

**Sayı** : 38591462-400-2020-2698

08.10.2020

Konu : 2021 Gemi İnsanı İşgücü Raporu Anketi Hk.

Sirküler No: 1117

Sayın Üyemiz,

Uluslararası Deniz Ticaret Odası (ICS) tarafından gönderilen 6 Ekim 2020 tarihli ve MT(20)14 sayılı yazıda, ICS, Baltık ve Uluslararası Denizcilik Konseyi (BIMCO) işbirliğinde geliştirilen, bir önceki adıyla Gemiadamı İşgücü (Manpower) Raporunun yerini almak üzere, gemi işletmecilerinin, acentelerin ve hükümetlerin eğitim ve istihdam stratejilerini geliştirmek adına ihtiyaç duyduğu piyasa bilgisine ulaşabilmelerini teminen, gemi personeli tedarikinde, çeşitli gemi tiplerinde hizmet vermeye nitelikli gemi insanların sayısının belirlenmesi ve gemi personeli istihdam ve eğitimleri süreçlerinde karşılaşılan güçlüklerin analiz edilmesi maksadıyla yeni "2021 Gemi İnsanı İşgücü Raporunun (Seafarer Workforce Report)" oluşturulmasında değerlendirilmek üzere bir anket yayımlandığı belirtilmektedir.

Bünyesinde gemi işleten firmalar ya da gemilere personel gönderen gemi insanı istihdam acenteleri tarafından doldurulması istenilen anket formu verilerinin, gemi insanların küresel arz talep dengesinin belirlenmesinde kullanılacağı, anket katılımcısı firmaların bilgilerinin gizli tutulacağı ve proje sonunda silineceği bilgisi verilmektedir. Anket içeriğinde cevaplandırılan her sayfanın, bir sonraki sayfaya geçmeden önce kaydedildiği ve istenildiğinde tekrar dönüş yapılarak değiştirilebileceği belirtilmektedir.

Takribi 30 dakika sürebileceği öngörülen ankete <https://bit.ly/3loWNRn> linkinden erişim sağlanabileceği bildirilmekte olup, anketin 30 Kasım 2020 tarihine kadar doldurulması talep edilmektedir.

Bilgilerinize ve gereğine arz/rica ederim.

Saygılarımla,

İsmet SALİHOĞLU
Genel Sekreter**Ek:**

ICS Yazısı ve Ekleri (19 sayfa)

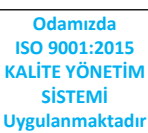
Dağıtım:

Gereği:

- Tüm Üyeler (WEB sayfası ve e-posta ile)
- İMEAK DTO Şube ve Temsilcilikleri
- Türk Armatörler Birliği
- S.S. Gemi Armatörleri Motorlu Taşıyıcılar Kooperatifi

Bilgi:

- Yönetim Kurulu Başkan ve Üyeleri
- İMEAK DTO Meclis Eğitim ve İstihdam Komisyonu Başkan ve Üyeleri

Bu belge, 5070 sayılı Elektronik İmza Kanuna göre Güvenli Elektronik İmza ile İmzalanmıştır.

Evrakı Doğrulamak İçin : <https://ebys.denizticaretodasi.org.tr/enVision/Dogrula/KR5M0R>
Bilgi için: Serkan İNAL **Telefon:** 02122520130/157 **E-Posta:** serkan.inal@denizticaretodasi.org.tr
 Meclis-i Mebusan Caddesi No:22 34427 Fındıklı-Beyoğlu-İSTANBUL/TÜRKİYE
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Web: www.denizticaretodasi.org.tr **E-mail:** iletisim@denizticaretodasi.org.tr **KEP:** imeakdto@hs01.kep.tr





- GİSBİR (Türkiye Gemi İnşa Sanayicileri Birliği Derneği)
- VDAD (Vapur Donatanları ve Acenteleri Derneği)
- KOSDER (Koster Armatörleri ve İşletmecileri Derneği)
- ROFED (Kabotaj Hattı Ro-Ro ve Feribot İşletmecileri Derneği)
- TAİS (Türk Armatörleri İşverenler Sendikası)
- Türk Uzakyol Gemi Kaptanları Derneği
- GEMİMO (Gemi Makineleri İşletme Mühendisleri Odası)
- TMMOB GMO (Gemi Mühendisleri Odası)
- 44 No.lu Deniz Eğitimi, Mühendislik, Danışmanlık ve Denizde Destek Faaliyetleri Meslek Komitesi Başkan ve Üyeleri

Bu belge, 5070 sayılı Elektronik İmza Kanuna göre Güvenli Elektronik İmza ile İmzalanmıştır.



