

**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**

Attitudes to employment in the maritime sector

SURVEY CONDUCTED

DEC 2018 - JAN 2019

BY:



coracle

&

HALCYON



RECRUITMENT

MARITIME EMPLOYEE SURVEY

Welcome to the results of our **10th annual Maritime Employee Survey** conducted from December 2018 to January 2019.

We have again surveyed 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 (n=2800) who took the time to participate.

Headline news

- Confidence has decreased with respect to job security.
- Job security is now the most important aspect for job seekers when considering a career move.
- The amount of survey participants receiving a bonus is similar to the last two years but a greater percentage of people are unhappy with the amount they received (although bonus amounts have not changed significantly).
- The Asia Pacific region is still seen by the majority to offer the greatest opportunity for work but considerably less so than in previous years with Europe and the Middle East gaining considerable ground over previous years.
- 54% of participants are looking actively for a new job and a further 41% are not looking but open to offers.
- Diversity in the workplace is important to our survey participants and 70% of participants feel their employer could do more to achieve a diverse and inclusive workforce.
- 25% of all respondents believe they have been discriminated against at work.

THE DETAIL

62% of our participants indicated they are concerned over job security compared to 56% in the previous year. The group expressing the largest amount of concern are those employed in Vessel Operations.

Job security ranked as the most important aspect when considering a career move with 57% of respondents ranking this first.

53% of people are more confident in the employment opportunities compared to the previous year and 39% of individuals have more confidence regarding their personal career development.

40% of respondents received a salary increase in the last 12 months, 31% of respondents had a pay rise of up to 3%.

50% of respondents received a bonus in the last 12 months. Of our survey participants who did receive a bonus, 56% were happy with what they were given, a big drop from last year's 70%.

When looking at market sectors, those working in the Legal / P&I / Insurance sectors fared best with respect to salary increase with 50% receiving a pay rise in the previous 12 months. The dry cargo sector fared best on bonuses with 69% receiving a bonus in the previous 12 months.

From a global perspective, the Asia Pacific region has seen the greatest number of respondents receive bonuses (55%) and the Indian sub-continent led the way on salary increases (45% received a pay rise in the previous 12 months).

Training remains important to participants with 74% stating they are motivated to participate in training in order to gain industry specific knowledge and to enhance the skills they need to develop their career. 67% of respondents would prefer training to be delivered outside of their workplace.

This year, we have also looked at diversity in the workplace.

- 69% of participants ranked this as either extremely or very important.
- 47% know their employer has a diversity and inclusion policy, 30% know their employer does not and 23% don't know.
- 70% of participants feel their employer could do more to achieve a diverse and inclusive workforce.
- 24% believe they have been discriminated at work

54% of survey participants say they are actively looking to change jobs and a further 41% indicated they are not looking but are open to offers.

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)

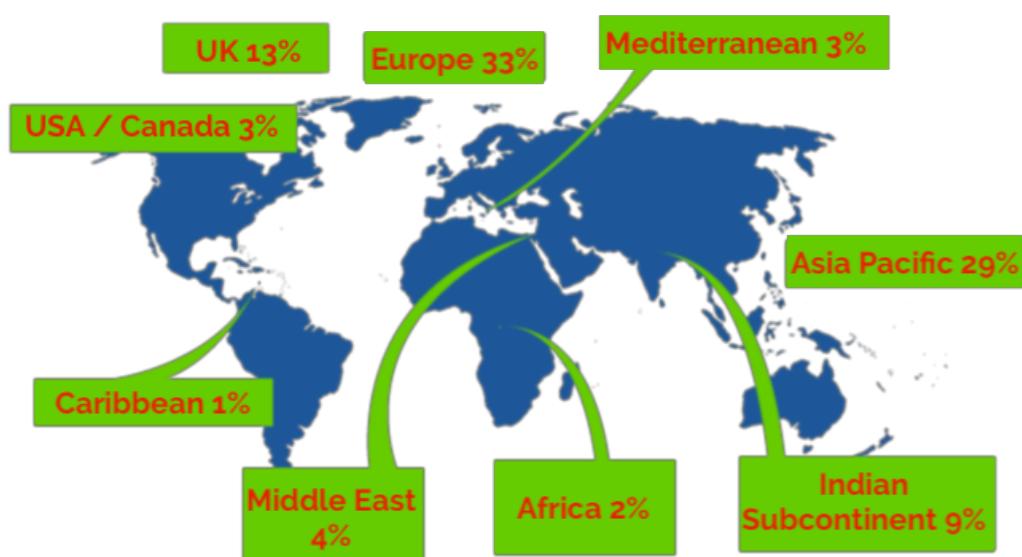
Sector specific statistics in the following categories:

- 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

Job security and employment opportunities

62% of our survey participants indicated they are concerned about job security compared to 56% in the previous year.

53% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

Areas of importance in considering a job change

When considering a career move, job security ranks as most important followed by reputation of employer.

Salary / Bonus

40% have received a salary increase and 50% of respondents have received a bonus in the last 12 months.

Of those who did receive a bonus, 38% received between 1-10% of their annual salary and 31% received between 11-25% of their annual salary. Of the 50% who did receive a bonus, only 56% were happy with the amount they received.

Training and development

42% of respondents possess a post-graduate degree.

74% are motivated to participate in training in order to gain industry specific knowledge and to enhance the skills they need to develop their career.

Employment

29% of respondents said they would anticipate staying in their job for up to 1 year, 24% 1-2 years and 24% 3-4 years.

22% of our survey participants have changed jobs in the last 12 months.

Diversity and discrimination

69% of participants ranked this as either extremely or very important.

47% know their employer has a diversity and inclusion policy, 30% know their employer does not and 23% don't know.

70% of participants feel their employer could do more to achieve a diverse and inclusive workforce.

24% believe they have been discriminated at work and 17% declined to answer the question. Reasons for discrimination:

1. Nationality
2. Age
3. Ethnicity
4. Gender
5. Education

The breakdown of sectors experiencing discrimination is as follows:

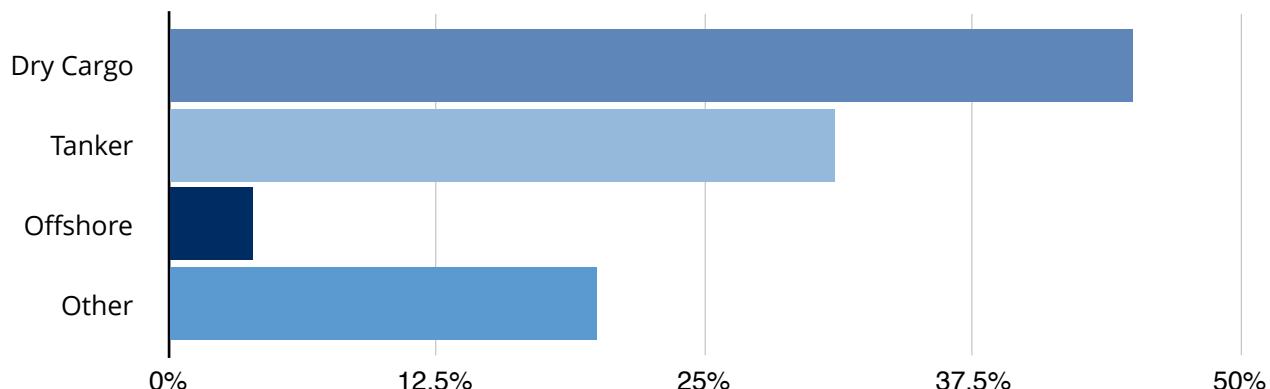
- 29% Executive / Senior Management
- 26% Vessel Operations
- 26% Other (HR / Crewing / Finance / Admin)
- 22% Broking / Chartering / Trading
- 19% Technical / HSEQ
- 17% P&I / Legal / Insurance

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

- 36% Asia Pacific (down from 60% in last year's survey)
- 28% Europe
- 15% Middle East (up from 7% in last year's survey)

Job security and employment opportunities

61% of our survey participants indicated they are concerned about job security, the same as last year. 47% indicated they are more concerned than they were this time last year.

40% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

When considering a change of job, reputation of employer is most important (59% voted this first) followed by job security.

Salary / Bonus

49% of our participants have seen an increase to their basic salary in the previous 12 months.

