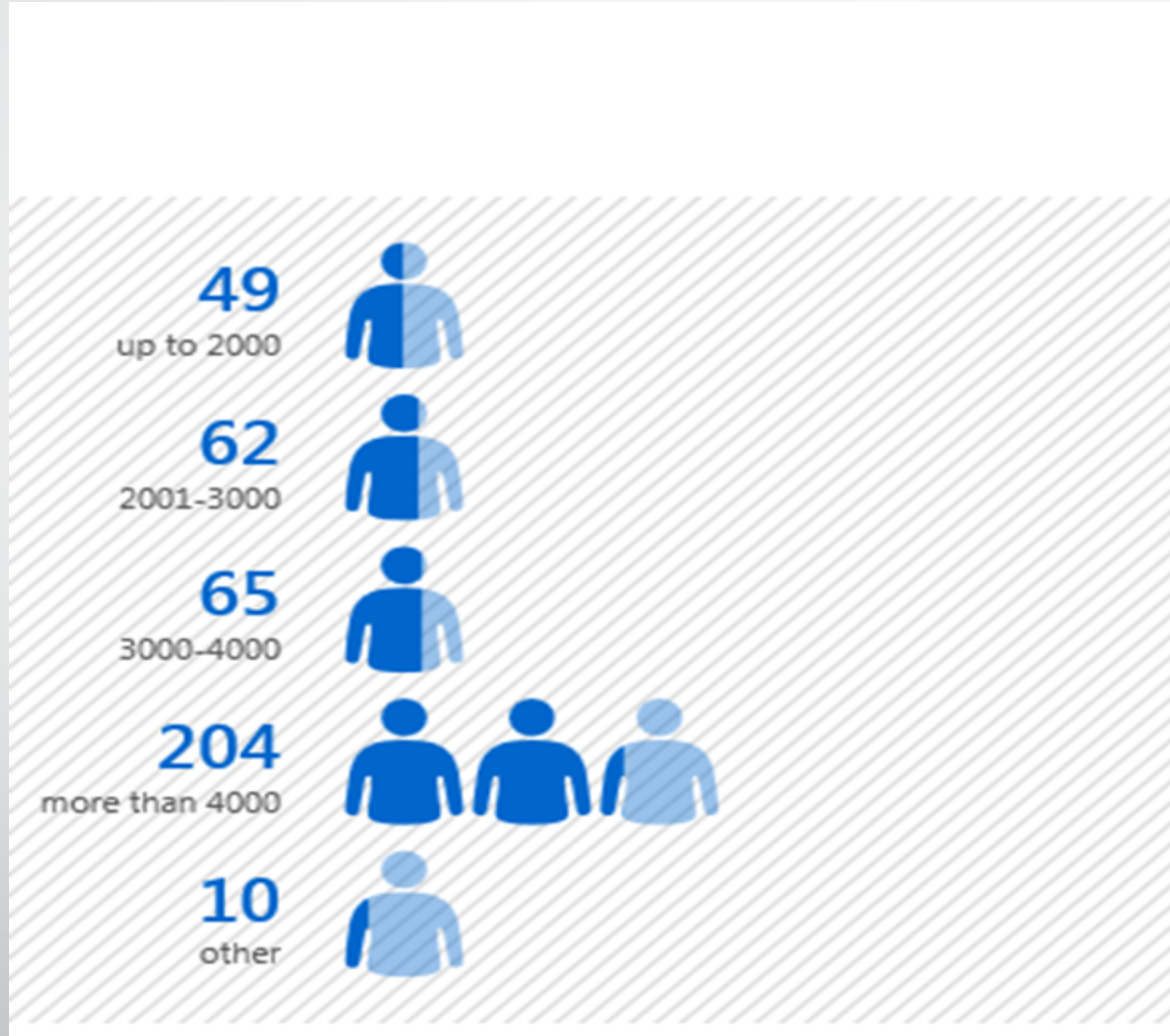
If you replied yes to the above question please explain why



