

T H E M A R I T I M E E M P L O Y E E
S U R V E Y
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Attitudes to employment in the maritime sector

SURVEY CONDUCTED
JULY - NOV 2017

BY:

 coracle

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HALCYON


RECRUITMENT

WELCOME TO THE MARITIME EMPLOYEE SURVEY 2017

Welcome to the 2017 report, generated from our **9th** annual Maritime Employee Survey.

We have surveyed nearly 3,000 individuals within the global shipping and maritime markets in order to provide a detailed view of financial and motivational issues from an employee perspective.

We would like to thank all those who took the time to participate.

Headline news

- Confidence is increasing across all sectors with respect to job security and the employment opportunities seen in 2017 compared to 2016
- Employees are now considering staying longer in their current job than they were last year
- A lack of promotion and advancement opportunities still causes the greatest dissatisfaction
- A greater number of employees envisage better development opportunities with a different employer
- The overall percentage of participants receiving a salary increase is similar to last year
- The overall percentage of participants receiving a bonus is slightly lower than last year but a greater percentage of people are happier with what they received
- APAC is perceived to be the region offering the most opportunity for jobs in shipping
- Brexit is seen to be having an overall negative impact on the attractiveness of the UK as a place to work and on London's position as a leading global shipping centre

THE DETAIL

It is positive to report some improvement in confidence in our industry, albeit only slight at this time. For many years, the respondents to our survey have been becoming increasingly despondent in their responses, with grave concerns over job security and the availability of jobs in the market.

- 56% of our participants indicated they are concerned over job security (compared to 63% in 2016)
- 39% are more concerned than they were this time last year (compared to 49% in 2016)
- 52% of people are more confident in the employment opportunities
- 64% of individuals have more confidence regarding their personal career development

Headcount

Headcount decreases continue in some areas with 31% of respondents aware of a decrease in headcount at their current employers, whilst 36% of respondents reported an increase in headcount.

Opportunities

Those expressing the most confidence about employment opportunities in the shipping and maritime sector are in Executive / Senior Management and in the Technical / HSEQ sectors.

Salary

37% of respondents have received a salary increase in the last 12 months compared to 38% in 2016 and 47% in our 2015 survey.

After a steady increase over recent years, those working in Vessel Operations and in Technical/HSEQ roles have been hardest hit with just a third of respondents in each of these sectors receiving a pay rise.

47% of respondents have received a bonus in the last 12 months, compared to 49% in 2016 and 58% in our 2015 survey.

Those working in the technical/health and safety markets did not do as well this year with only 27% receiving a bonus – a significant change when you consider they fared best in 2016 with 60% receiving a bonus.

Of our survey participants who did receive a bonus, 70% were happy with what they were given, continuing on from last year's trend where we believe employees have come to realise bonus payments are not necessarily the norm any more and rather a precious commodity in times of difficult markets.

When looking at market sectors, those in the dry cargo sector fared best with 52% receiving a bonus and 44% a pay increase. In the tanker market, 52% also received a bonus but only 35% reported a pay increase.

From a global perspective, the UK has seen the greatest number of respondents receive bonuses (62%) and salary increases (69%). In Asia Pacific, 55% received a bonus and 44% a salary increase.

Promotion and advancement

The ongoing lack of promotion and advancement opportunities is the leading reason for dissatisfaction for employees in their current role with 45% citing this as their main area of discontentment, followed by a lack of training and development opportunities. Relationships individuals have with their line managers is the area most are content with, 53% putting this first.

When asked to rate three possible improvements in their present working conditions, our participants placed improved training and development opportunities first, followed by flexible working with the opportunity to work from home coming last.

Length of service

There is a notable change in employees considerations to length of service with their current employer. This year, 28% of our respondents are considering a job change within 12 months compared to 37% in 2016. However, 33% envisage changing jobs within 24 months, an increase from last year's 25%.

61% believe their job change will come about from moving to a new employer and, of all our survey participants, 70% believe better development opportunities would exist with a different employer.

Training and development

Our participants are indicating year on year that it is extremely important to them that their employer provides training and development opportunities yet less than half (48%) work for employers who either provide, pay for or simply encourage training. For those who are studying, 60% of employers offer no support at all whether through funding or time off for self-study.

BREXIT

With Brexit negotiations dominating the headlines still and the exact nature of the UK's departure from the EU being uncertain, we wanted to assess the impact of this within the broader maritime community.

43% of our survey respondents believe that Brexit is having a negative impact on the UK as an attractive location to work and 40% believe Brexit will have a negative impact on the UK as a global shipping centre.

With many organisations presently either implementing plans or evaluating opportunities to move outside the UK, these results are not surprising.

Finding a new job

When considering a job change, 77% of those looking for a new job turn first to specialist maritime recruiters before considering other avenues. 87% of respondents feel it is extremely important that the recruitment consultants they are dealing with have previous front line experience of the maritime markets.

Confidence

Overall, the results for 2017 are more positive in terms of general levels of confidence than we have seen for a few years. Employees are feeling less urgency to move to another job but it is noteworthy that a larger percentage now feel they have to go to another employer for any career development.

It is again clear that relationships individuals have with their line managers are a major factor in job satisfaction but this year we have also seen work life balance becoming more of an issue.

Whilst there is nothing to suggest that there will be a dramatic increase in the number of jobs on the market, shipyard order books are healthier than they have been and that will have a trickle effect in new positions being created within the next 12-24 months. It is now more important than ever for employers to give thought to their succession planning and employee retention strategies. For some roles this can be achieved through the provision of training and/or career development programmes but for others a review of working practices may be what is required, particularly as we are seeing the issue of work/life balance raising its head in the vessel operations and broking/chartering/trading sectors. If employers wish to stay at the forefront of their markets, it is essential they have a solid, reliable and committed workforce and to achieve this, a robust employee engagement strategy.

WHAT'S IN THE REPORT?