69% of respondents within this sector have received a bonus within the last 12 months. Of these 35% received between 1-10% of their salary and 37% received 11-25% of their salary. Only 53% of those receiving a bonus were content with the amount they received, compared to a contentment level of 89% the previous year.

Changing jobs

53% are actively seeking a new job and 36% are not active but are open to offers.

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

Training and development

53% of participants advised that their current employer does not provide any training support.

73% are motivated to participate in training in order to enhance the skills they need to develop their career.

Diversity and discrimination

59% of participants ranked this as either extremely or very important.

39% know their employer has a diversity and inclusion policy, 42% know their employer does not and 19% don't know.

71% of participants feel their employer could do more to achieve a diverse and inclusive workforce.

22% believe they have been discriminated at work and 18% declined to answer the question.

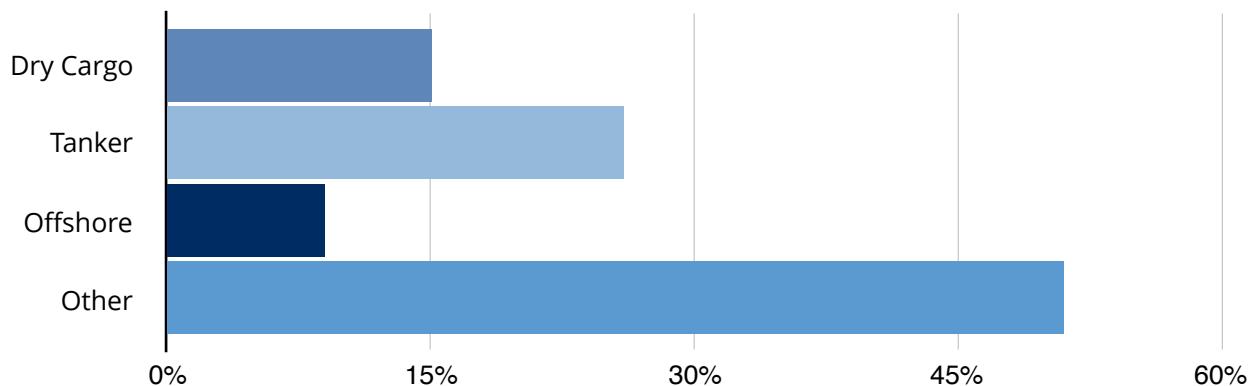
Of those who feel they have been discriminated against, the following were the rankings:

1. Nationality
2. Gender
3. Ethnicity
4. Gender

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
- 24% Europe (down from 41% last year)
- 14% USA / Canada (did not feature last year)

Job security and employment opportunities

58% of our survey participants indicated they are concerned about job security. 31% are more concerned than they were this time last year.

53% feel more confident about employment opportunities this year within the maritime industry compared to the previous year

When considering a career move, the reputation of the employer ranks highest in terms of importance with 59% of respondents voting this first.

Salary / Bonus

46% have received a salary increase in the last 12 months.

57% of respondents have received a bonus in the last 12 months. Of those who did receive a bonus, 17% received between 1-10% of their annual salary and 36% received between 11-25% of their annual salary. Of those who did receive a bonus, 66% were happy with the amount they received compared to 64% last year.

Changing jobs

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

56% of respondents in this category are actively seeking a new role and 43% are open to offers.

Training and development

42% of participants advised that their current employer does not provide any training support.

71% are motivated to participate in training in order to gain industry specific knowledge.

Diversity and Discrimination

76% of participants ranked this as either extremely or very important.

47% know their employer has a diversity and inclusion policy, 32% know their employer does not and 21% don't know.

73% of participants feel their employer could do more to achieve a diverse and inclusive workforce.

29% believe they have been discriminated at work and 12% declined to answer the question.