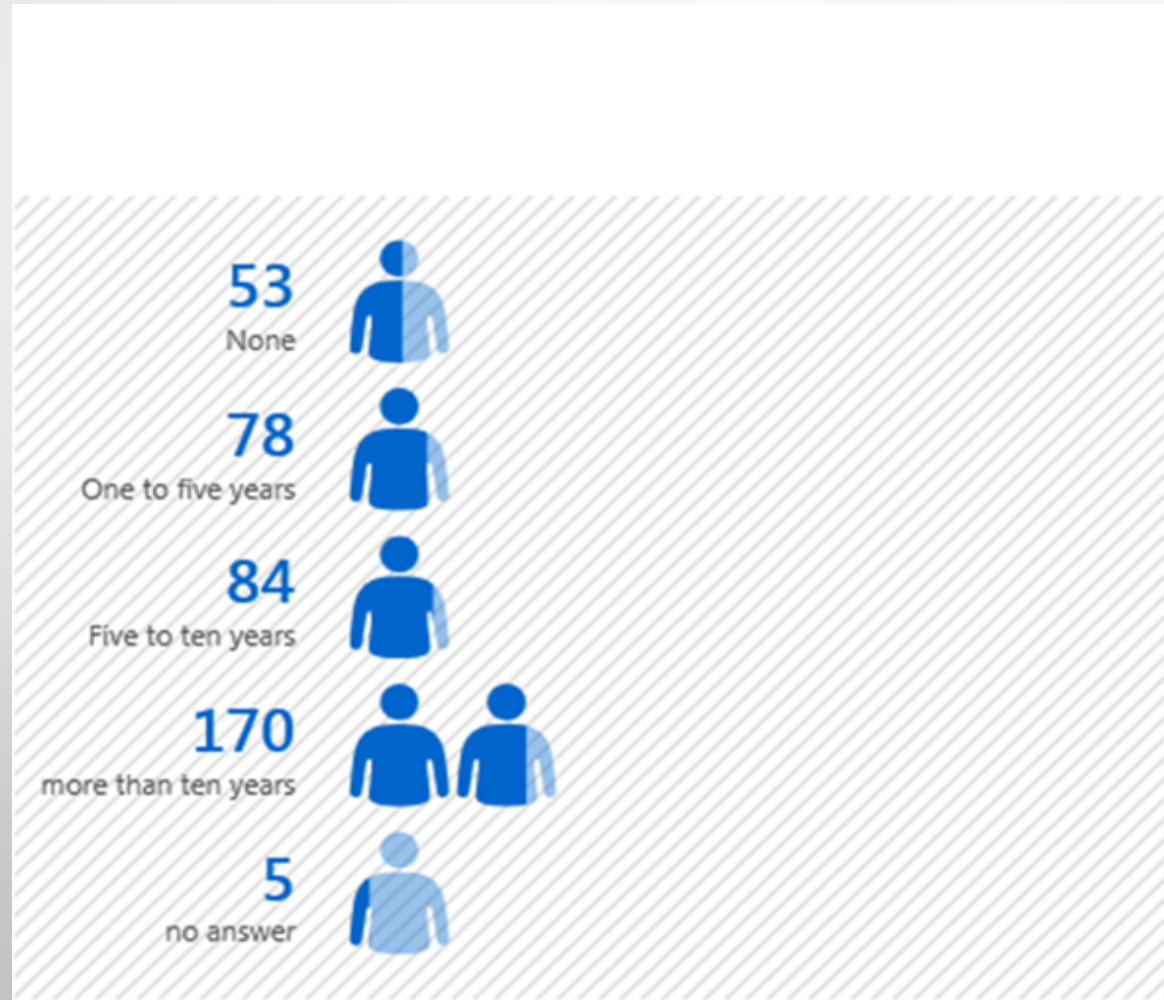
How many hours do you spend at the office?



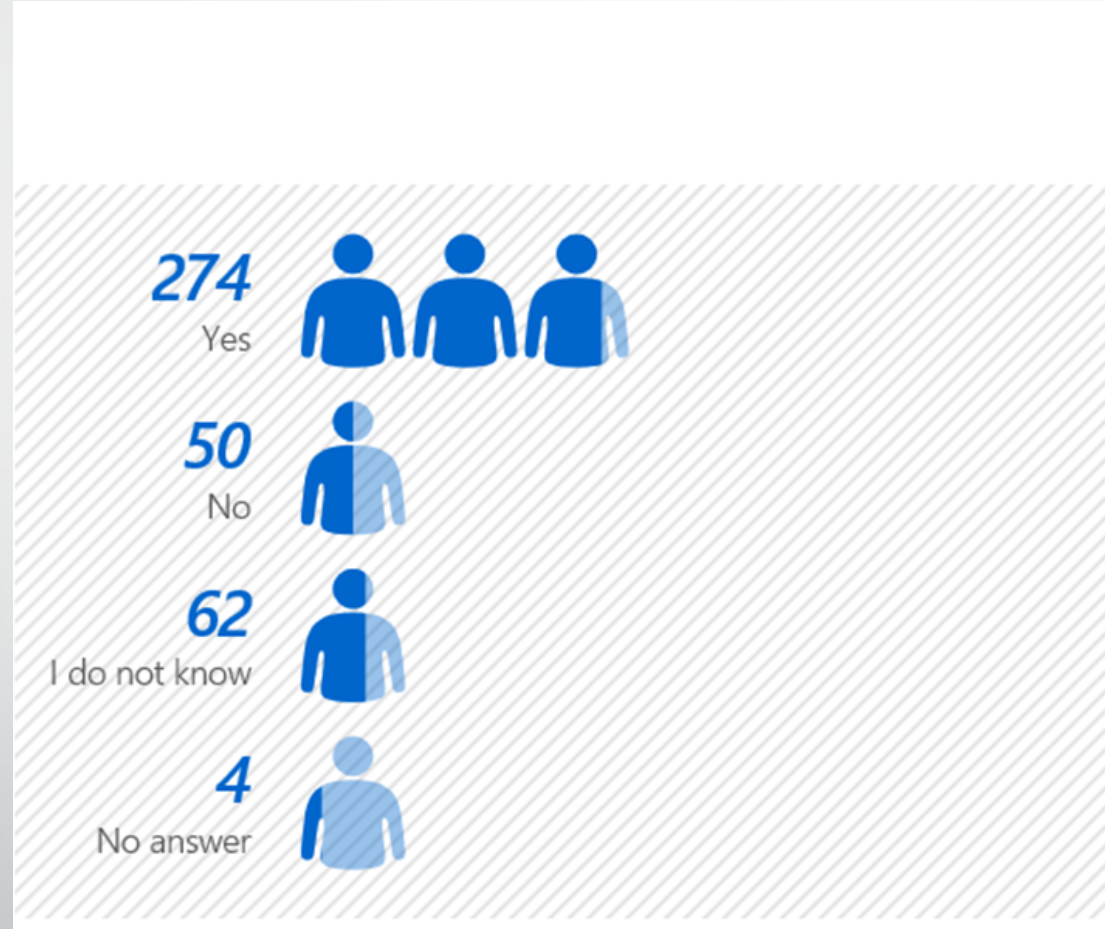
Net monthly salary range (in US\$)



