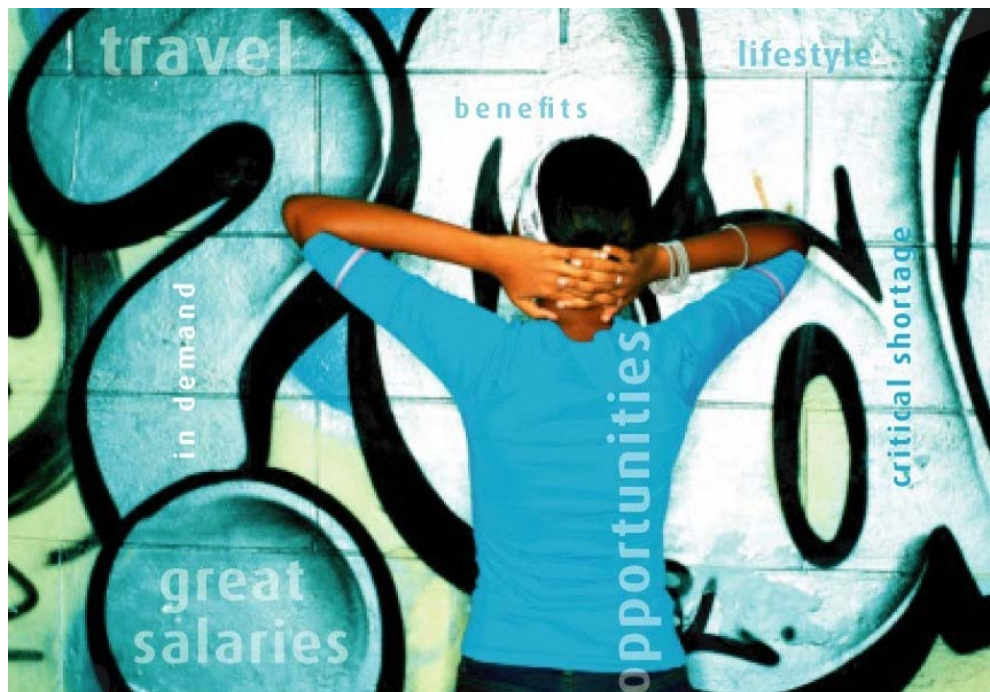


Survey of Female Marine Transportation Professionals



A Supplementary Paper to the *Marine Transportation Human Resources Strategy*

Survey of Female Marine Transportation Professionals



This report is one of a series of papers developed for the Council of Marine Professional Associates (COMPASS) *Marine Transportation Human Resources Strategy*, an initiative undertaken with the assistance of the Labour Market Partnerships Program of the Canada-Newfoundland & Labrador Labour Market Development Agreement.

The overall objective of the COMPASS *Marine Transportation Human Resources Strategy* is to contribute effectively to identifying, attracting, and retaining the future marine transportation workforce.

Responding to this objective provides benefits for the Canadian marine transportation industry by supporting the development of its future workforce; for Canada's coastal regions by providing awareness of rewarding employment and career opportunities; for coastal communities by contributing to the development of a well-paid workforce that is employed around the world but continues to reside in coastal communities and contribute to their sustainability; and for marine education and training institutions by identifying training needs, gaps, and opportunities.

The COMPASS *Marine Transportation Human Resources Strategy*, developed through extensive consultation with the marine transportation industry and related stakeholders, presents progressive strategies to expand and enhance current outreach initiatives; develop and implement targeted outreach to underrepresented groups; and create and sustain an innovative recruitment and retention model based on stakeholder input, diversity, best practices, and collaborative implementation.

To support and inform the development of the *Strategy*, COMPASS commissioned a series of supplementary papers:

- *Recruitment Best Practices in the Marine Transportation Industry*
- *Survey of Seasoned Marine Transportation Personnel Report*
- *Survey of Female Marine Transportation Professionals*
- *Marine Transportation Women's Participation Study*
- *Gender Equity Support and Incentives*

The COMPASS *Marine Transportation Human Resources Strategy* will contribute to recruitment and retention initiatives in the Canadian marine transportation industry for many years to come.

Survey of Female Marine Transportation Professionals

COMPASS (Council of Marine Professional Associates)

P. O. Box 29033

St. John's, NL, A1A 5B5

www.seaforyourself.co

www.compasscanada.info

email: info@seaforyourself.co

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Strategic Directions Inc. (SDI) has prepared this Report for the Council of Marine Professional Associates (COMPASS) based in part upon information provided by COMPASS and others. While SDI believes such information to be reliable, it cannot warrant it. The reader assumes responsibility for decisions made or actions taken based upon this Report.



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1. Introduction

In 2014 the Council of Marine Professional Associates (COMPASS) conducted an online survey of female marine transportation professionals who were currently working in seagoing positions or had worked in seagoing positions and moved to shore-based positions, or who were currently working or had worked in specialized shore-based positions in marine surveying, marine systems design, naval architecture, marine law, etc. The purpose of the survey was to gain the insights and perceptions of female marine transportation professionals on factors affecting recruitment, working conditions, and lifestyle issues relating to occupations in marine transportation. The findings contributed to informing the development of a comprehensive long term marine transportation human resources strategy, the *COMPASS Marine Transportation Human Resources Strategy*.

2. Methodology

The survey was distributed by e-mail to members of COMPASS who were invited to complete the survey themselves if they were part of the target group and to provide the survey link to employees and any others in the target group who might be interested in completing the survey.

The survey was available online during the period August 19 – September 7, 2014. The original closing date was August 31, 2014; however, the collection period was extended to September 7, 2014 to facilitate increased participation.

A total of 114 individuals accessed the survey. Of those 114, seven respondents were male and were not part of the target group. Of the 107 remaining survey participants, seven did not complete the mandatory question as to whether they had seagoing, shore-based, or both seagoing and shore-based experience and therefore did not complete the remaining survey questions. Survey responses were analyzed as a group, and then as a subgroup by type of work experience (i.e., seagoing experience only, shore-based experience only, or both seagoing and shore-based experience). Any notable differences identified in the analysis by subgroup are presented. While the number of survey responses did not meet the sample size required to generalize the findings of the survey to the population of female marine transportation professionals in Canada, the survey does provide the input of 100 women in the marine transportation industry. Generalization of results reported for all survey respondents and for subgroups to the population of female marine transportation professionals in Canada is not recommended. Also the opinions expressed by respondents reflect a snapshot in time only.

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The number of respondents who answered a question or an answer option in a question is represented by 'N' in the tables and charts.

For those survey questions with a scale of agreement the categories “strongly disagree,” “disagree” and “somewhat disagree” have been combined as “disagree.” The categories “strongly agree,” “agree” and “somewhat agree” have been combined as “agree.” The category “prefer not to comment” is reported as a separate category.