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This Circular and its attachments (if any) are confidential to the intended recipient and may be privileged. If you are not the intended recipient you should contact ICS and must not make any use of it.

6 October 2020

MT(20)14

TO: MANNING & TRAINING SUB-COMMITTEE

**Copy: Marine Committee
All Full and Associate Members (for information)**

REQUEST TO SEND QUESTIONNAIRES: SHIPPING COMPANY QUESTIONNAIRE DEVELOPED FOR BIMCO ICS SEAFARER WORKFORCE REPORT 2021 (FORMALLY MANPOWER REPORT)

Action required: Members are kindly requested to share the link to the Online Questionnaire for Shipping Companies (attached at Annex A) with member shipping companies to facilitate the collection of data for the preparation of the Seafarer Workforce Report 2021 (previously the Manpower Report). The report aims to provide estimates of the global supply and demand for seafarers and has traditionally been prepared every five years since 1990. The Questionnaire for Companies collects information specifically on operational crewing levels, the nationalities of seafarers, trends in the recruitment and retention of seafarers, identification of any shortages of seafarers qualified to serve in certain capacities or ship types, and other challenges that companies may be facing related to the training of seafarers and manning of their ships. Shipping Companies are kindly requested to submit their Questionnaires by 30th November 2020. Finally, please also find attached at Annex B a PDF copy of the Questionnaire for Shipping Companies (for Members' reference only).

Background

BIMCO and ICS are currently preparing the joint Seafarer Workforce Report 2021, (previously the Manpower report), which aims to provide estimates of the global supply and demand for seafarers. It has traditionally been prepared every five years since 1990 and is the trusted source of information on the global situation related to seafarer training and ship's crewing.

The main data collection method for this joint report is through the analysis of Questionnaires, and this year's report relies on the distribution of Questionnaires to a) Maritime Administrations, b) Shipping Companies and c) MET Institutions. The data collected via these questionnaires will enable the report to identify the key issues and trends in seafarer supply and demand in 2020.

The **Questionnaire for Shipping Companies** aims to collect information for BIMCO and ICS to use specifically on operational crewing levels, the nationalities of seafarers, trends

in the recruitment and retention of seafarers, identification of any shortages of seafarers qualified to serve in certain capacities or ship types, and other challenges that companies may be facing related to the training of seafarers and manning of their ships.

The Questionnaire is designed to be completed by those responsible for overseeing crew management and should take approximately 20 minutes to complete. We kindly ask that member companies complete and submit this questionnaire by **30th November 2020**.

Members are therefore kindly requested to share the link to the online questionnaire attached Annex A with their respective member shipping companies. For members' reference only, a PDF copy of the online survey is attached at Annex B.

Members are further encouraged to direct any questions regarding this request to the undersigned at georgia.spencer-rowland@ics-shipping.org.

Georgia Spencer-Rowland
Policy Officer



SEAFARER WORKFORCE REPORT 2021



International
Chamber of Shipping
Shaping the Future of Shipping

BIMCO and ICS are currently preparing the joint Seafarer Workforce Report 2021, (previously the Manpower report), which aims to provide estimates of the global supply and demand for seafarers. It has traditionally been prepared every five years since 1990 and is the trusted source of information on the global situation related to seafarer training and ship's crewing.

The **Questionnaire for Companies** aims to collect information for BIMCO and ICS to use in the preparation of the Seafarer Workforce Report 2021, specifically on operational crewing levels, the nationalities of seafarers, trends in the recruitment and retention of seafarers, identification of any shortages of seafarers qualified to serve in certain capacities or ship types, and other challenges that companies may be facing related to the training of seafarers and manning of their ships.