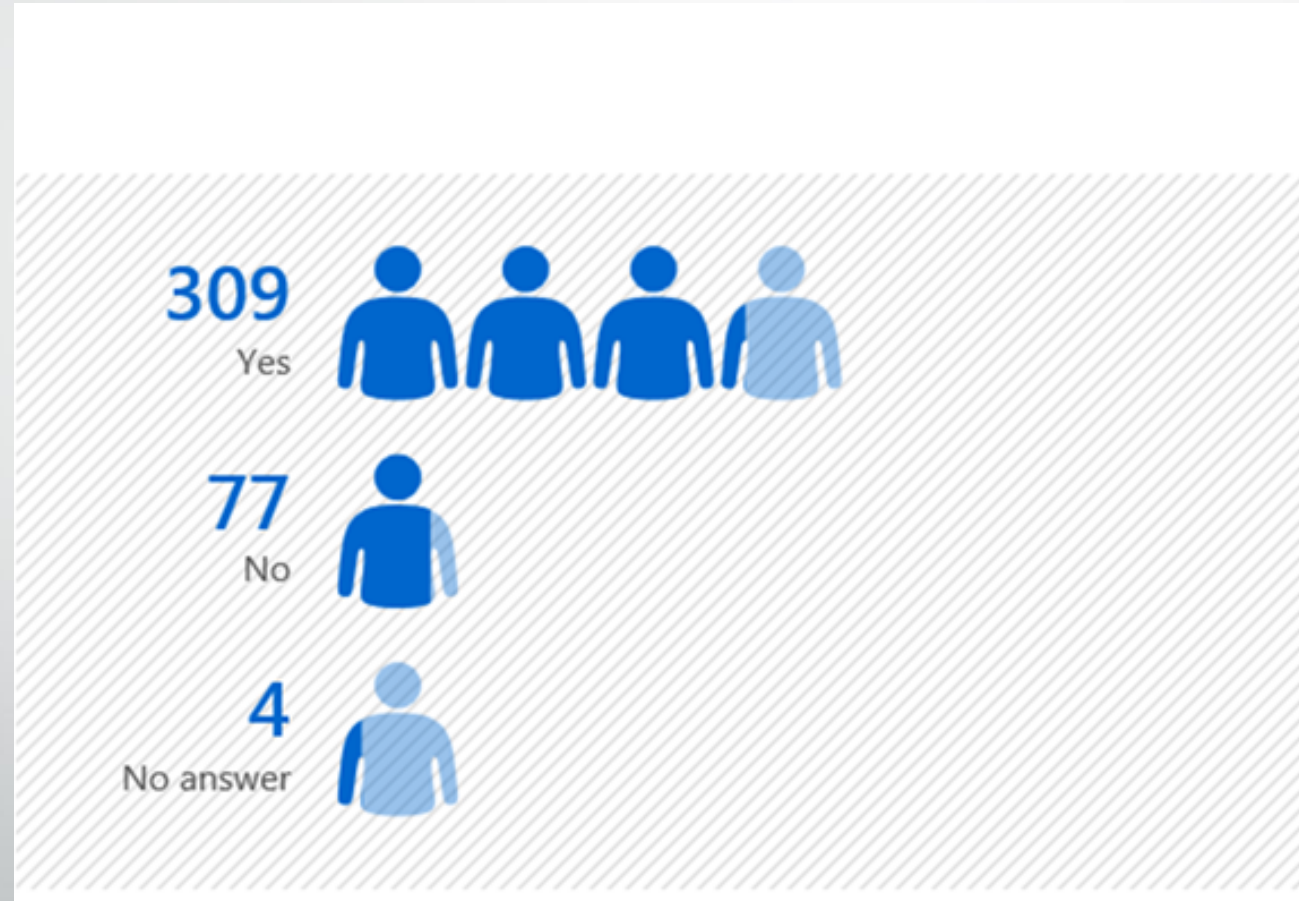
How many years of work experience did you have before your employment with your current employer?