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

Business area specific statistics in the following categories:

- Broking, chartering and trading
- Executive / senior management
- Technical / HSEQ
- P&I / legal / insurance
- Vessel operations
- Other (incorporating HR / procurement / crewing / finance / admin)

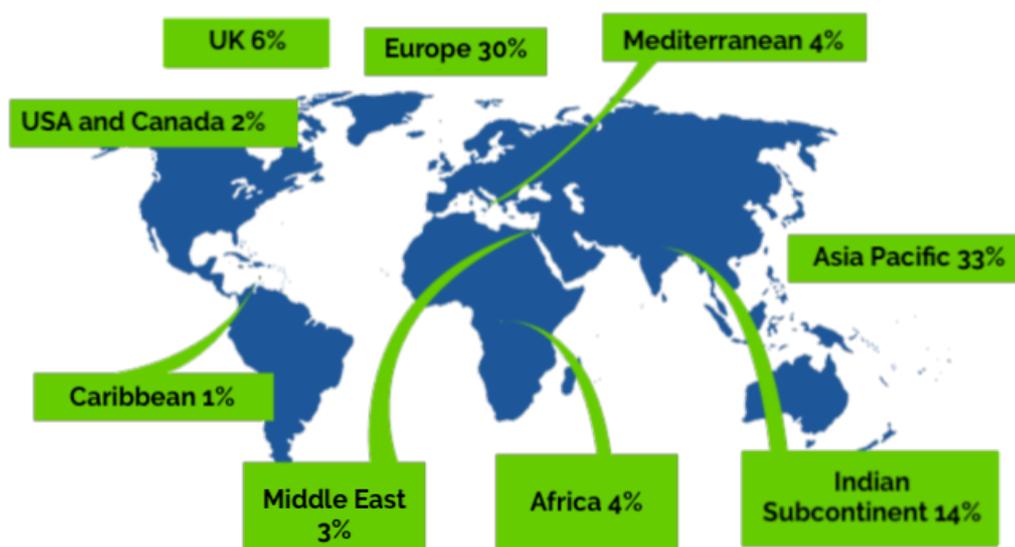
Sector specific statistics in the following categories:

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

Geographic specific statistics in the following categories:

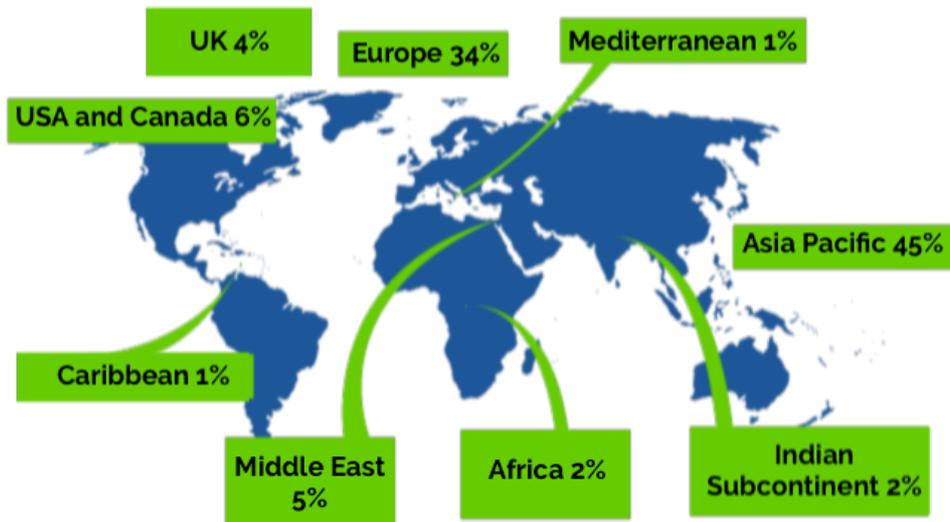
- Europe
- UK
- USA & Canada
- Caribs
- Middle East
- Indian sub-Continent
- Asia Pacific

Geographical location of respondents:



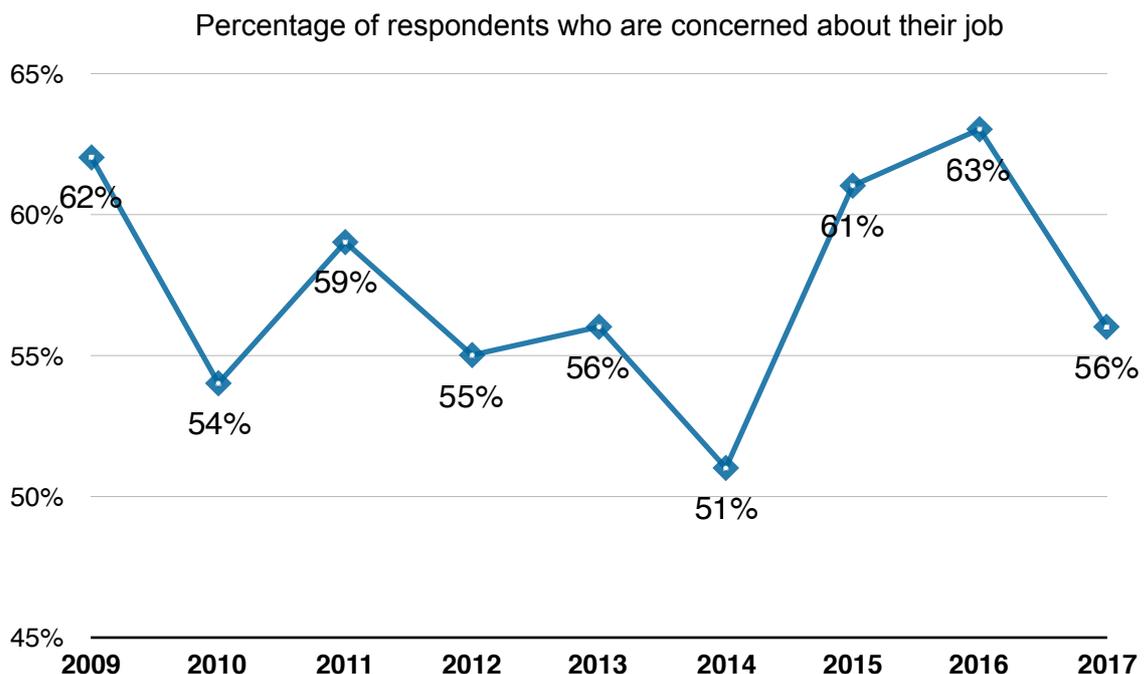
HEADLINE STATISTICS

Region considered to offer the most opportunity for jobs in shipping



Job security and employment opportunities

56% of our survey participants indicated they are concerned about job security compared to 63% in 2016, 61% in 2015 and 51% in 2014.