This questionnaire concerns the seafarers on board the ships operated by your company. If you do not employ or supply the seafarers that operate your ships, you may prefer to forward this questionnaire to the crew management companies responsible for the crewing of your ships, alternatively please send us their contact details by email (marinesurveys@bimco.org)

As such, please find below a **link to the Online Questionnaire for Shipping companies**, (one survey per company), designed to be completed by those responsible for overseeing crew management. This survey should take approximately 20 minutes to complete. We kindly ask that you complete and submit this questionnaire by **30th November 2020**. Please note, you can save and go back to the questionnaire as many times as required before you 'submit'.

ACCESS Shipping Company Questionnaire : <https://form.jotform.com/202032204253941>

Should you require any assistance in completing the questionnaire, please do not hesitate to contact the above email address. Thank you for your time and effort in completing this questionnaire.

SEAFARER WORKFORCE REPORT 2021

Please note, this survey should be completed on JotForm:

<https://form.jotform.com/202032204253941>

The questions below are included for reference only.

Questionnaire for Companies

BIMCO and ICS are preparing the Seafarer Workforce Report 2021 (previously Manpower report), which aims to provide estimates of the global supply and demand for seafarers. It has traditionally been prepared every five years since 1990 and is the trusted source of information on the global situation related to seafarer training and ship's crewing.

The Questionnaire for Companies aims to collect information for BIMCO and ICS to use in the preparation of the Seafarer Workforce Report 2021, specifically on operational crewing levels, the nationalities of seafarers, trends in the recruitment and retention of seafarers, identification of any shortages of seafarers qualified to serve in certain capacities or ship types, and other challenges that companies may be facing related to the training of seafarers and manning of their ships.

This questionnaire concerns the seafarers on board the ships operated by your company. If you do not employ or supply the seafarers that operate your ships, you may prefer to forward this questionnaire to the crew management companies responsible for the crewing of your ships.

This survey should take approximately **30 minutes** to complete.

If you believe there is a more appropriate person/department to answer this questionnaire, please forward it to them or please send us their contact details by email (marinesurveys@bimco.org).

Privacy and Data Protection

- We will use the information provided to estimate the global supply and demand for seafarers, which will be reported in the Seafarer Workforce Report 2021.
- We will not pass on your personal information to any third parties.
- All personal information collected on the JotForm will remain confidential, and will be deleted upon completion of the project.
- Until the report is published, all inputted data in response to the questions will remain strictly confidential to the project members of BIMCO and ICS.

By completing and submitting this questionnaire, you give BIMCO and ICS consent to keep and use your personal information in accordance with this notice and the respective privacy policies of BIMCO and ICS.

[BIMCO Privacy Policy](#)

[ICS Privacy Policy](#)

Furthermore, as responses are being collected via the Jotform platform, which has its own [JotForm Privacy policy](#), this applies to all data handled by JotForm. JotForm is fully compliant with the [European Union's General Data Protection Regulation \(GDPR\)](#).

Should you require any assistance in completing the questionnaire, please do not hesitate to contact marinesurveys@bimco.org.

Thank you for your time and effort in completing this questionnaire.

General Information

Name of the Company

Location of Headquarters

1. How would you describe your Company's main activity? (Tick as appropriate)

Ship owning and operating

Ship manager

Crew manager

2. How many ships does your company own/manage and/or provide crew management services to?

Number of ships:

3. What type of ships (and how many) does your company operate? (Tick all that apply)

General cargo ships (Number of ships:)

Bulk carriers (Number of ships:)

Container ships (Number of ships:)

Oil tankers (Number of ships:)

Chemical tankers (Number of ships:)

LPG Carriers (Number of ships:)

LNG (Number of ships:)

Offshore vessels (Number of ships:)

Passenger ships (cruise) (Number of ships:)

Passenger ships (ferry) (Number of ships:)

Other (please specify below) (Number of ships:)

4. How many seafarers (officers) are employed to operate your ships?

• Total number of officers:

• What percentage of these officers are women ? %

5. How many seafarers (ratings) are employed to operate your ships?

• Total number of ratings:

• What percentage of these ratings are women ? %

Operational crewing levels

6. What are the normal operational manning levels for each of the ship type your company operates?

NB: Operational crewing levels means the **actual crew complement of a ship** which may not necessarily be the same as the minimum safe manning document (MSMD) of the ship specifies