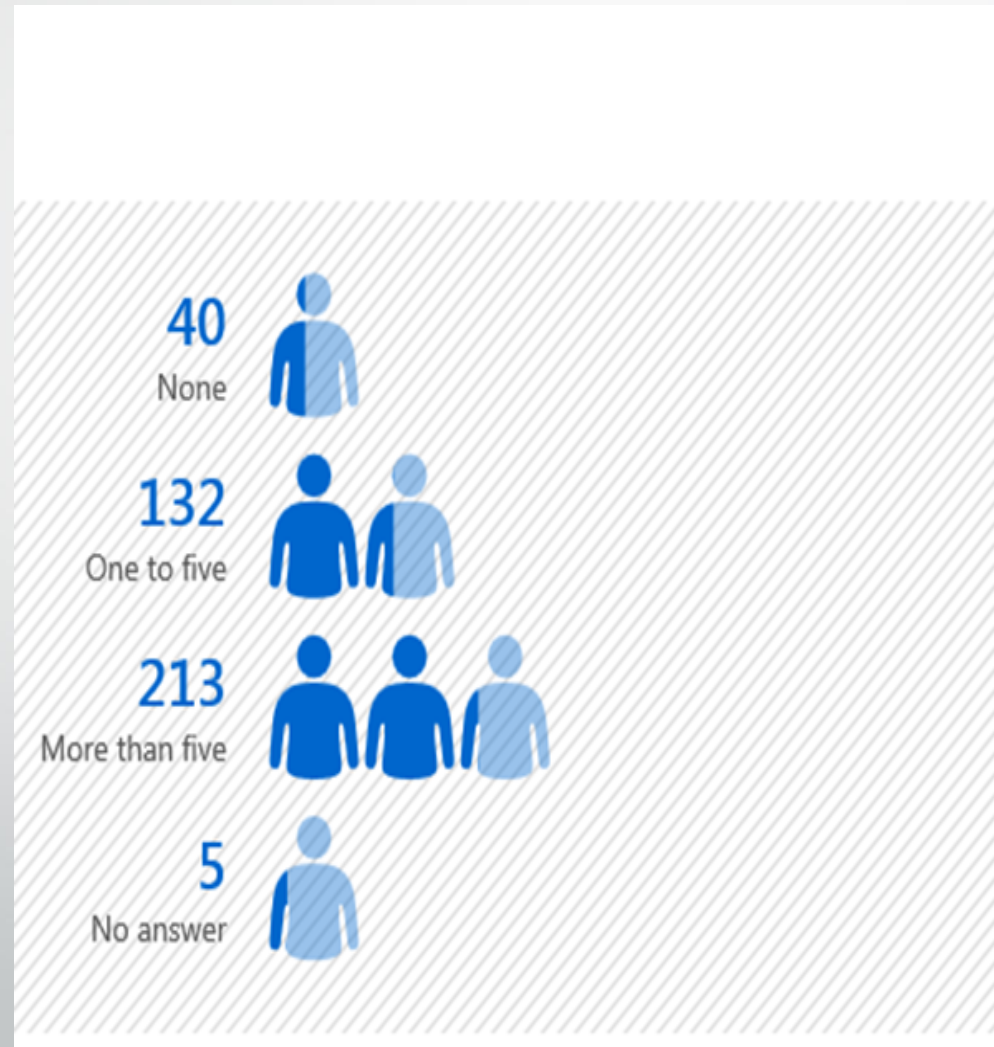
Do you believe that your current job provides you with social recognition?