52% feel more confident about employment opportunities this year within the maritime industry compared to the previous year. This compares to 28% in 2016, 42% in 2015 and 60% in 2014.

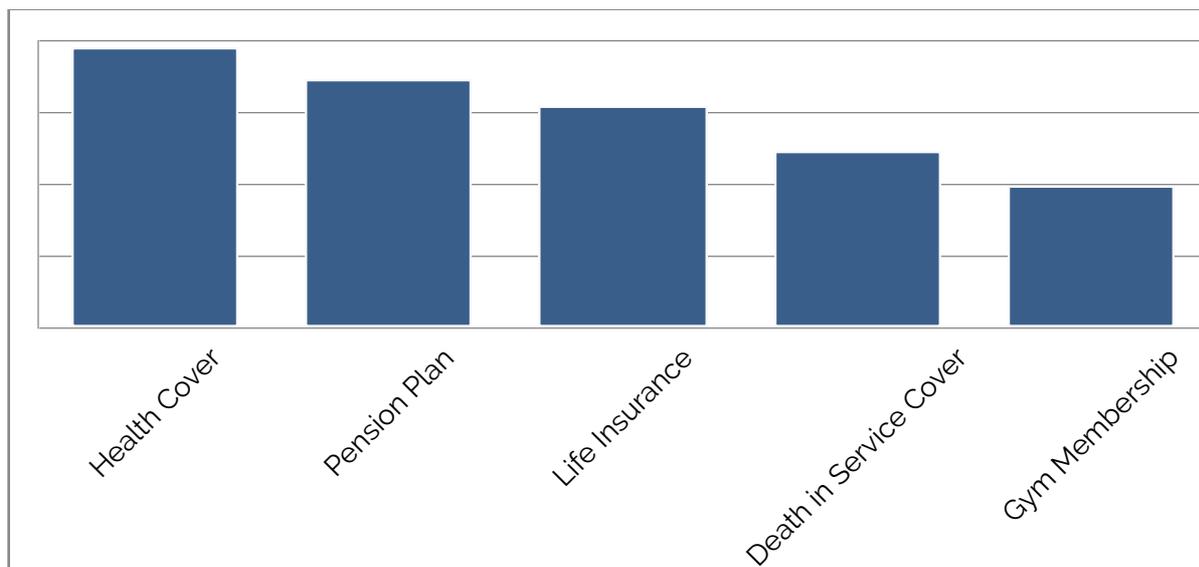
Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the the relationship they have with their line manager, closely followed by the reputation of their employer. A lack of promotion and advancement opportunities is causing the most dissatisfaction, followed by a lack of training opportunities.

Areas of importance in considering a job change

When considering a career move, the relationship with a line manager ranks as most important, followed by job security.

Benefits packages



Salary / Bonus

37% have received a salary increase and 47% of respondents have received a bonus in the last 12 months. This is comparable with the 38% who received a salary increase in 2016 and 49% who received a bonus in 2016.

Of those who did receive a bonus, 36% received between 1-10% of their annual salary and 23% received between 11-25% of their annual salary. Of the 47% who did receive a bonus, 70% were happy with the amount they received..

Changing jobs / headcount changes

77% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

21% of our survey participants have changed jobs in the last 12 months.

28% of respondents are considering a job change within 12 months (this was 37% in 2016) and a further 33% within 24 months (25% in 2016).

31% of respondents have reported a decrease in headcount at their current organisation over the last 12 months.

Training and development

42% of respondents possess a post-graduate degree.

48% of participants advised that their current employer does provide / pay for / encourage training.

If they are able to undertake training, the majority of respondents prefer instructor led face to face training at a training centre.

Employment

28% of respondents said they would anticipate staying in their job for up to 1 year, 33% 1-2 years and 19% 3-4 years.

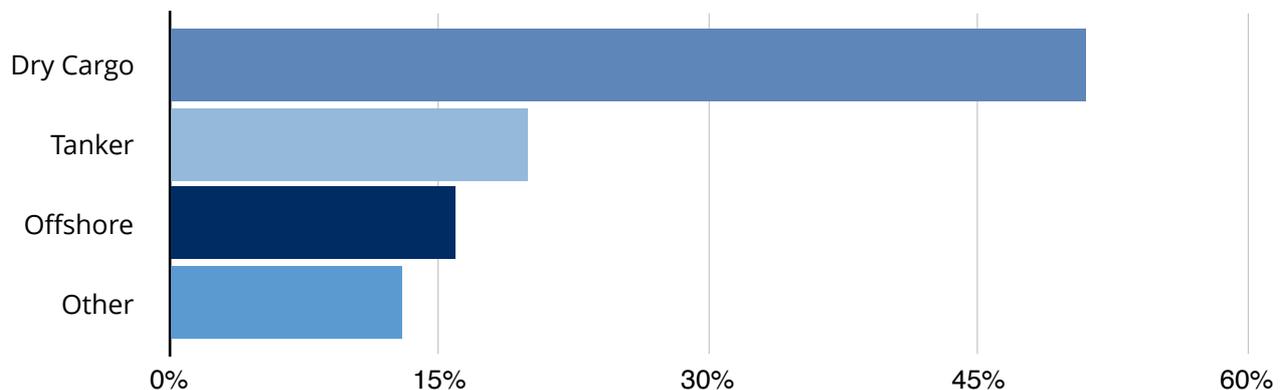
61% of participants said that a job change would most likely occur by moving to a new employer and 70% of participants feel that better development opportunities would come from a new employer.

RESULTS BY BUSINESS AREA

BROKERS / CHARTERERS / TRADERS

Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)



Region considered to offer the most opportunity for jobs in shipping

- 60% Asia Pacific
- 27% Europe
- 7% Middle East

Job security and employment opportunities

61% of our survey participants indicated they are concerned about job security, this is down from 76% in 2016 (it was 55% in 2015). 42% indicated they are more concerned than they were this time last year.

48% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this figure was 15% in 2016).

Areas of current employment providing greatest / least satisfaction

Ranking highest in terms of satisfaction was employers reputation (52% voted this first), followed by relationship with their manager (36% voted this second).