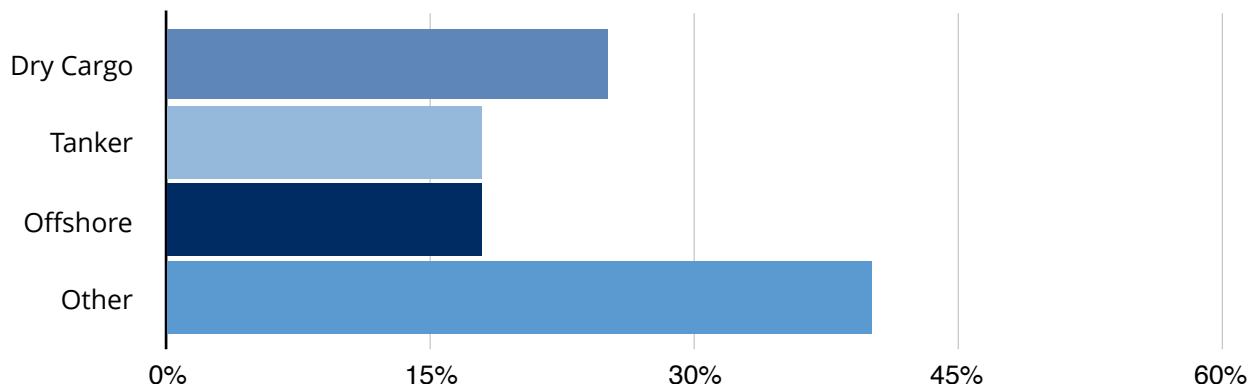
Of those who feel they have been discriminated against, the following were the rankings:

1. Nationality
2. Ethnicity / Age
3. Gender

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

- 62% Asia Pacific (44% last year)
- 23% Europe (36% last year)
- 9% Middle East

Job security and employment opportunities

56% of our survey participants indicated they are concerned about job security. 38% feel more concerned than they were this time last year.

46% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

When considering a career move, job security ranks highest in terms of importance with 53% of respondents voting this first.

Salary / Bonus

35% have received a salary increase in the last 12 months.

53% of respondents have received a bonus in the last 12 months compared. Of those who did receive a bonus, 40% received between 1-10% of their annual salary and 33% received between 11-25% of their annual salary. Of those who did receive a bonus, 60% were happy with the amount they received.

Changing jobs

22% of our survey participants have changed jobs in the last 12 months.

40% of respondents in this category are actively seeking a new role and 54% are open to offers.

Training and development

25% of participants advised that their current employer does not provide any training support.

79% are motivated to participate in training in order to gain industry specific knowledge.

Diversity and Discrimination

59% of participants ranked this as either extremely or very important.

44% know their employer has a diversity and inclusion policy, 29% know their employer does not and 27% don't know.

59% of participants feel their employer could do more to achieve a diverse and inclusive workforce.

19% believe they have been discriminated at work and 15% declined to answer the question.

Of those who feel they have been discriminated against, the following were the rankings:

1. Nationality
2. Ethnicity
3. Education

P&I, LEGAL, INSURANCE

Region considered to offer the most opportunity for jobs in shipping

- 43% Asia Pacific (up from 33% last year)
- 39% Europe (up from 25% last year)
- 16% Asia Pacific

Job security and employment opportunities

36% of our survey participants indicated they are concerned about job security. 23% are more concerned than they were this time last year.

42% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

When considering a career move, reputation of employer ranked highest in terms of importance with 62% of respondents voting this first.

Salary / Bonus

50% have received a salary increase in the last 12 months.

68% of respondents have received a bonus in the last 12 months. Of those who did receive a bonus, 47% were happy with the amount they received.

Changing jobs

22% of our survey participants have changed jobs in the last 12 months.

31% of respondents in this category are actively seeking a new role and 54% are open to offers.

Training and development

17% of participants advised that their current employer does not provide any training support.

87% are motivated to participate in training in order to enhance the skills they need to develop their career.

Diversity and Discrimination

83% of participants ranked this as either extremely or very important.

74% know their employer has a diversity and inclusion policy, 4% know their employer does not and 22% don't know.

39% of participants feel their employer could do more to achieve a diverse and inclusive workforce.

17% believe they have been discriminated at work, 70% have not and 13% declined to answer the question.