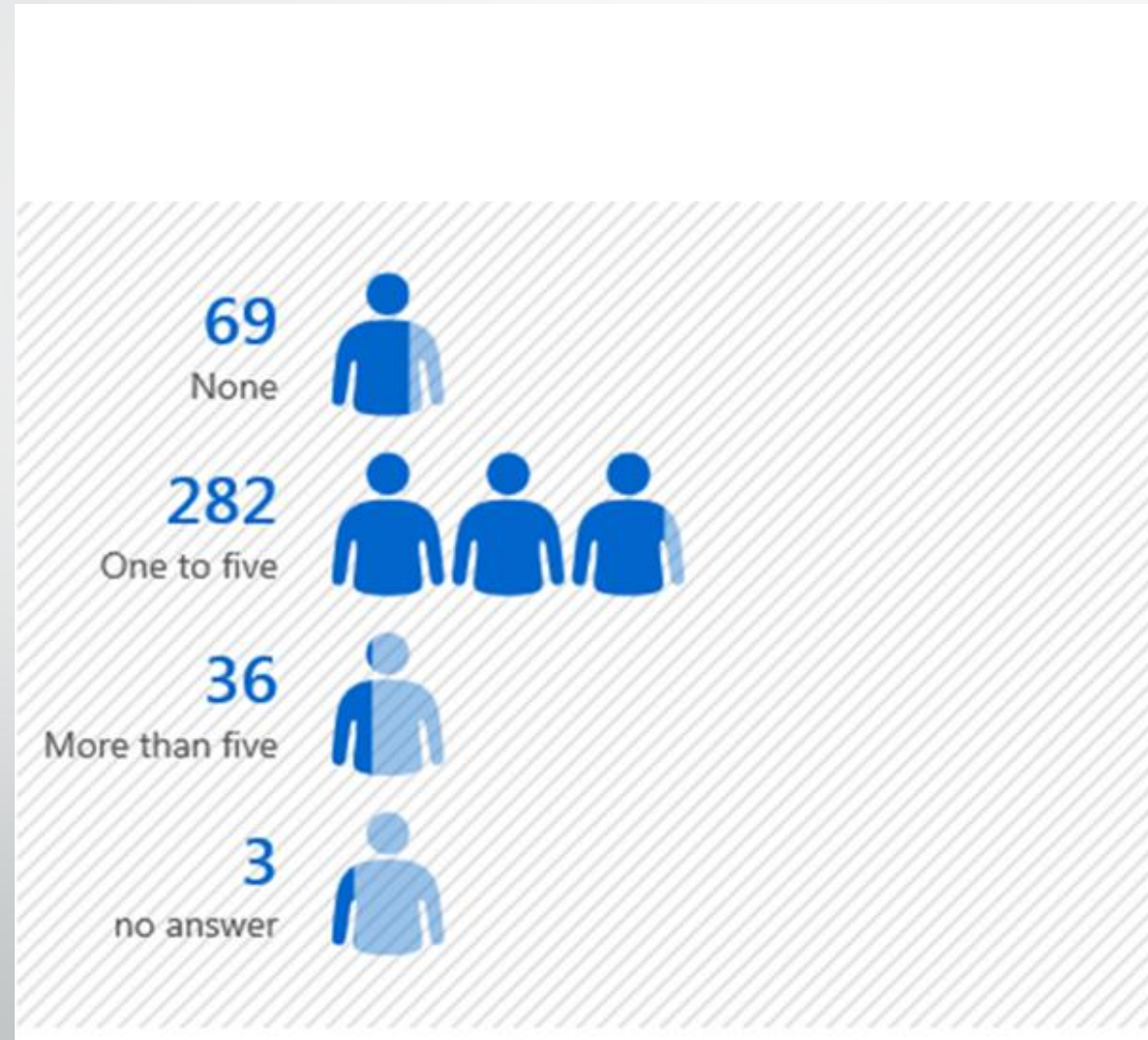
Do you believe that your current job covers your expectation before you have joined the company ?



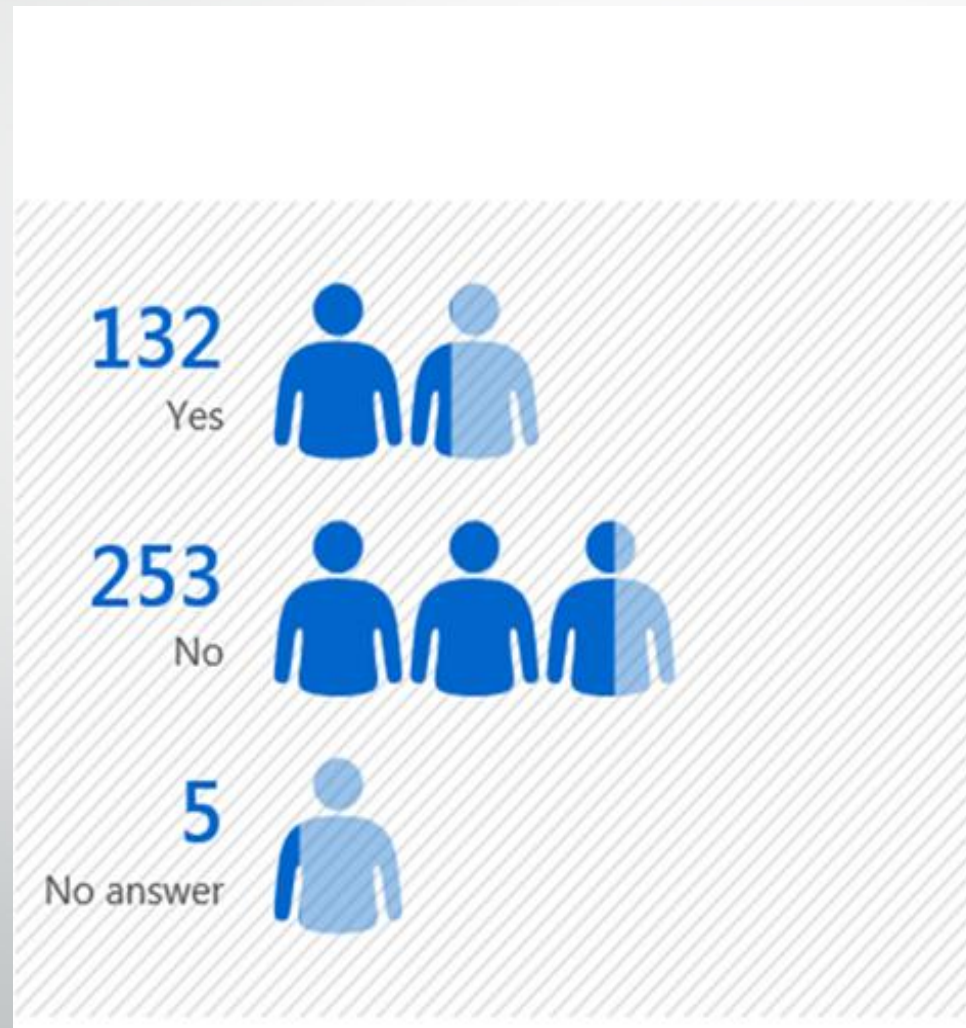
How many men are in the decision making matrix of your company?