Scoring lowest this year was promotion and advancement opportunities with 56% of respondents unhappy in this area.

Areas of importance in considering a job change

When considering a change of job, work life balance is most important (75% voted this first) followed by reputation of employer, 71% voted this second.

Salary / Bonus

42% of our participants have seen an increase to their basic salary compared to 31% in 2016 and 47% in 2015.

38% of respondents within this sector have received a bonus within the last 12 months. Of these 40% received between 1-10% of their salary and 30% received 11-25% of their salary. 89% of those receiving a bonus were content with the amount they received.

Changing jobs / headcount changes

45% of respondents report an increase in headcount within their current organisation in the last 12 months.

88% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

23% of our survey participants have changed jobs in the last 12 months.

Training and development

38% of participants advised that their current employer does provide / pay for / encourage training. Of those who do study, 76% say there is no support from their employer with respect to study leave or paid for courses.

If they are able to undertake training, the majority of respondents prefer instructor led face to face training at a training centre.

Employment

When asked "how long are you likely to stay in the same job before considering making a move?", the results were:

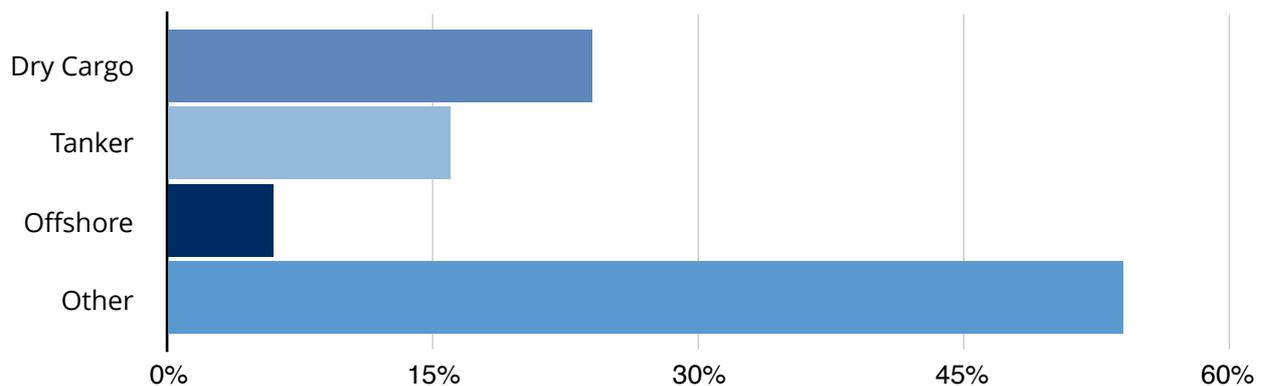
24% up to 1 year
40% 1 to 2 years
16% 3 to 4 years

40% of respondents believe that a job change for them would be most likely by moving to a new employer and 64% of respondents believe that better development opportunities exist for them with a new employer.

EXECUTIVE / SENIOR MANAGEMENT

Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)



Region considered to offer the most opportunity for jobs in shipping

- 41% Asia Pacific
- 41% Europe
- 8% USA / Canada

Job security and employment opportunities

43% of our survey participants indicated they are concerned about job security (compared to 64% in 2016). 31% are more concerned than they were this time last year (this figure was 48% in 2016).

59% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this figure was 27% in 2016).

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the relationship they have with their line manager (56%), followed by the reputation of their employer (48%). A lack of promotion and advancement potential is causing the most dissatisfaction (48%), closely followed by a lack of training and development (44%).

Areas of importance in considering a job change

When considering a career move, the relationship individuals have with their line manager ranks highest in terms of importance with 88% of respondents voting this first.

Salary / Bonus

44% have received a salary increase in the last 12 months compared to 30% in our 2016 survey and 45% in 2015.

58% of respondents have received a bonus in the last 12 months compared to 45% in 2016 and 57% in 2015. Of those who did receive a bonus, 36% received between 1-10% of their annual salary and 28% received between 11-25% of their annual salary. Of those who did receive a bonus, 64% were happy with the amount they received.

Changing jobs / headcount changes

81% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

16% of our survey participants have changed jobs in the last 12 months.

44% of respondents reported a decrease in headcount within their organisation over the last 12 months.

Training and development

44% of participants advised that their current employer does provide / pay for / encourage training.

Employment

When asked "how long are you likely to stay in the same job before considering making a move?", the results were:

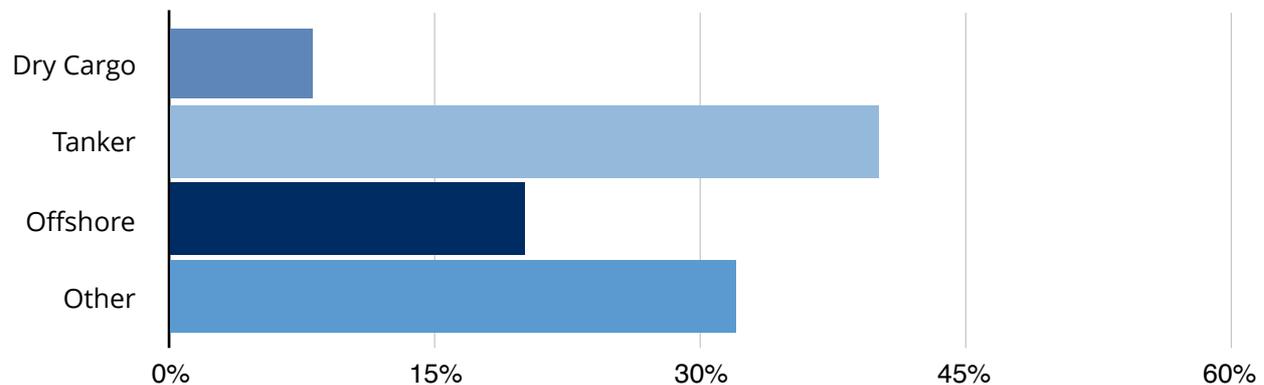
36% up to 1 year
28% 1 to 2 years
23% 3 to 4 years

60% of respondents believe that a job change for them would be most likely by moving to a new employer and 79% of respondents believe that better development opportunities exist for them with a new employer.