3. Profile of Participants

3.1 Gender

This survey targeted female participants. Any survey participant who indicated male gender was thanked for his interest and the survey was concluded. A total of 107 survey participants indicated they were female.

3.2 Permanent Residence

Survey participants were asked to indicate the location of their permanent residence. A total of 84 individuals responded to this question. The highest percentage (36.90%) of respondents reported that their permanent residence was in Newfoundland and Labrador. Nova Scotia and Ontario were each the resident province of 17.86% of the respondents. (See Chart 1)

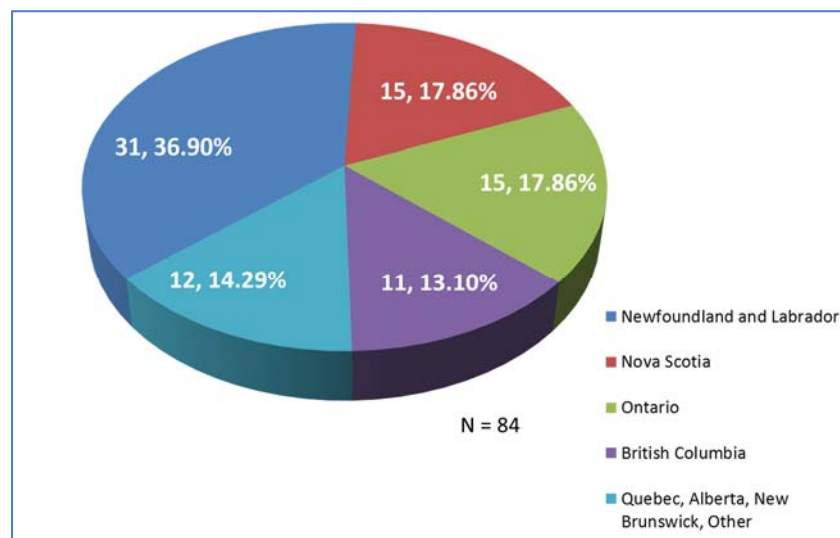


Chart 1 - Location of Permanent Residence

No respondents reported Manitoba, Saskatchewan, Prince Edward Island, North West Territories, Nunavut, or Yukon as the location of their permanent residence.

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3.3 Age Group

Survey participants were asked to indicate their age by choosing the age group category most applicable to them. The highest percentage of respondents (39%) reported being between the ages of 25-34. No respondents reported being 65 or older. (See Chart 2)

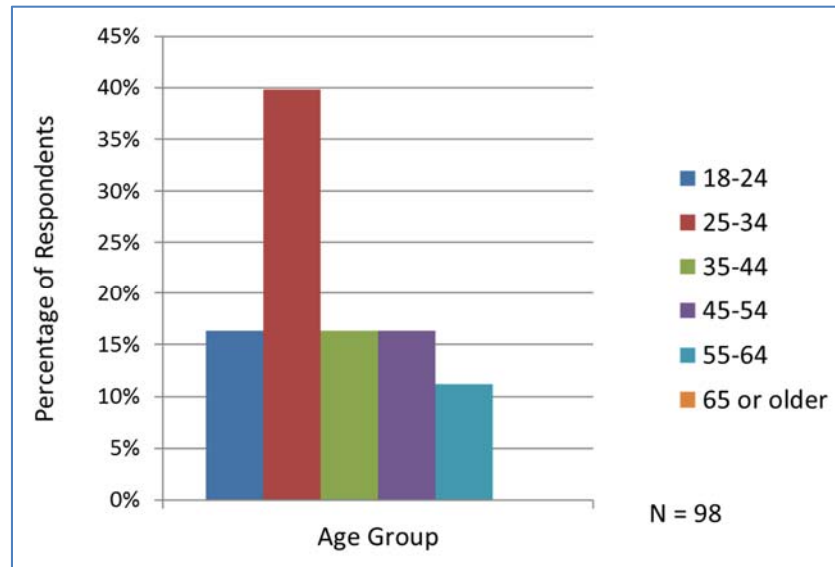


Chart 2 - % of Respondents by Age

Analysis of the age of respondents by experience in seagoing positions only, in shore-based positions only, and in both seagoing and shore-based positions indicated that the majority of respondents in each of the subgroups reported they were between 25-34 years of age. The combined age categories 18-24 and 25-34 represent 55% of respondents. Also notable is that the majority of respondents in the 55-64 age group reported having seagoing experience only. (See Table 1)

Age Group	18-24		25-34		35-44		45-54		55-64		65 or older		Total (N)
	%	n	%	n	%	n	%	n	%	N	%	n	
Seagoing Only	20.00	11	38.18	21	12.73	7	12.73	7	16.36	9	0.00	0	55
Shore-based Only	13.04	3	34.78	8	21.74	5	30.43	7	0.00	0	0.00	0	23
Seagoing and Shore-based	10.00	2	50.00	10	20.00	4	10.00	2	10.00	2	0.00	0	20
Total Respondents		16		39		16		16		11		0	98

Table 1 – % of Respondents by Age and Work Experience

3.4 Marital Status

Survey participants were asked to indicate the marital status most applicable to them. The percentage of respondents was almost evenly split between respondents reporting

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they were single (including separated and divorced) and those reporting they were married/common law.

The highest percentage of respondents (42%) reported they were single (including separated and divorced) with no dependents. Additionally, 34% reported they were married/common law with no dependents. In total, approximately 76% of respondents indicated they did not have dependents. (See Chart 3)

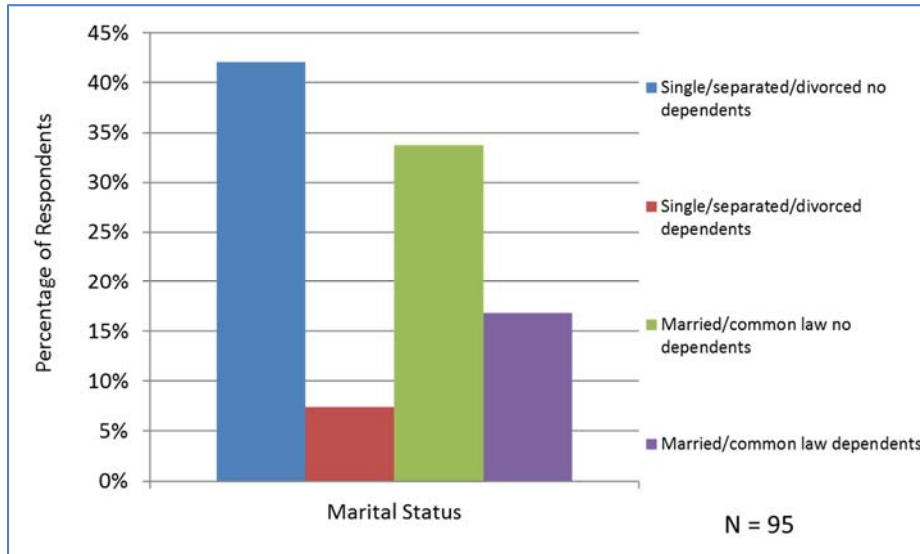


Chart 3 - % of Respondents by Marital Status

As shown in Table 2, approximately 87% (47 of 54) of respondents with seagoing experience only did not have dependents, while 56.52% (13 of 23) of respondents with shore-based experience only and 66.67% (12 of 18) of respondents with both seagoing and shore-based experience did not have dependents.