How many women are in the decision making matrix of your company?



Do you believe you have been treated differently by the commander of your unit because you are a woman?



If you believe you have been treated differently - how have you been treated differently?

Results per geographical area

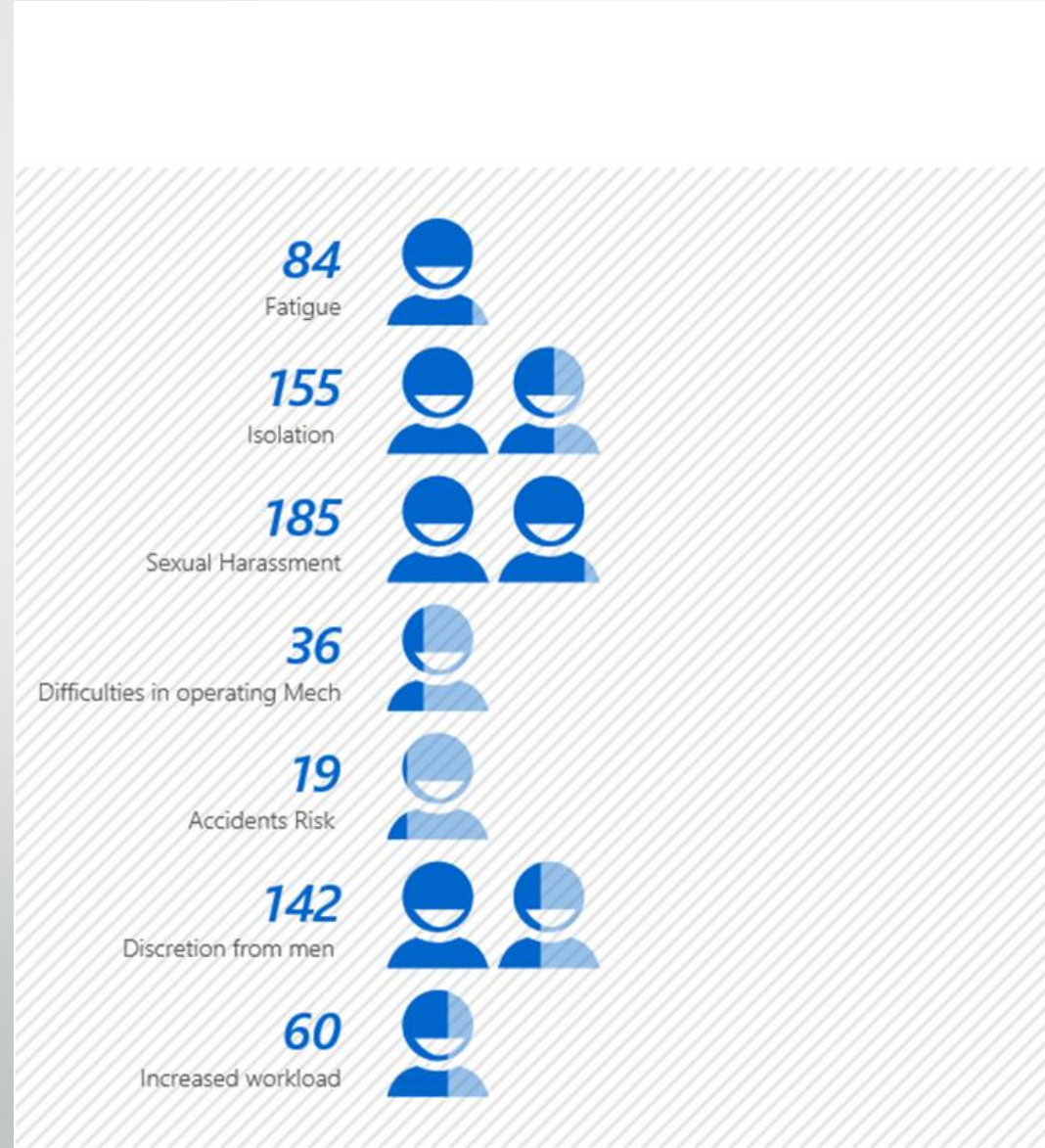
	Europe	Russia etc	North America	Central and South America	Oceania	Asia	Africa
I have received more mentoring/instruction/support than the men	9	1	3	2	0	4	1
I have received less mentoring/instruction/support than the men	28	0	14	4	4	8	0
I have been given more of the dirty work.	22	2	14	5	1	3	0
I have been given less of the dirty work.	1	1	4	1	1	1	1
Others pay more attention to me/single me out	16	1	5	1	0	2	1
Others pay less attention to me/ignore me.	17	0	15	7	4	2	0
I have been teased or harassed because I am a woman	18	1	9	1	2	3	0
More is expected of me than the men.	36	2	9	3	4	4	0
Less is expected of me than the men.	11	1	7	5	0	1	0
I tend to get better assignments than the men	5	0	0	2	0	1	0
I tend to get worse assignments than the men.	9	0	7	3	1	2	1
I tend to receive overly positive work evaluations	6	0	6	2	1	0	0
I tend to receive overly negative work evaluations	6	0	5	2	1	2	1
I have a better chance of being selected for promotion than the men.	4	0	2	3	0	1	0
I have a worse chance of being selected for promotion than the men.	47	3	17	6	7	7	1