TECHNICAL / HSEQ

Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)



Region considered to offer the most opportunity for jobs in shipping

- 44% Asia Pacific
- 36% Europe
- 8% Middle East

Job security and employment opportunities

60% of our survey participants indicated they are concerned about job security which is similar to the 58% who expressed concern in 2016. 36% feel more concerned than they were this time last year.

56% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this figure was 31% in 2015 and 27% in 2016).

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the relationship they have with their line manager. Promotion prospects are causing the most dissatisfaction.

Areas of importance in considering a job change

When considering a career move, lack of promotion and advancement potential ranks highest in terms of importance with 77% of respondents voting this first.

Salary / Bonus

32% have received a salary increase in the last 12 months compared with 53% in 2016 and 54% of respondents in 2015.

27% of respondents have received a bonus in the last 12 months compared to 60% in 2016 and 69% in 2015. Of those who did receive a bonus, 51% received between 1-10% of their annual salary and 17% received between 11-25% of their annual salary. Of those who did receive a bonus, 67% were not happy with the amount they received.

Changing jobs / headcount changes

86% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

27% of our survey participants have changed jobs in the last 12 months.

45% of respondents reported an increase in headcount within their organisation over the last 12 months.

Training and development

55% of participants advised that their current employer does provide / pay for / encourage training.

Employment

When asked "how long are you likely to stay in the same job before considering making a move?", the results were:

22% up to 1 year
26% 1 to 2 years
35% 3 to 4 years

83% of respondents believe that a job change for them would be most likely by moving to a new employer and 74% of respondents believe that better development opportunities exist for them with a new employer.

P&I, LEGAL, INSURANCE

Region considered to offer the most opportunity for jobs in shipping

- 42% Asia Pacific
- 33% Europe
- 25% UK

Job security and employment opportunities

58% of our survey participants indicated they are concerned about job security, compared to 63% in 2016 and 48% in 2015. 25% are more concerned than they were this time last year.

50% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this figure was 22% in 2016).

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the reputation of their employer and the relationship they have with their line manager. Promotion prospects are causing the most dissatisfaction.

Areas of importance in considering a job change

When considering a career move, job security ranked highest in terms of importance with 82% of respondents voting this first.

Salary / Bonus

55% have received a salary increase in the last 12 months compared to 48% in 2016 and 43% in 2015.

45% of respondents have received a bonus in the last 12 months compared to 48% in 2016 and 52% in 2015. Of those who did receive a bonus, 100% were happy with the amount they received.

Changing jobs / headcount changes

82% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

9% of our survey participants have changed jobs in the last 12 months.

36% of respondents reported an increase in headcount within their organisation over the last 12 months.

Training and development

45% of participants advised that their current employer does provide / pay for / encourage training.

Employment

When asked "how long are you likely to stay in the same job before considering making a move?", the results were:

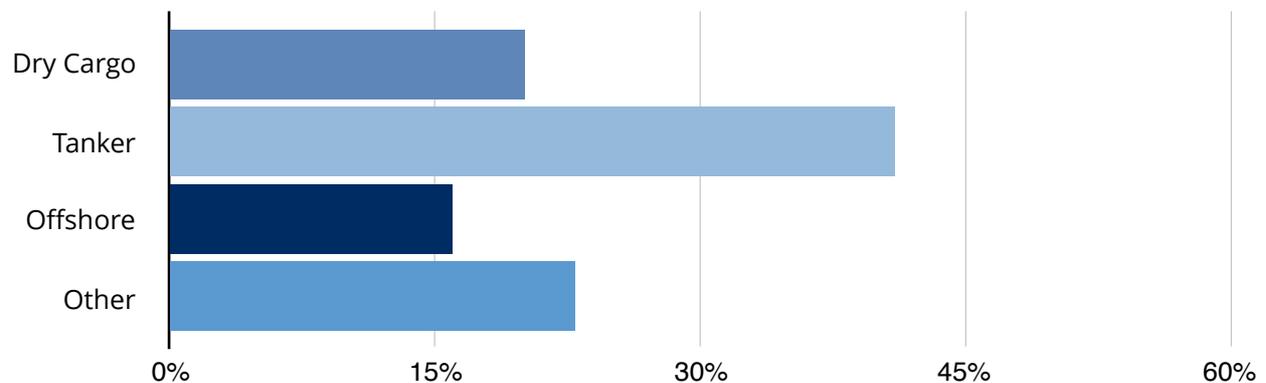
36% up to 1 year
27% 1 to 2 years
18% 3 to 4 years

73% of respondents believe that a job change for them would be most likely by moving to a new employer and 82% of respondents believe that better development opportunities exist for them with a new employer.

VESSEL OPERATIONS

Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)



Region considered to offer the most opportunity for jobs in shipping

- 58% Asia Pacific
- 26% Europe
- 6% USA / Canada

Job security and employment opportunities

49% of our survey participants indicated they are concerned about job security compared to 58% in 2016 and 65% in 2015. 37% are more concerned than they were this time last year.

51% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this figure was 27% in 2016).

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the relationship with their line manager. Work life balance is causing the most dissatisfaction.

Areas of importance in considering a job change

When considering a career move, work life balance ranks highest in terms of importance with 78% of respondents voting this first.

Salary / Bonus

32% have received a salary increase in the last 12 months compared to 36% in 2016 and 54% in 2015.

52% of respondents have received a bonus in the last 12 months, the same figure as 2016, it being 59% in 2015. Of those who did receive a bonus, 45% received between 1-10% of their annual salary and 17% received between 11-25% of their annual salary. Of those who did receive a bonus, 79% were happy with the amount they received.

Changing jobs / headcount changes

82% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

18% of our survey participants have changed jobs in the last 12 months.

38% of respondents reported an increase in headcount within their organisation over the last 12 months.

Training and development

56% of participants advised that their current employer does provide / pay for / encourage training.