STCW Regulation	Ship Size	No. of STCW certified Officers	No. of STCW certified Ratings
General Cargo Ships	50,000 DWT and above		
	30,000 – 49,999 DWT		
	10,000 – 29,999 DWT		
	Up to 9,999 DWT		
Bulk Carriers	100,000 DWT and above		
	65,000 – 99,999 DWT		
	40,000 – 64,999 DWT		
	10,000 – 39,999 DWT		
	Up to 9,999 DWT		
Container Ships	14,500 TEU or more		
	10,000 – 14,499 TEU		
	5,000 – 10,000 TEU		
	3000 – 4,999 TEU		
	Up to 2,999 TEU		
Oil Tankers	200,000 DWT and above		
	120,000 – 199,999 DWT		
	80,000 – 119,999 DWT		
	60,000 – 79,999 DWT		
	10,000- 59,999 DWT		
	Up to 9,999 DWT		
Chemical Tankers	30,000 DWT and above		
	20,000 – 29,999 DWT		
	10,000 – 19,999 DWT		
	Up to 9,999 DWT		
LPG Carriers	75,000 m ³ and above		
	40,000 – 74,999 m ³		
	20,000 – 39,999 m ³		
	10,000 – 19,999 m ³		
	Up to 9,999 m ³		

LNG Carriers	200,000 m ³ and above		
	100,000 – 199,999 m ³		
	50,000 – 99,999 m ³		
	Up to 49,999 m ³		
Offshore Vessels	5000 GT and above		
	3,000 – 4,999 GT		
	1,000 – 2,999 GT		
	Up to 999 GT		
Passenger Ships (Cruise)	200,000 GT and above		
	150,000 to 199,999 GT		
	100,000 to 149,999 GT		
	50,000 to 99,999 GT		
	Up to 49,999 GT		
Passenger Ships (Ferry)	50,000 GT and above		
	40,000 to 49,999 GT		
	20,000 to 39,999 GT		
	Up to 19,999 GT		
Other	70,000 DWT and above		
	40,000 – 69,999 DWT		
	10,000 – 39,999 DWT		
	Up to 9,999 DWT		

7. How have the normal operational manning levels for each of the ship types operated by your company changed over the last five years? (Tick as appropriate and provide further detail)

General cargo ships: (Tick as appropriate)

Officers

Increased

Decreased

Remained about the Same

By how many Officers

Ratings

Increased

Decreased

Remained about the same

By how many Ratings

Reasons ?

Bulk carriers

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

Container ships

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

Oil tankers

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

LPG Carriers

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

LNG Carriers

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

Offshore vessels

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

Passenger ships (Cruise)

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

Passenger ships (Ferry)

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

Other type

Officers

- Increased
- Decreased
- Remained about the Same

By how many Officers

Ratings

- Increased
- Decreased
- Remained about the same

By how many Ratings

Reasons ?

Nationalities of Officers and Ratings

8. What are the main STCW nationalities of the officers that operate your ships and what are their contract length periods?

Nationality 1	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>
Nationality 2	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>
Nationality 3	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>
Nationality 4	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>
Nationality 5	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>

9. What are the main nationalities of the ratings that operate your ships and what are their contract length periods?

Nationality 1	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>
Nationality 2	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>
Nationality 3	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>
Nationality 4	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>
Nationality 5	<input type="text"/>	Contract length (months) Seniors	<input type="text"/>	Juniors	<input type="text"/>

Length of service periods and Seafarer-Berth Ratios

10. What are the normal Seafarer-Berth Ratios for each of the ship types operated by your company today?

NB: Seafarer-Berth Ratio (SBR) means the ratio of the seafarers required to fill each position on board a ship taking into account leave entitlement, training needs, and other activities.

E.g – A Seafarer-Berth Ratio of 2:1 would mean that for every officer position (berth) on your ships to be filled, there will be, at any given time two officers, one serving on board and another on leave. In this case, please input “2” in the ‘seafarers’ column.

E.g – A Seafarer-Berth Ratio of 1.5:1 would mean that for every two officer positions (berths) on your ships to be filled, there will be, at any given time, three officers, two serving on board and one on leave to relieve as and when required. In this case, please input “1.5” in the ‘seafarers’ column.