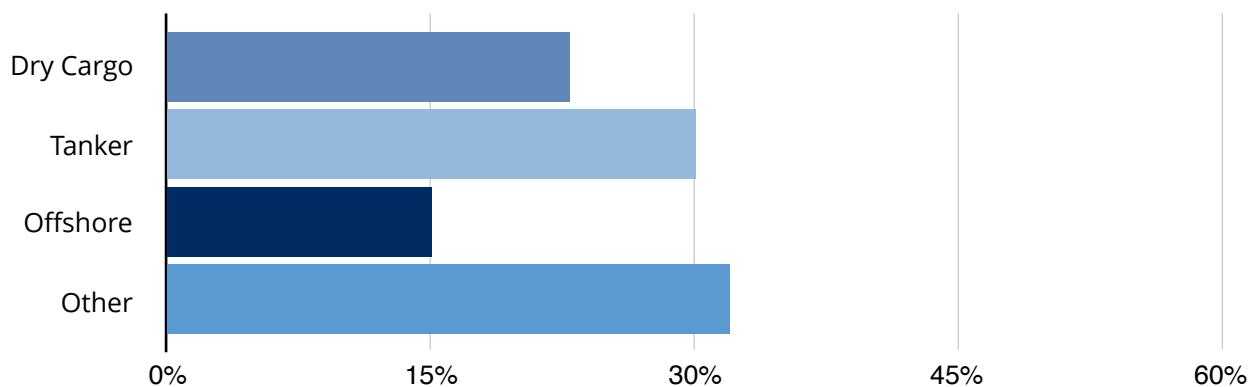
Of those who feel they have been discriminated against, the following were the rankings:

1. Gender
2. Nationality
3. Age

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 (this was 58% last year)
- 34% Europe (26% last year)
- 7% Middle East

Job security and employment opportunities

66% of our survey participants indicated they are concerned about job security. 33% are more concerned than they were this time last year.

58% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

When considering a career move, job security ranks highest in terms of importance with 62% of respondents voting this first.

Salary / Bonus

39% have received a salary increase in the last 12 months compared to 32% in 2017, 36% in 2016 and 54% in 2015.

46% of respondents have received a bonus in the last 12 months. Of those who did receive a bonus, 40% 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, only 55% were happy with the amount they received.

Changing jobs

26% of our survey participants have changed jobs in the last 12 months.

58% of respondents in this category are actively seeking a new role and 41% are open to offers.

Training and development

39% of participants advised that their current employer does not provide any training support.

77% are motivated to participate in training in order to enhance the skills they need to develop their career.

Diversity and Discrimination

74% of participants ranked this as either extremely or very important.

53% know their employer has a diversity and inclusion policy, 31% know their employer does not and 16% don't know.

74% of participants feel their employer could do more to achieve a diverse and inclusive workforce.

26% believe they have been discriminated at work, 60% have not and 14% declined to answer the question.

Of those who feel they have been discriminated against, the following were the rankings:

1. Nationality
2. Ethnicity
3. Age

OTHER

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

Region considered to offer the most opportunity for jobs in shipping

- 33% Europe (same as last year)
- 29% Asia Pacific (42% last year)
- 12% UK

Job security and employment opportunities

64% of our survey participants indicated they are concerned about job security compared to 60% in 2017, 63% in 2016. 40% are more concerned than they were this time last year.

57% feel more confident about employment opportunities this year within the maritime industry compared to the previous year (this figure was 62% last year).

When considering a career move, job security ranks highest in terms of importance with 57% of respondents voting this first.

Salary / Bonus

36% have received a salary increase in the last 12 months compared to 44% in 2017, 40% in 2016 and 48% in 2015.

39% of respondents have received a bonus in the last 12 months. Of those who did receive a bonus, 49% received between 1-10% of their annual salary and 23% received between 11-25% of their annual salary. Of those who did receive a bonus, only 56% were happy with the amount they received.

Changing jobs

22% of our survey participants have changed jobs in the last 12 months.

59% of respondents in this category are actively seeking a new role and 35% are open to offers.

Training and development

40% of participants advised that their current employer does not provide any training support.

76% are motivated to participate in training in order to gain industry specific knowledge.

Diversity and Discrimination

69% of participants ranked this as either extremely or very important.

43% know their employer has a diversity and inclusion policy, 27% know their employer does not and 30% don't know.

70% of participants feel their employer could do more to achieve a diverse and inclusive workforce.

26% believe they have been discriminated at work, 57% have not and 17% declined to answer the question.