	Seagoing Only		Shore-based Only		Seagoing and Shore-based		Total Respondents	
	%	n	%	n	%	n	%	N
Dependents/No Dependents								
No Dependents	87.04	47	56.52	13	66.67	12	75.79	72
Dependents	12.96	7	43.48	10	33.33	6	24.21	23
Total (N)	100.00	54	100.00	23	100.00	18	100.00	95

Table 2 – % of Respondents with/without Dependents and Type of Work Experience

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3.5 Current Employment

Survey participants were asked to indicate if they were currently employed in the marine transportation industry. Ninety-nine (99) individuals provided a response. The majority of respondents (89.90%) reported that they were currently employed in the marine transportation industry. (See Chart 4)

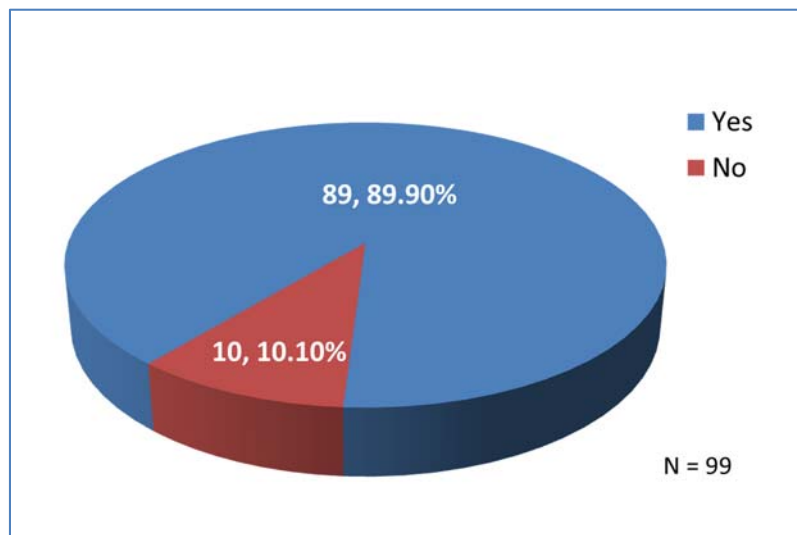


Chart 4 - % of Respondents Currently Employed in the Industry

3.6 Occupations

Survey participants were asked to identify their occupations. A total of 94 participants responded to this question and six did not. The occupations were grouped as shown in Table 3. With the exception of "other" (31.92%), Deck Officer and Catering Personnel were the most often reported occupations, with 23.4% and 20.21% of respondents respectively. Design Personnel (9.58%) was the next most often reported occupation, followed by Engineering (8.51%). (See Table 3)

What is your occupation?	%	N
Deck Officer (Captain, First Officer, Deck Officer)	23.4	22
Ratings (Bridge Watchkeeper, Deckhand, Engineering Watch Rating, Oiler)	3.19	3
Marine Engineering (Chief Engineer, Marine Engineer)	8.51	8
Catering Personnel (Cook, Chief Steward, Steward)	20.21	19
Radio Operator	3.19	3
Design Personnel	9.58	9
Other (Marine Operations Management, Human Resources, Business Personnel, Port Operations, Other)	31.92	30
Total	100.00	94

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Table 3 – % of Respondents by Seagoing and Shore-based Occupation

3.7 Experience

Survey participants were asked to indicate the option that best described their experience in the marine transportation industry. The majority (56%) of the 100 respondents indicated they had experience in a seagoing job only, while 23% reported they had experience in a shore-based job only, and 21% reported they had experience in both seagoing and shore-based jobs. A total of 77% of respondents have had seagoing experience. (See Chart 5)

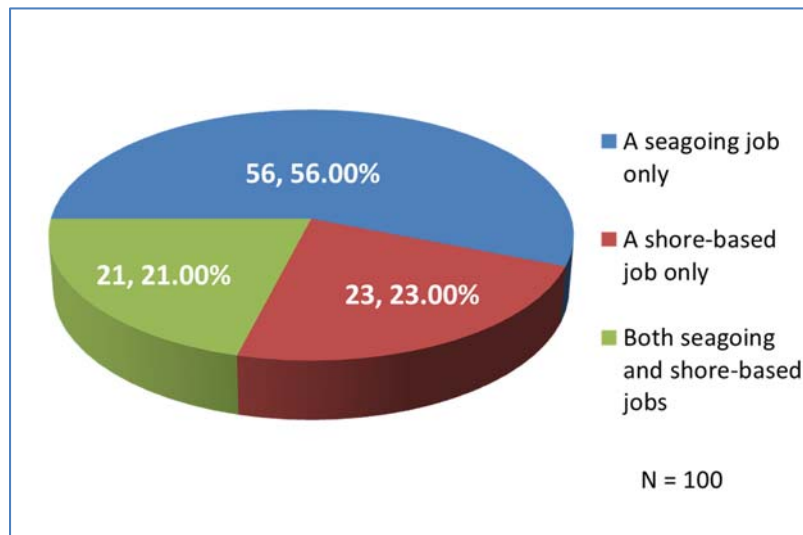


Chart 5 - % of Respondents by Work Experience

4. Perceptions of the Marine Transportation Industry – Seagoing Career

4.1 Experience in a Seagoing Job

Survey participants with seagoing experience were asked how long they had been employed or were currently employed in a seagoing position. A total of 77 survey participants responded to this question. The highest percentage (41.56%) of respondents reported they had been or were currently employed in a seagoing position for less than 5 years. The lowest percentage of respondents (11.69%) comprised those who reported they had been or were currently employed in a seagoing position for 10 years to less than 15 years. More than 71% reported being employed in a seagoing position for less than 10 years. (See Chart 6)