Ship Type	Officers		Ratings	
	Seafarers	Berth	Seafarers	Berth
General cargo ships		1		1
Bulk carriers		1		1
Container ships		1		1
Oil tankers		1		1
Chemical tankers		1		1
LPG Carriers		1		1
LNG		1		1
Offshore vessels		1		1
Passenger ships (cruise)		1		1
Passenger ships (ferry)		1		1
Other (please specify below)		1		1

Reasons, if any

Recruitment and Retention

11. How many new officers have you employed over the past 5 years?

(a) How many of these officers are women?

12. How many new officers have you employed in 2020?

(a) How many of these officers are women?

13. How easy or difficult do you find it to employ an officer and rating for one of your ships from outside your company (external candidate)? Tick as appropriate.

(a) Officers

- Very Easy
- Easy
- Moderate / Neutral
- Difficult
- Very difficult

(b) Ratings

- Very Easy
- Easy
- Moderate / Neutral
- Difficult
- Very difficult

14. How easy or difficult do you find it to employ for the following positions (excluding internal promotion):
(Circle as appropriate)

(a) Navigational Officers – Management Level

Very Easy > Easy > Moderate/Neutral > Difficult > Very Difficult

(b) Navigational Officers – Operational Level

Very Easy > Easy > Moderate/Neutral > Difficult > Very Difficult

(c) Engineer Officers – Management Level

Very Easy > Easy > Moderate/Neutral > Difficult > Very Difficult

(d) Engineer Officers – Operational Level

Very Easy > Easy > Moderate/Neutral > Difficult > Very Difficult

(e) Electro-Technical Officers – Operational Level

Very Easy > Easy > Moderate/Neutral > Difficult > Very Difficult

(f) Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level

Very Easy > Easy > Moderate/Neutral > Difficult > Very Difficult

(g) Deck Ratings

Very Easy > Easy > Moderate/Neutral > Difficult > Very Difficult

(h) Engine Ratings

Very Easy > Easy > Moderate/Neutral > Difficult > Very Difficult

15. What do you consider to be the biggest challenge in finding the right candidate? (select one)

- STCW certification and relevant special certificates / endorsements
- Experience in general
- Experience on a specific ship type
- Candidate competency (e.g. Ship handling, Technical knowledge)
- Other aspects (e.g Soft skills, Integrity)

16. What is your general impression of the quality of seafarers? (select one)

- The quality of seafarers is getting better
- The quality of seafarers is getting worse
- No significant change in the quality of seafarers

(a) If you have selected [The quality of seafarers if getting worse] please advise if there any actions that you are taking in order to address this issue?

17. How many new cadets/trainees have you employed over the past 5 years?

- Officer cadets
- Rating trainees

18. What percentage of these new cadets/trainees are women?

- Officer cadets
- Rating trainees

19. How many officers have left your employment over the past 5 years?

20. How many officers left your employment in 2020?

Outlook related to the supply and demand of seafarers

21. Do you foresee any challenges affecting the supply of a specific position of officers/ratings on a specific ship type that you require onboard ships you operate? (Tick as appropriate)

General cargo ships

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

Bulk carrier

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

Container ships

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

Oil tankers

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

Chemical tankers

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

LPG Carriers

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

LNG

Carriers

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

Offshore vessels

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

Passenger ship (cruise)

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

Passenger ships (ferry)

- Navigational Officers – Management Level
- Navigational Officers – Operational Level
- Engineer Officers – Management Level
- Engineer Officers – Operational Level
- Electro-Technical Officers – Operational Level
- Other Officers (e.g. Dual-Purpose Officers) – Management or Operational Level
- Deck Ratings
- Engine Ratings

Comments

22. If you are starting to look at other seafarer supply countries than those you are already using, what would those be and why?

- Country 1 Reason
- Country 2 Reason
- Country 3 Reason

23. Do you foresee an increase/decrease in demand (crewing) of the number of officers/ratings on board your ships in future? (Tick as appropriate)

- Increase – why?
- Decrease – why?
- No change

24. Are you willing to be contacted if BIMCO and ICS have any further questions?

Yes

No

25. If Yes, please provide contact details:

• Name

• Position

• Email

26. Do you have any other comments to share?