Employment

When asked "how long are you likely to stay in the same job before considering making a move?", the results were:

25% up to 1 year
35% 1 to 2 years
6% 3 to 4 years

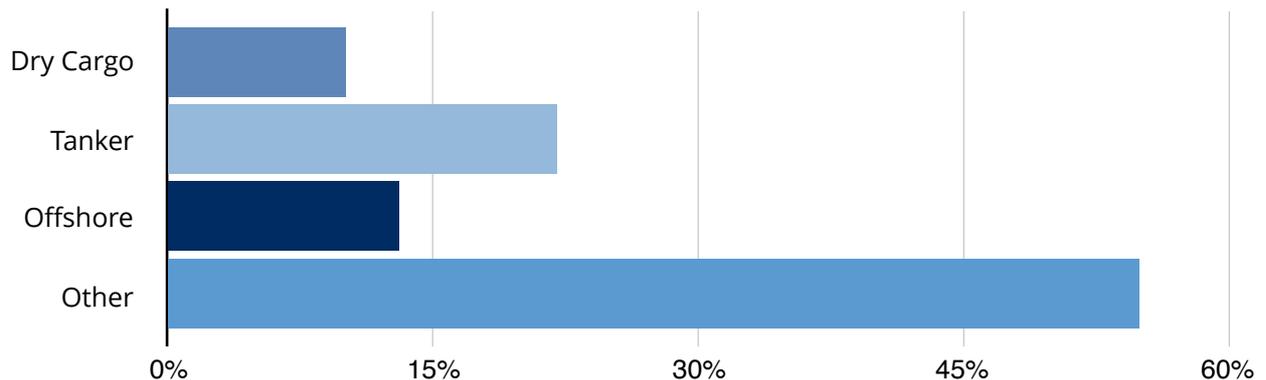
56% of respondents believe that a job change for them would be most likely by moving to a new employer and 60% of respondents believe that better development opportunities exist for them with a new employer.

OTHER

CATEGORY CONSISTS OF A DIVERSE GROUP OF PARTICIPANTS INCLUDING HR, CREWING, FINANCE, ADMIN AND PROCUREMENT

Responses came from the following sectors

(Other includes: mixed fleet / container / passenger)



Region considered to offer the most opportunity for jobs in shipping

- 42% Asia Pacific
- 33% Europe
- 8% Middle East

Job security and employment opportunities

60% of our survey participants indicated they are concerned about job security compared to 63% in 2016. 53% are more concerned than they were this time last year.

62% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this figure was 32% in 2016).

Areas of current employment providing greatest / least satisfaction

Aspects providing participants in our survey with the most contentment in their jobs are the relationship they have with their line manager. Promotion prospects are causing the most dissatisfaction.

Areas of importance in considering a job change

When considering a career move, relationship with line manager ranks highest in terms of importance with 78% of respondents voting this first.

Salary / Bonus

44% have received a salary increase in the last 12 months compared to 40% in 2016 and 48% in 2015.

53% of respondents have received a bonus in the last 12 months, compared to 40% in 2016 and 56% in 2015. Of those who did receive a bonus, 29% received between 1-10% of their annual salary and 25% received between 11-25% of their annual salary. Of those who did receive a bonus, 58% were happy with the amount they received.

Changing jobs / headcount changes

89% of respondents indicated that when dealing with specialist shore based maritime recruitment agencies, it is extremely important to them that the recruitment consultants they are dealing with have previous front line experience of the maritime sector prior to working in recruitment.

23% of our survey participants have changed jobs in the last 12 months.

44% of respondents reported a decrease in headcount within their organisation over the last 12 months.

Training and development

49% of participants advised that their current employer does provide / pay for / encourage training.

Employment

When asked "how long are you likely to stay in the same job before considering making a move?", the results were:

28% up to 1 year
36% 1 to 2 years
20% 3 to 4 years

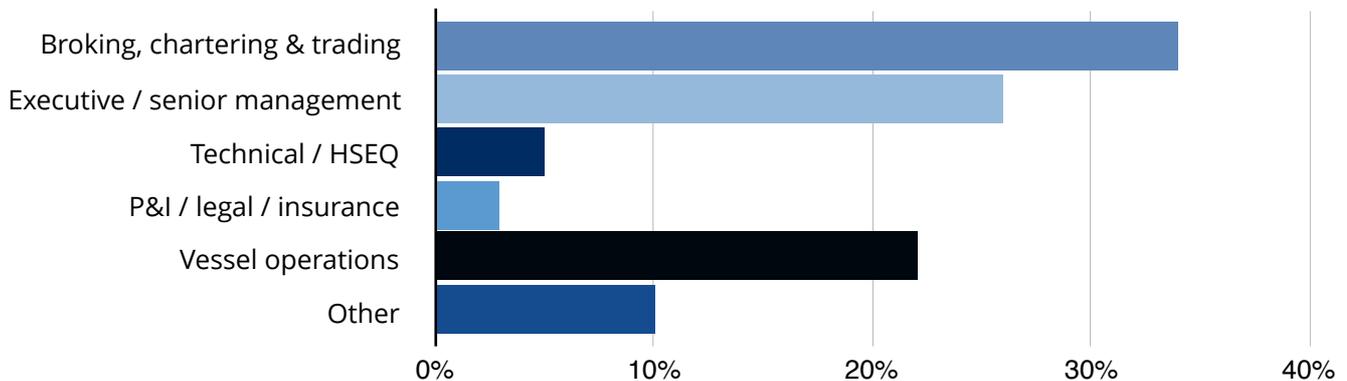
66% of respondents believe that a job change for them would be most likely by moving to a new employer and 70% of respondents believe that better development opportunities exist for them with a new employer.

RESULTS BY SECTOR

DRY CARGO

Responses came from the following business sectors

(Other includes: HR / procurement / crewing / finance / admin)



Region considered to offer the most opportunity for jobs in shipping

- 64% Asia Pacific
- 29% Europe
- 4% Middle East

Job security and employment opportunities

51% of participants are concerned about their current position (this was 66% in 2016 and 62% in 2015), 26% of these being more concerned than this time last year.

64% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this was 20% in 2016).

52% have received a bonus within the last 12 months (compared to 51% in 2016 and 54% in 2015) of which 48% received 1-10% of salary and 24% received 28% of salary. 90% were happy with their bonus.