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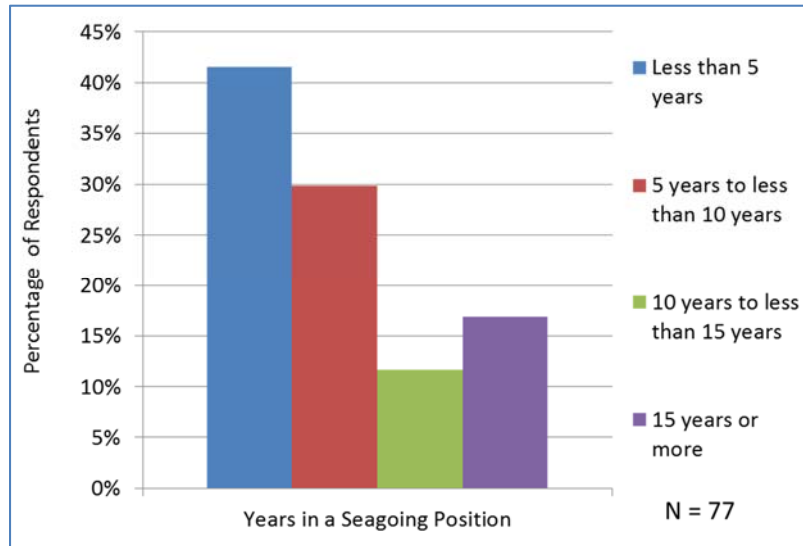


Chart 6 - % of Respondents by Years of Experience in a Seagoing Position

4.2 Factors Affecting the Decision to Pursue a Seagoing Career

Survey participants with seagoing experience (77), including those who have worked in seagoing positions only and those who have worked in both seagoing and shore-based positions were asked to indicate the level of importance they would assign to a number of factors affecting their decision to pursue a seagoing career.

A list of 18 factors which may affect an individual's career decision-making in the marine transportation industry was developed. These factors were derived primarily from the findings of other research and from discussions with individuals working in the industry. The 11 factors which a high percentage of the respondents considered *extremely important* or *very important* are shown in Table 4.

Factor (Seagoing – Pursue)	Extremely Important and Very Important	Extremely Important, Very Important, and Important	N
Interesting Work	77.63%	90.79%	76
Potential income	68.42%	89.47%	76
Personal interest	65.71%	84.29%	70
Safe working environment	64.79%	92.96%	71
Expect high level job satisfaction	63.38%	92.96%	71
Work shifts	56.34%	81.69%	71
Availability of jobs	53.33%	84.00%	75
Potential entry level salary	52.63%	78.95%	76
Mental effort	50.70%	85.92%	71
Opportunity - promotion	47.89%	80.28%	71
Available benefits	47.37%	84.21%	76

Table 4 - Importance of Factors on the Decision to Pursue a Seagoing Career

The five factors most frequently indicated as *extremely important* and *very important* in deciding to pursue a seagoing career were *interesting work*, *potential income*, *personal interest*, *safe working environment*, and *expect high level – job satisfaction*. The five factors most frequently indicated as *extremely important*, *very important*, and *important* were *expect high level – job satisfaction*, *safe working environment*, *interesting work*, *potential income*, and *mental effort*.

Taken together, these rankings indicate that to this group of women the factors which most influenced their decisions to pursue seagoing careers related to satisfying, interesting, and mentally challenging work; potential income; a safe working environment; and personal interest.

4.2.1 Factors Affecting the Decision to Continue to Work in a Seagoing Career

Using the same list of factors that was provided for determining what most affected respondents' decision to pursue a seagoing career, respondents were asked to identify which factors most affected their decision to *continue to work at sea*. The 11 factors to which high percentages of the respondents assigned a level of importance of *extremely important* or *very important*, are shown in Table 5. While there are some variations in the rankings, the factors primarily affecting decisions to continue working in a seagoing career are very comparable to those identified as primarily influencing decisions to pursue a seagoing career.

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The five factors most frequently indicated as *extremely important* and *very important* in respondents' decision to continue to work at sea were *potential income, interesting work, personal interest, safe working environment, and available benefits and availability of jobs* (same ranking), followed closely by *expect high level – job satisfaction*.

The five factors most frequently indicated as *extremely important, very important, and important* were *potential income, available benefits, expect high level – job satisfaction, safe working environment, and availability of jobs*, followed closely by *interesting work and personal interest*.

These responses indicate that in making a decision to continue working in a seagoing position, the focus for these women shifted somewhat toward the importance of income, benefits, and job security (*availability of jobs*). As might be expected *available benefits* ranked higher in making decisions to continue in a seagoing career than in making decisions to pursue a seagoing career and *potential entry level salary* ranked lower.

Despite the slight shift in focus, deciding to continue in a seagoing position was still very strongly influenced by satisfying, interesting, and challenging work and by a safe working environment. In looking at the factors considered *extremely important*, for example, the two receiving the highest percentage of responses were *interesting work* and *personal interest*. A slight shift in focus toward income, benefits, and job security remained strongly underpinned by job satisfaction.

Factor (Seagoing – Continue)	Extremely Important and Very Important	Extremely Important, Very Important, and Important	N
Potential income	71.43%	91.43%	70
Interesting work	67.14%	88.57%	70
Personal interest	65.71%	87.14%	70
Safe working environment	61.43%	90.00%	70
Available benefits	60.00%	91.43%	70
Availability of jobs	60.00%	90.00%	70
Expect high level - job satisfaction	59.42%	91.30%	69
Work shifts	58.57%	80.00%	70
Opportunity - promotion	56.52%	78.26%	69
Mental effort	47.14%	82.86%	70
Live in home province	45.59%	60.29%	68

Table 5 – Importance of Factors on Decision to Continue or Continued to Work at Sea

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The statements *family members/ relatives/ friends work or have worked in the industry and the marine industry or fishery was a way of life in the rural/outport community where I grew up* were identified by many respondents with seagoing experience as *not applicable/relevant* or *not important* in the decision to pursue or to continue working in the marine transportation industry.

4.3 Current Work Environment of Seagoing Jobs

Survey participants with seagoing experience were asked to indicate their level of agreement with a number of statements describing the current work environment of seagoing jobs. Sixty-nine participants responded to this question.

As shown in Chart 7, while a large majority of respondents agreed with the statements that *working at sea provides opportunities for career advancement/promotion for men* (94.2%) *and women* (86.95%), a smaller majority of respondents (71.02%) agreed that there were *equal opportunities for men and women*.

The majority (78.26%) of respondents agreed that *working at sea requires a reasonable amount of administrative work*.

With regard to work leave schedules:

- Less than half the respondents (46.38%) agreed with the statement *work/leave schedules for seagoing jobs allow me to balance family and work life*.
- The majority (85.50%) of respondents agreed that *work/leave schedules for seagoing jobs provide opportunities for personal travel and recreation*.

Less than half (46.37%) of respondents agreed with the statement *working at sea allows me to stay connected with family and friends*.

Slightly more than one-third of respondents (36.23%) agreed with the statement *working at sea allows me to return home readily if necessary*.