Happiness Factor

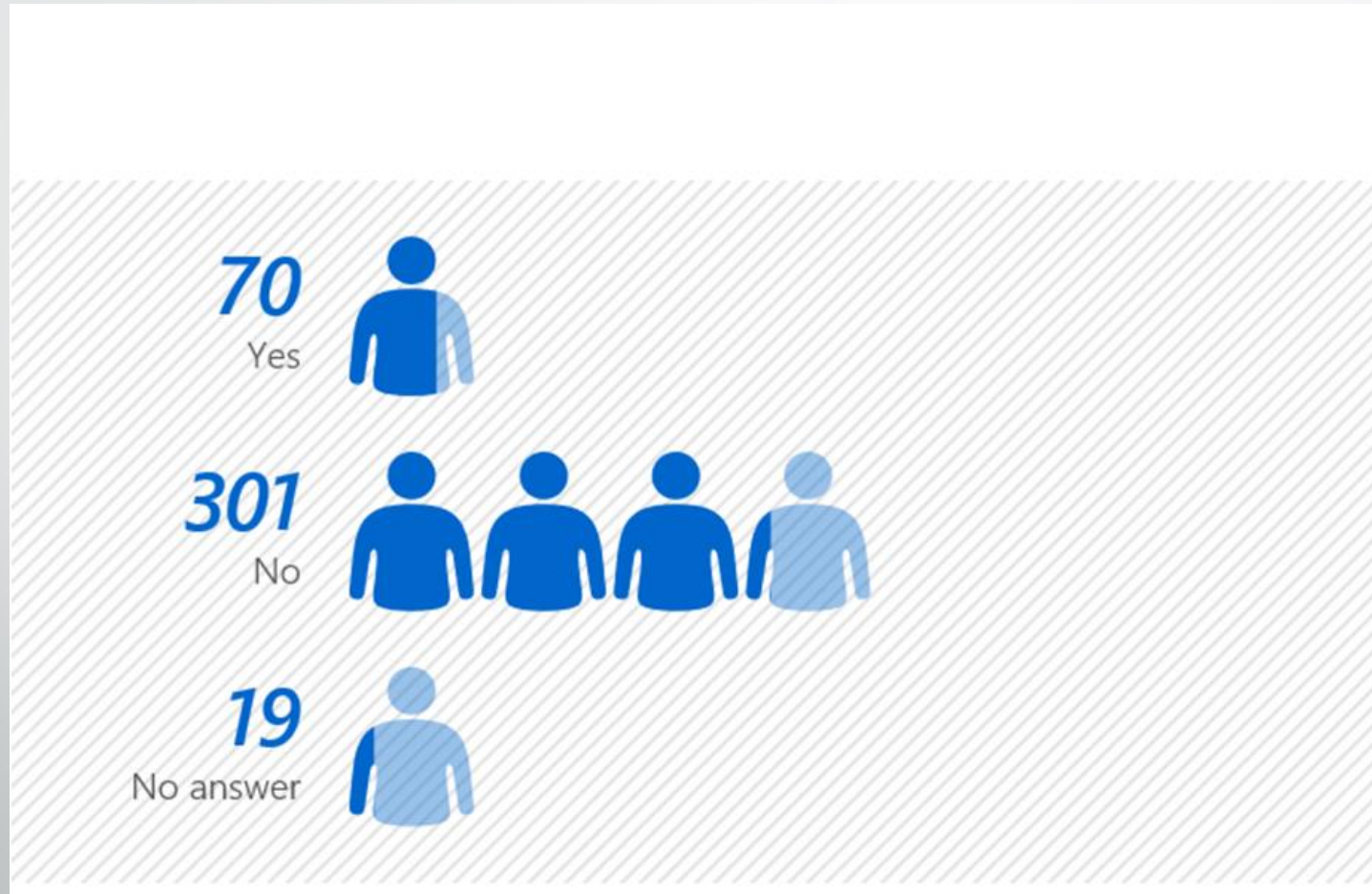
Salary and other monetary benefits	3.57
Working hours spent in office	3.56
Daily workload	3.50
Your male colleagues behavior towards you	3.81
Your superior behavior towards you	3.83
Office physical environment	3.81
Your current quality of life	3.77
Free/ lunch time during office hours	3.64
Available free personal time	3.34
Available daily time to spent with family	3.26
Vacations time	3.38

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Which are the problems most likely to happen to women in maritime career at sea?