Of those who feel they have been discriminated against, the following were the rankings:

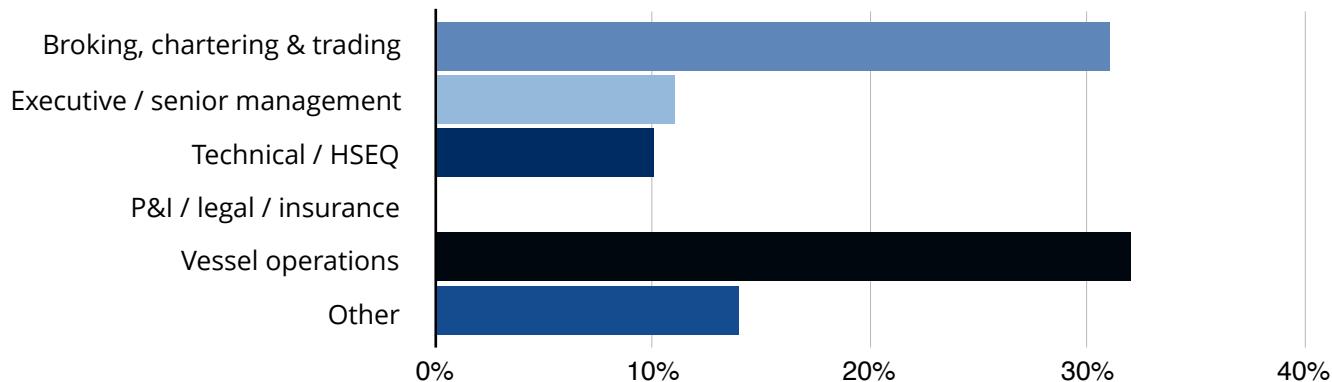
1. Nationality
2. Age
3. Ethnicity

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

- 32% Asia Pacific
- 27% Europe
- 14% UK

Job security and employment opportunities

59% of participants are concerned about their current position, 37% of these being more concerned than this time last year.

55% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

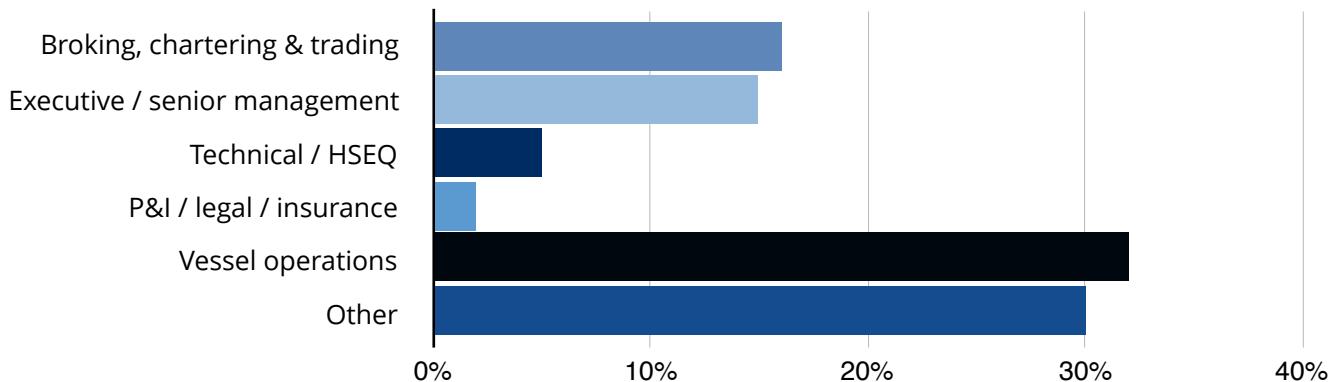
59% have received a bonus within the last 12 months of which 46% received 1-10% of salary and 24% received 28% of salary. 56% were happy with their bonus, significantly down from the 90% who were happy with their bonus last year.

48% of participants have received a pay rise within the last 12 months.

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

- 38% Europe (same as last year)
- 26% Asia Pacific (down from 46% last year)
- 12% Middle East

Job security and employment opportunities

55% of participants are concerned about their current position, 34% 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.