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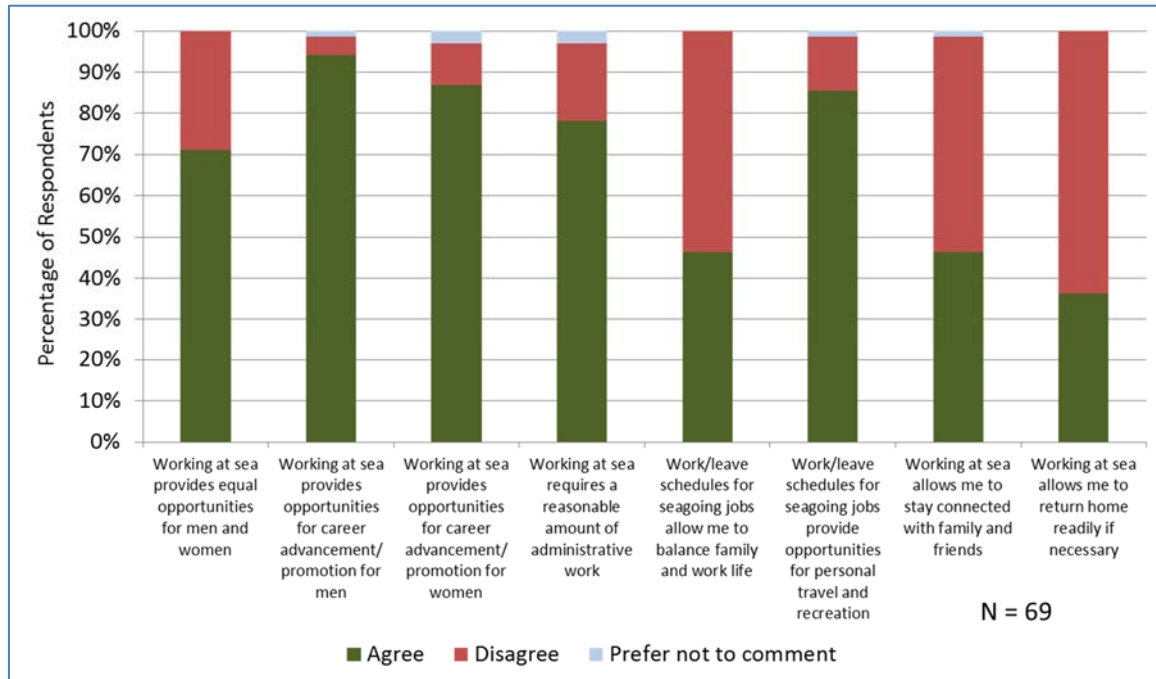


Chart 7 - % Respondents Agree/Disagree with Statements that Describe the Current Work Environment of Seagoing Jobs

Survey participants with seagoing experience were asked to indicate their level of agreement with a number of additional statements describing the current work environment of seagoing jobs.

As shown in Chart 8, while the majority (89.55%) of respondents agreed with the statement *working onboard ship provides a respectful working environment for men*, and also with the statement *working onboard ship provides a respectful working environment for women* (68.66%), the percentage of respondents agreeing with the latter statement was smaller.

The majority (86.56%) of respondents agreed with the statement *working onboard ship creates a strong sense of community*.

Approximately three-quarters (74.25%) of respondents agreed that *medical care is available when needed*.

The majority (60.94%) of respondents agreed that *appropriate sized personal equipment is available at work*.

High percentages of respondents agreed with the following statements:

- *Safeguarding the environment is important to me* (95.52%)

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- Working in a seagoing job provides ample opportunities to upgrade Transport Canada certificates. (83.59%)
- Working onboard ship provides a safe working environment (82.09%)
- Safeguarding the environment is important to mariners (79.10%)
- Shipboard amenities are usually available (77.27%)

With regard to accommodations, the majority of respondents agreed with the statements that *today's vessels have suitable accommodations for men* (94.03%) and *for women* (80.59%).

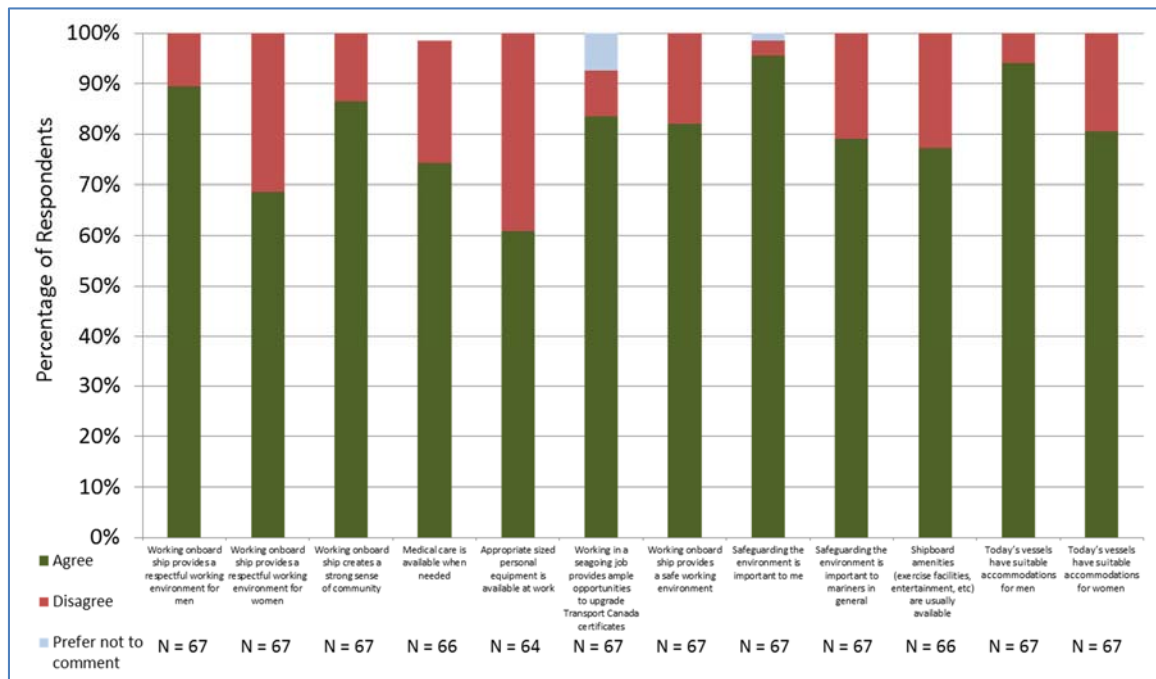


Chart 8 - % Respondents Agree/Disagree with Additional Statements that Describe the Current Work Environment of Seagoing Jobs

4.4 Working at Sea

Survey participants with seagoing experience were also asked to rate the degree to which they agreed with a number of statements describing work at sea.

As shown in Chart 9, a large majority of respondents agreed with statements that work at sea is challenging (98.48%), enjoyable and fulfilling (92.53%), and rewarding (88.06%).