Do you have any policies or procedures in place for addressing the needs of those who wish to segregate?



Company v. salary

It looks like respondents are highly paid independently of the type of business they are employed in.

	up to 2000	2001-3000	3000-4000	more than 4000	No answer	Grand Total
Agency	3	2	2	4		11
Association	3	2	2	4	1	12
Audit		1		1		2
Bank or Financial Institution		1	1	3		5
Charterers				2		2
Classification Society	1	2	1	4		8
Consulting	3	1	9	14	1	28
Education	3	2	2	5	3	15
Government	1		1	3		5
Human Resource Company	1	1		5		7
Insurance Company		3	2	6		11
IT	1		2	1		4
Law Firm	8	6	5	31		50
Logistics	3	2	1	5		11
MARINE INSURANCE BROKERS	1	1		3		5
Marketing			1			1
Other			1			1
P&I	1		4	4	1	10
Port Management		3	6	11		20
port Services providers				1		1
Registry	2	2		3	1	8
Repair and Maintenance Company		2		4		6
Sale and Purchase Company	1	1		4		6
Seafarer			2	3		5
Services		1				1
Services providers		4	4	9		17
services			1			1
Ship Brokering Company	1	2	2	6		11
Ship Management Company	3	7	4	14	1	29
ship owner	1			1		2
Ship Supplies Company	1	1	1	4		7
Ship Yard			2	2		4
Shipping Company	8	12	7	38	2	67
shipping management	1			2		3
Shipping Public Authority	2	2	2	2		8
student		1				1
Trading company				3		3
Weather forecasting				2		2
Grand Total	49	62	65	204	10	390

Company vs working hours

It looks like the respondents work more in the field of Law, in shipping companies and in Port

	Forty hours per week	Less than forty hours per week	More than forty hours per week	No answer	Grand Total
Agency	1		10		11
Association	6		5	1	12
Audit	1		1		2
Bank or Financial Institution	2		3		5
Charterers			2		2
Classification Society	4		4		8
Consulting	3	7	18		28
Education	4	4	7	1	16
Government	2		3		5
Human Resource Company	2		5		7
Insurance Company	3	1	7		11
IT	1	1	2		4
Law Firm	9	2	39		50
Logistics	3		8		11
MARINE INSURANCE BROKERS		2	3		5
Marketing			1		1
Other (please specify)			1		1
P&I	1	2	7		10
Port Management	9		10	1	20
port Services providers	1				1
Registry	1	1	5	1	8
Repair and Maintenance Company	1		5		6
Sale and Purchase Company	1		5		6
Seafarer			4	1	5
Services		1			1
Services providers	7	2	8		17
servises	1		1		2
Ship Brokering Company	2		9		11
Ship Management Company	6	4	19		29
ship owner	1		1		2
Ship Supplies Company	2		5		7
Ship Yard		1	3		4
Shipping Company	13	7	46	1	67
shipping management			2		2
Shipping Public Authority	5		2	29	7
student		1			1
Trading company			3		3
Weather forecasting			2		2
Grand Total	92	36	256	6	390

Outlined analysis of findings

- WISTA members work on a large extent at law or legal related firms, as managers in shipping companies/ ship management companies, and as consultants and in ports.
- WISTA members tend to serve the industry from medium to high level of the organizations echelon.
- Respondents tend to be in the 30-50 range of age.
- Women are highly educated and most do not have shipping education background.
- Most are married and have children.

Outlined analysis of findings

- Survey participants have started working in the industry either by accident or they choose to work .
 - For example in Europe, the trend is that the women tend to work in shipping 50%-50%, either by accident or it was their choice. But all of the respondents tend to eagerly want to serve the industry not for the monetary gains but instead for the challenge and the acquired knowledge
- Respondents tend to work more than 40 hours per week , but they are highly compensated.
- Those who work in legal related professions seem to be compensated better than the others.

Outlined analysis of findings

- The majority of the respondents
 - have been working for more than 10 years in the field,
 - are faced with social recognition
 - According to the ILO data the average monthly wage for women is US\$ 1,442 (in all economic activities) with comparison with the weighted average of WISTA members salary of US\$ 3,700.
 - are getting what they expected from their job.

Outlined analysis of findings

- In a man's world decision making,
 - women do not share equal opportunities with their male counterparts'
 - more is expected for them than men;
 - without the level of mentoring men have;
 - The trend is uniformly spread to all geographical areas of the current survey.
- In the scale of 1 to 5 , women are relatively happy (2017 survey) despite of all the issues referred above;
- Segregation is not under formal control with policies in the industry.



Thank you

Thank you WISTA Hellas

Thank you WISTA International

Thank you participants

Thank you for listening