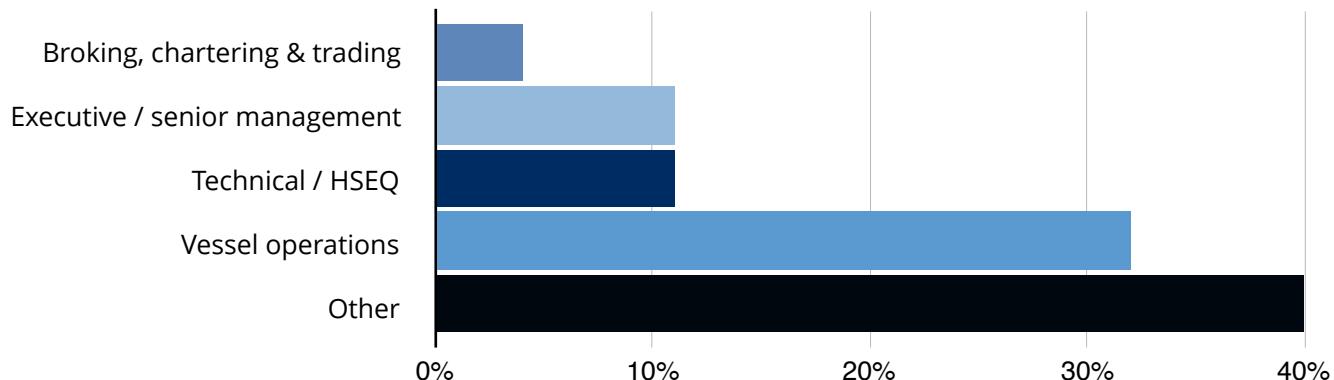
55% have received a bonus within the last 12 months of which 30% received 1-10% of salary and 39% received 11-25% of salary. 65% were happy with their bonus.

33% of participants have received a pay rise within the last 12 months.

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

- 32% Europe (19% last year)
- 30% Asia Pacific (37% last year)
- 15% Middle East

Job security and employment opportunities

72% of participants are concerned about their current position, 33% of these being more concerned than this time last year.

60% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

34% have received a bonus within the last 12 months of which 44% received 1-10% of salary and 25% received 11-25% of salary. 56% were happy with their bonus.

29% of participants have received a pay rise within the last 12 months.

RESULTS BY GEOGRAPHY

EUROPE

Region considered to offer the most opportunity for jobs in shipping

- 54% Europe
- 18% UK
- 13% Asia Pacific

Job security and employment opportunities

54% of participants are concerned about their current position, 31% of these being more concerned than this time last year.

53% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

49% have received a bonus within the last 12 months of which 44% received 1-10% of salary and 35% received 11-25% of salary.

37% of participants have received a pay rise within the last 12 months.

USA & CANADA

Region considered to offer the most opportunity for jobs in shipping

- 45% USA/Canada
- 15% Europe
- 13% Middle East

Job security and employment opportunities

67% of participants are concerned about their current position, 52% of these being more concerned than this time last year.

58% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

44% have received a bonus within the last 12 months of which 29% received 1-10% of salary and 28% received 11-25% of salary.

41% of participants have received a pay rise within the last 12 months.

MIDDLE EAST

Region considered to offer the most opportunity for jobs in shipping

- 70% Middle East
- 18% Europe
- 5% Asia Pacific

Job security and employment opportunities

71% of participants are concerned about their current position, 46% of these being more concerned than this time last year.

71% feel more confident about employment opportunities this year within the maritime industry compared to the previous year.

50% have received a bonus within the last 12 months of which 26% received 1-10% of salary and 25% received 11-25% of salary.

42% of participants have received a pay rise within the last 12 months.

INDIAN SUB-CONTINENT

Region considered to offer the most opportunity for jobs in shipping

- 40% Asia Pacific
- 22% Indian Sub-Continent
- 15% Middle East

Job security and employment opportunities

71% of participants are concerned about their current position, 39% 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.

43% have received a bonus within the last 12 months of which 39% received 1-10% of salary and 43% received 11-25% of salary.

45% of participants have received a pay rise within the last 12 months.

ASIA PACIFIC

Region considered to offer the most opportunity for jobs in shipping

- 86% Asia Pacific
- 5% Europe
- 3% UK

Job security and employment opportunities

67% of participants are concerned about their current position, 43% of these being more concerned than this time last year.

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

55% have received a bonus within the last 12 months of which 34% received 1-10% of salary and 24% received 11-25% of salary.

43% of participants have received a pay rise within the last 12 months.

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 and/or Coracle Online.

ABOUT CORACLE MARITIME

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*