A large majority of respondents also agreed that working as a team is an important part of the work (98.51%), and that working with co-workers creates a strong sense of community (89.55%).

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The majority (94.03%) of respondents agreed with the statement *my skills and knowledge on work related matters are respected* while a high, but lower, percentage agreed that their *input on work related matters is sought* (79.10%) and *valued* (79.10%).

A large majority of respondents indicated that their work gives them a feeling of personal accomplishment (97.02%), that they are proud of their work (95.52%), and that their work makes a valuable contribution to society (87.88%).

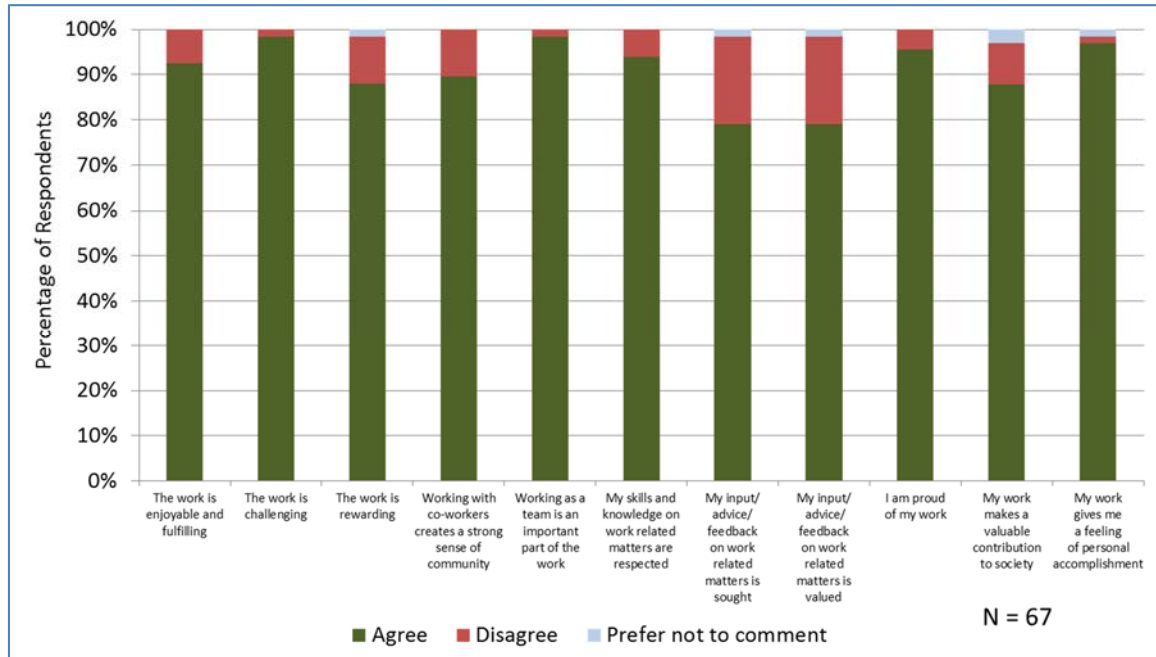


Chart 9 - % Respondents Agree/Disagree with Additional Statements that Describe the Current Work Environment of Seagoing Jobs

4.5 Overall Perception of the Marine Transportation Industry - Seagoing

Survey participants with seagoing experience were asked to rate their level of agreement with statements related to their perception of the marine transportation industry. Chart 10 shows that the majority (94.03%) of the 66 respondents who answered the question had a positive perception of the marine transportation industry when they began working in a seagoing position. Likewise, the majority (89.55%) of respondents agreed that they have a positive perception of the marine transportation industry after working in a seagoing position.

Chart 10 illustrates some change in the degree to which this positive perception is retained after working in a seagoing position.

While nearly one-third (31.82%) of respondents indicated that they *strongly agree* with the statement “*when I began working in the marine transportation industry in a*

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seagoing position, my perception of the marine transportation industry was positive,” only 13.64% indicated that they *strongly agree* with the statement “*now that I have worked in the marine transportation industry in a seagoing job, my perception of the marine transportation industry is positive.*”

Approximately the same percentage (50%) indicated *agree* for both statements. While 27.27% of respondents indicated *somewhat agree* to the latter, less than half that percentage (12.12%) indicated *somewhat agree* to the former. Very few respondents indicated *disagree somewhat, disagree, or strongly disagree* initially (6.07%) and relatively few (10.61%) did so after working in a seagoing position.

While the percentage of those holding a positive perception of the marine transportation industry did not diminish greatly after respondents had worked in a seagoing job, the strength of their positive perception appears to have weakened somewhat.

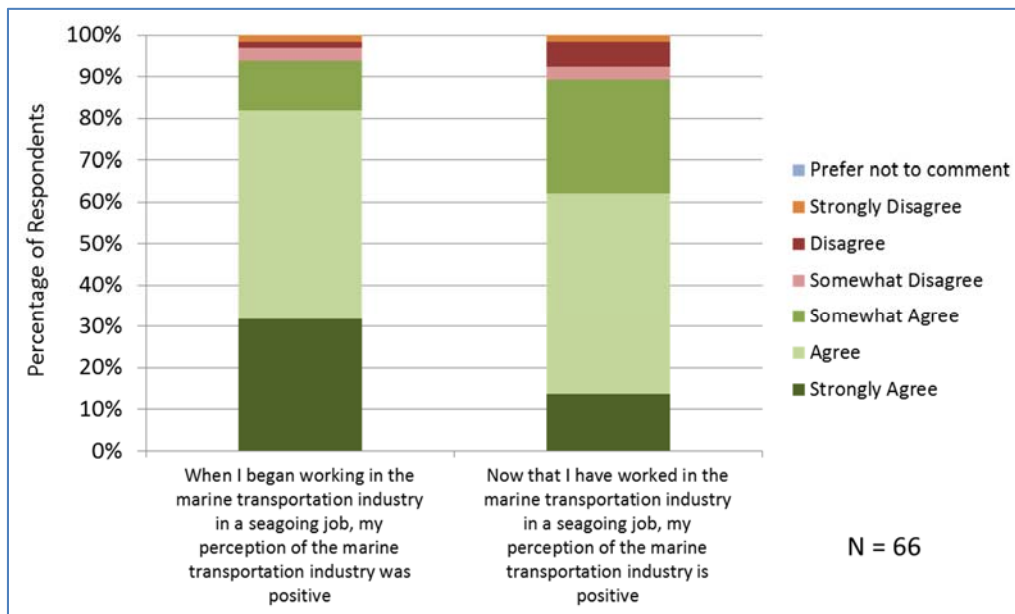


Chart 10 - Perception of Working in the Marine Transportation Industry Over Time - Seagoing