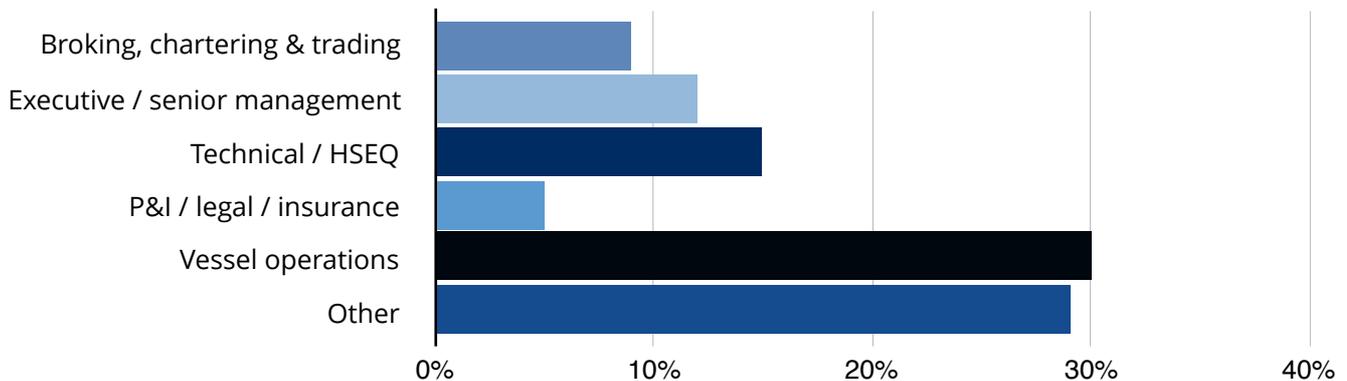
44% of participants have received a pay rise within the last 12 months (37% in 2016 and 43% in 2015).

18% have changed jobs within the last 12 months (down from 24% in 2014).

TANKER

Responses came from the following business sectors

(Other includes: HR / procurement / crewing / finance / admin)



Region considered to offer the most opportunity for jobs in shipping

- 46% Asia Pacific
- 38% Europe
- 6% UK

Job security and employment opportunities

51% of participants are concerned about their current position (compared to 55% in 2016 and 52% in 2015), 30% of these being more concerned than this time last year.

54% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this was 32% in 2016).

52% have received a bonus within the last 12 months (this was 56% in 2016 and 66% in 2015) of which 39% received 1-10% of salary and 26% received 11-25% of salary.

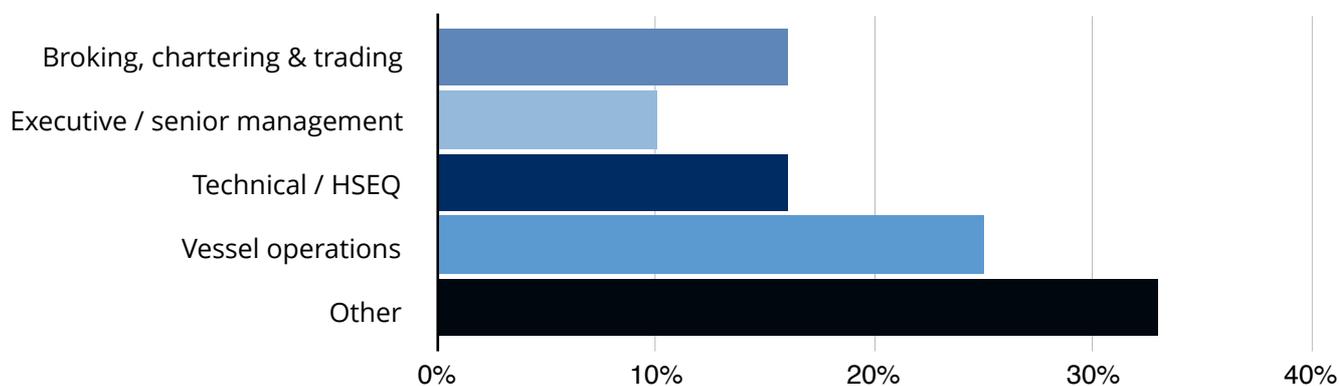
35% of participants have received a pay rise within the last 12 months compared to 42% in 2016 and 55% in 2015.

12% have changed jobs within the last 12 months compared to 15% in 2014.

OFFSHORE

Responses came from the following business sectors

(Other includes: HR / procurement / crewing / finance / admin)



Region considered to offer the most opportunity for jobs in shipping

- 37% Asia Pacific
- 19% Europe
- 19% Middle East

Job security and employment opportunities

66% of participants are concerned about their current position (down from 81% in 2016, the figure being 67% in 2015), 56% of these being more concerned than this time last year.

56% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this figure was 25% in 2016).

30% have received a bonus within the last 12 months (this was 29% in 2016 and 66% in 2015) of which 37% received 1-10% of salary and 12% received 11-25% of salary.

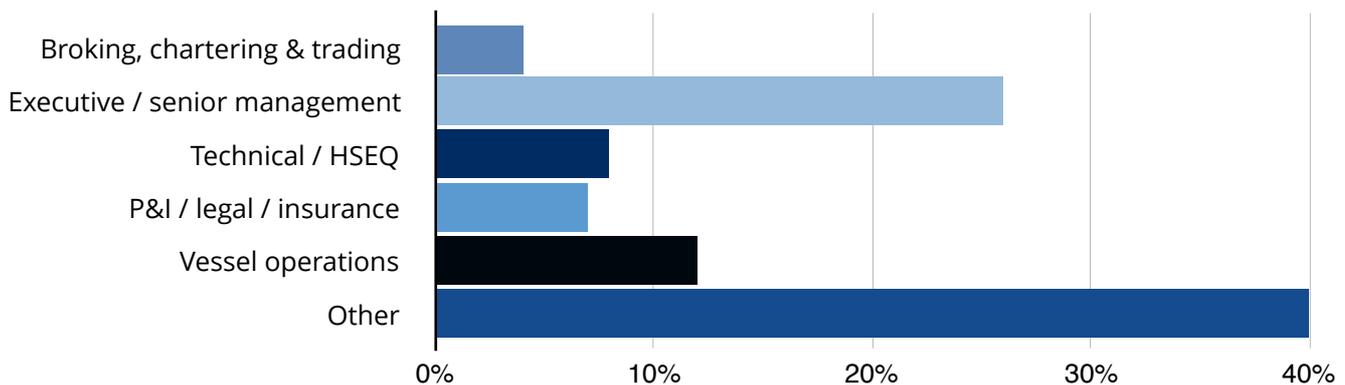
30% of participants have received a pay rise within the last 12 months (a significant increase from the 17% we reported in 2016 – the figure being 55% in 2015).