5. Perceptions of the Marine Transportation Industry - Shore-based Careers

5.1 Experience Working in a Shore-based Position

Survey participants with experience in shore-based positions were asked how long they have been employed or were employed in a shore-based position. Forty of 44 respondents with shore-based experience responded to this question. Almost one-half (47.50%) of the respondents reported they have been or were employed in a shore-based position for less than 5 years. The next largest percentage (27.5%) reported that they have been or were employed in a shore-based position for 15 years or more. The smallest percentage of respondents (2.50%) reported having been or being employed in a shore-based position for 10 years to less than 15 years. (See Chart 11)

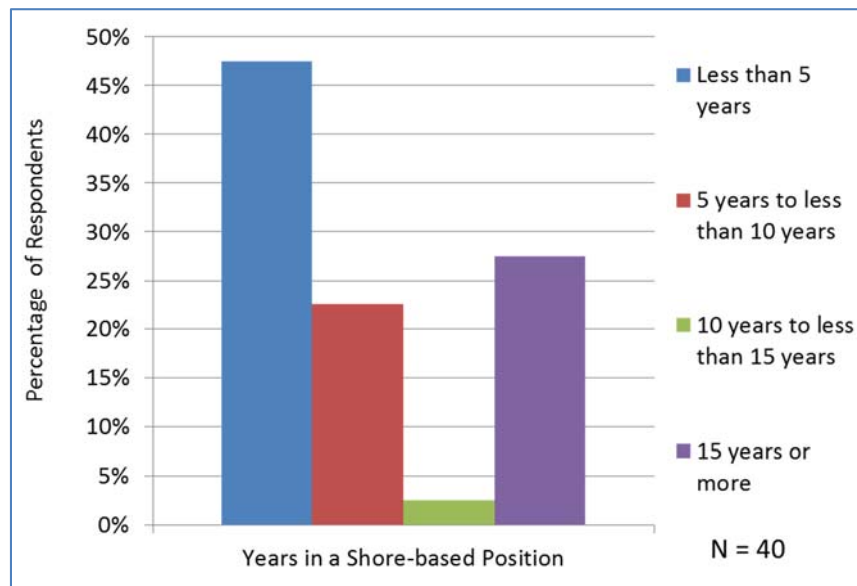


Chart 11 - % Respondents by Years of Experience in a Shore-based Position

5.2 Factors Affecting the Decision to Pursue a Shore-based Job

Survey participants with shore-based experience (44), including those who have worked in shore-based only positions and those who have worked in both shore-based and seagoing positions were asked to rate the level of importance a number of factors had on their *decision to pursue a shore-based job* in the marine transportation industry.

The list of 18 factors which may affect career decision-making in the marine transportation industry provided to those with seagoing experience was also provided to those with shore-based experience. Table 6 shows the distribution of responses by percentage of respondents for each of the factors, sorted by highest combined

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percentage for *extremely important* and *very important*. The 11 factors most frequently indicated are shown.

Factor (Shore-base – Pursue)	Extremely Important and Very Important	Extremely Important, Very Important, and Important	N
Interesting work	65.00%	85.00%	40
Available benefits	55.00%	77.50%	40
Safe working environment	52.63%	84.21%	38
Opportunity - promotion	50.00%	86.84%	38
Potential income	45.00%	77.50%	40
Live in home province	44.74%	63.16%	38
Expect high level - job satisfaction	44.74%	86.84%	38
Availability of jobs	42.50%	65.00%	40
Opportunity - advanced technology	40.00%	50.00%	40
Personal interest	37.84%	64.86%	37
Mental effort	34.21%	71.05%	38

Table 6 - Importance of Factors Affecting the Decision to Pursue a Shore-based Job

The five factors most frequently indicated as *extremely important* or *very important* in deciding to pursue a shore-based career in marine transportation were *interesting work*, *available benefits*, *safe working environment*, *opportunity for promotion*, and *potential income*.

5.2.1 Factors Affecting the Decision to Continue to Work in a Shore-based Job

Using the same list of factors which may affect the decision to pursue a shore-based position, survey participants with shore-based experience (44) were asked to identify which factors affected their decision to *continue or continued to work in a shore-based job*. As Table 7 shows, while the order changes, the same five factors are most frequently indicated for the decision to pursue working in a shore-based position and the decision to continue working in a shore-based position: *available benefits*, *potential income*, *opportunity for promotion*, *interesting work*, and *safe working environment*.

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Factor (Shore-based – Continue)	Extremely Important and Very Important	Extremely Important, Very Important, and Important	N
Available benefits	64.86%	86.49%	37
Potential income	60.53%	89.47%	38
Opportunity - promotion	60.53%	86.84%	38
Interesting work	57.89%	89.47%	38
Safe working environment	54.05%	89.19%	37
Expect high level - job satisfaction	52.63%	86.84%	38
Availability of jobs	47.37%	84.21%	38
Live in home province	39.47%	63.16%	38
Opportunity - advanced technology	36.84%	55.26%	38
Personal interest	28.95%	60.53%	38
Potential entry level salary	24.32%	54.05%	37
Mental effort	23.68%	73.68%	38

Table 7 - Importance of Factors on Decision to Continue or Continued to Work in a Shore-based Job

The factors *family members/ relatives/ friends work or have worked in the industry and the marine industry or fishery was a way of life in the rural/outport community where I grew up* were indicated by many respondents with shore-based experience as *not applicable/relevant* or *not important*, as they were by respondents with seagoing experience.

It is noteworthy that the following factors were also indicated by a high percentage of shore-based respondents as either *not important* or *not applicable/relevant* to their decision to pursue or to their decision to continue working in a shore-based career: *work shifts, opportunities for travel, opportunities to work outdoors, and physical effort*.

5.3 Current Work Environment of Shore-based Positions

Survey participants with shore-based experience were asked to indicate their level of agreement with a number of statements describing the current work environment of shore-based positions. Thirty-seven respondents with shore-based experience responded to this question. (See Chart 12)

While the majority of respondents agreed with the statements *shore-based positions provide opportunities for career advancement/promotion for men* (89.19%) and *for women* (83.78%), a smaller majority of respondents (75.68%) agreed that there *are equal opportunities for career advancement/promotion for men and women*.

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A majority (89.19%) of respondents were in agreement that *shore-based jobs require a reasonable amount of administrative work*.

The majority of respondents agreed that *work/leave schedules for shore-based jobs offer advantages such as quality family time (86.49%)* and *provide opportunities for personal travel and recreation (72.97%)*.

Almost all respondents agreed with the statements *shore-based jobs allow individuals to stay connected with family and friends (86.49%)* and *being able to return home each night is important (89.19%)*.