19% have changed jobs within the last 12 months

OTHER (MIXED FLEET / CONTAINER / PASSENGER)

Responses came from the following business sectors

(Other includes: HR / procurement / crewing / finance / admin)



Region considered to offer the most opportunity for jobs in shipping

- 40% Asia Pacific
- 37% Europe
- 8% USA / Canada

Job security and employment opportunities

59% of participants are concerned about their current position (this was 62% in 2016), 46% of these being more concerned than this time last year.

46% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this was 27% in 2016).

47% have received a bonus within the last 12 months (identical to 2016) of which 28% received 1-10% of salary and 23% received 11-25% of salary.

38% of participants have received a pay rise within the last 12 months (compared to 39% in 2016).

28% have changed jobs within the last 12 months.

RESULTS BY GEOGRAPHY

EUROPE

Region considered to offer the most opportunity for jobs in shipping

- 55% Asia Pacific
- 26% Europe
- 7% Middle East

Job security and employment opportunities

51% of participants are concerned about their current position (this was 63% in 2016, 49% in 2015), 38% of these being more concerned than this time last year.

49% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this was 28% in 2016).

43% have received a bonus within the last 12 months (compared to 49% in 2016 and 52% in 2015) of which 39% received 1-10% of salary and 29% received 11-25% of salary.

33% of participants have received a pay rise within the last 12 months compared to 39% in 2016 and 44% in 2015.

19% have changed jobs within the last 12 months compared to 22% in 2014.

Employees are likely to stay in the same job for:

- Up to 1 year – 30%
- 1-2 years – 35%
- 3-4 years – 15%

UK

Region considered to offer the most opportunity for jobs in shipping

- 40% Asia Pacific
- 27% Europe
- 27% UK

Job security and employment opportunities

31% of participants are concerned about their current position, 25% of these being more concerned than this time last year.

63% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

62% have received a bonus within the last 12 months of which 25% received 1-10% of salary and 38% received 11-25% of salary.

69% of participants have received a pay rise within the last 12 months.

15% have changed jobs within the last 12 months compared to 22% in 2014.

Employees are likely to stay in the same job for:

Up to 1 year – 25%

1-2 years – 38%

3-4 years – 25%

USA & CANADA

Region considered to offer the most opportunity for jobs in shipping

- 50% Asia Pacific
- 45% Europe

Job security and employment opportunities

50% of participants are concerned about their current position (this was 70% in 2016 and 48% in 2015), 33% of these being more concerned than this time last year.

90% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this was 18%).

51% have received a bonus within the last 12 months (compared to 57% in 2016 and 68% in 2015) of which 25% received 1-10% of salary and 50% received 11-25% of salary.

30% of participants have received a pay rise within the last 12 months compared to 36% in 2016 and 35% in 2015.

33% have changed jobs within the last 12 months compared to 36% in 2014.

Employees are likely to stay in the same job for:

Up to 1 year – 33%

1-2 years – 17%

3-4 years – 30%

MIDDLE EAST

Region considered to offer the most opportunity for jobs in shipping

- 50% Europe
- 37% Middle East
- 12% USA / Canada

Job security and employment opportunities

37% of participants are concerned about their current position (compared to 77% in 2016 and 48% in 2015), 59% of these being more concerned than this time last year.

51% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this was 27%).

77% have received a bonus within the last 12 months (compared to 53% in 2016 and 68% in 2015) of which 30% received 1-10% of salary and 15% received 11-25% of salary.

49% of participants have received a pay rise within the last 12 months compared to 21% in 2016 and 35% in 2015.

13% have changed jobs within the last 12 months.

Employees are likely to stay in the same job for:

- Up to 1 year – 46%
- 1-2 years – 28%
- 3-4 years – 12%

INDIAN SUB-CONTINENT

Region considered to offer the most opportunity for jobs in shipping

- 49% Asia Pacific
- 29% Europe
- 11% Indian Sub-Continent

Job security and employment opportunities

71% of participants are concerned about their current position (this was 74% in 2016 and 72% in 2015), 37% of these being more concerned than this time last year.

49% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this was 26%).

37% have received a bonus within the last 12 months (compared to 57% in 2016 and 51% in 2015) of which 73% received 1-10% of salary and 9% received 11-25% of salary.

27% of participants have received a pay rise within the last 12 months (this was 44% in 2016 and 51% in 2015).

17% have changed jobs within the last 12 months.

Employees are likely to stay in the same job for:

- Up to 1 year – 38%
- 1-2 years – 47%
- 3-4 years – 3%

ASIA PACIFIC

Region considered to offer the most opportunity for jobs in shipping

- 77% Asia Pacific
- 13% Europe
- 6% USA & Canada

Job security and employment opportunities

52% of participants are concerned about their current position (this was 64% in 2016 and 65% in 2015), 33% of these being more concerned than this time last year.

56% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this was 50%).

54% have received a bonus within the last 12 months (this was 59% in 2016 and 74% in 2015) of which 27% received 1-10% of salary and 21% received 11-25% of salary.

44% of participants have received a pay rise within the last 12 months (this was 40% in 2016 and 61% in 2015)

29% have changed jobs within the last 12 months.

Employees are likely to stay in the same job for:

- Up to 1 year – 25%
- 1-2 years – 29%
- 3-4 years – 28%

THANK YOU

Thank you for taking part in the Maritime Employee Survey 2017.

We hope you found the results of interest. If you have any comments, please get in touch with the teams at Halcyon Recruitment and/or Coracle Online.

ABOUT CORACLE ONLINE

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

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ABOUT HALCYON RECRUITMENT

Halcyon Recruitment provides bespoke and tailored recruitment services for the shore based shipping, maritime and energy sectors from its offices in London, Southampton and Singapore. These include:

- Executive Search
- Exclusive Recruitment
- Contingent Recruitment
- Compensation and Benefits Studies
- Outsourced Services
- Training
- Ad hoc projects and studies

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*Once again, thank you for your time and interest in The Maritime Employee Survey 2017.
If you have any questions, please don't hesitate to contact
Heidi Heseltine at Halcyon Recruitment or James Tweed at Coracle*