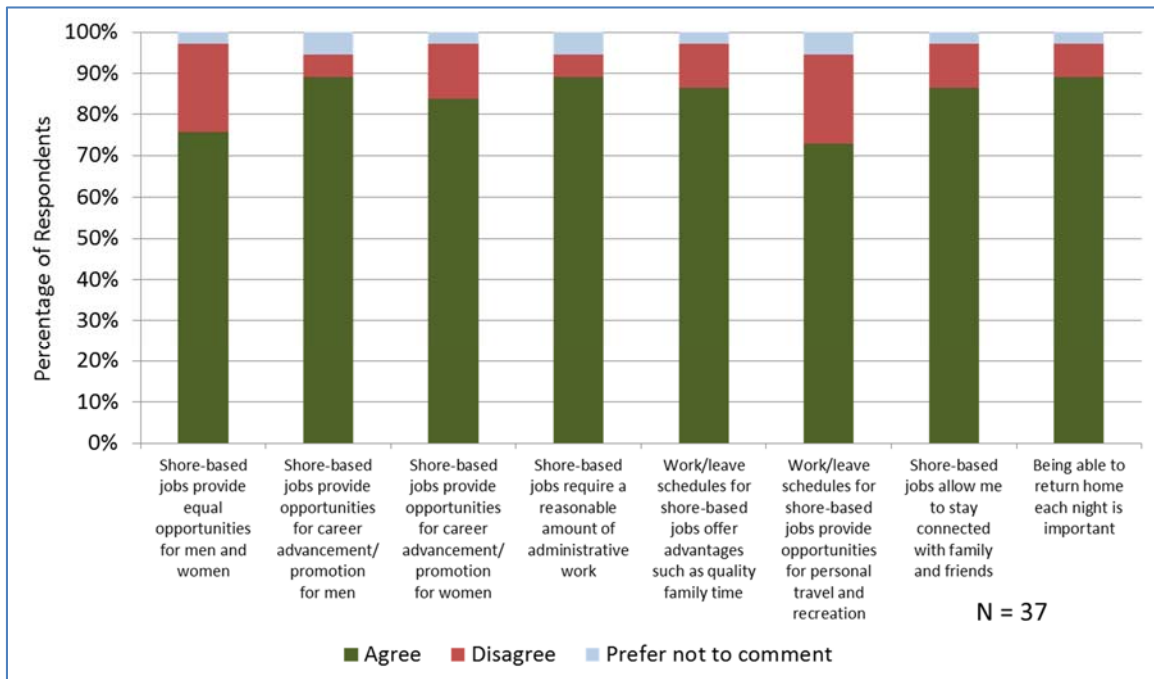


Chart 12 - % Respondents Agree/Disagree with Statements about Current Work Environment of Shore-based Jobs

Participants with shore-based experience were asked to indicate their level of agreement with a number of additional statements describing the current work environment of shore-based positions. (See Chart 13)

A large majority of respondents agreed that *shore-based jobs provide a respectful working environment for men (97.30%)* and *for women (89.19%)*. (Note that no respondents disagreed with this statement as it relates to men).

A large majority of respondents agreed with a number of statements describing the current work environment of shore-based positions:

- *Medical care is available when needed (97.30%)*

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- Provides a safe working environment (97.30%)
- Working in a shore-based job creates a strong sense of community (86.49%)
- Provides ample opportunities for professional development and training (83.78%)
- Provides a safe working environment (97.30%)

The majority of respondents (83.78%) agreed that *appropriate sized personal equipment is available at work*, while 8.11% disagreed and 8.11% preferred not to comment.

With regard to safeguarding the environment:

- Nearly all respondents (94.59%) agreed with the statement *safeguarding the environment is important to me*.
- Nearly as many respondents (83.78%) agreed with the statement *safeguarding the environment is important to mariners in general*.

The majority (67.57%) agreed that *shore-based amenities are usually available*.

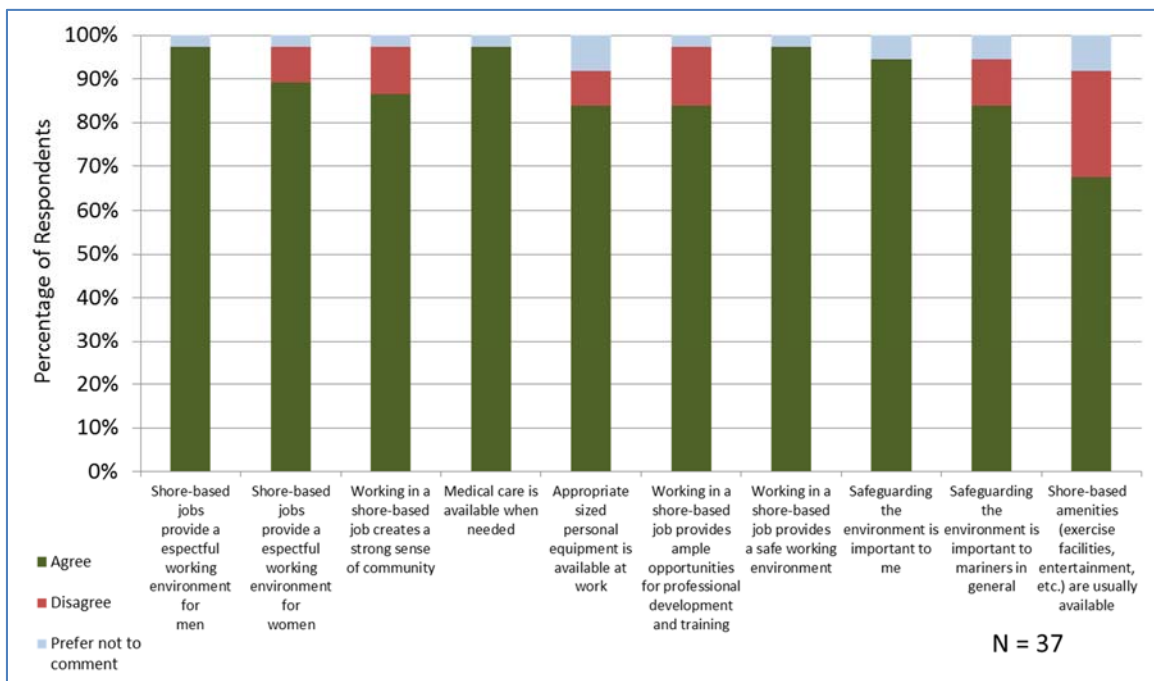


Chart 13 - % Respondents Agree/Disagree with Additional Statements that Describe the Current Work Environment of Shore-based Positions

5.4 Working in a Shore-based Position

Survey participants with experience in shore-based positions were also asked to rate the degree to which they agree with a number of statements that describe working in a shore-based position.

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As Chart 14 illustrates, a majority of the 37 respondents agreed with statements that shore-based work is challenging (91.89%), enjoyable and fulfilling (89.19%), and rewarding (86.49%).

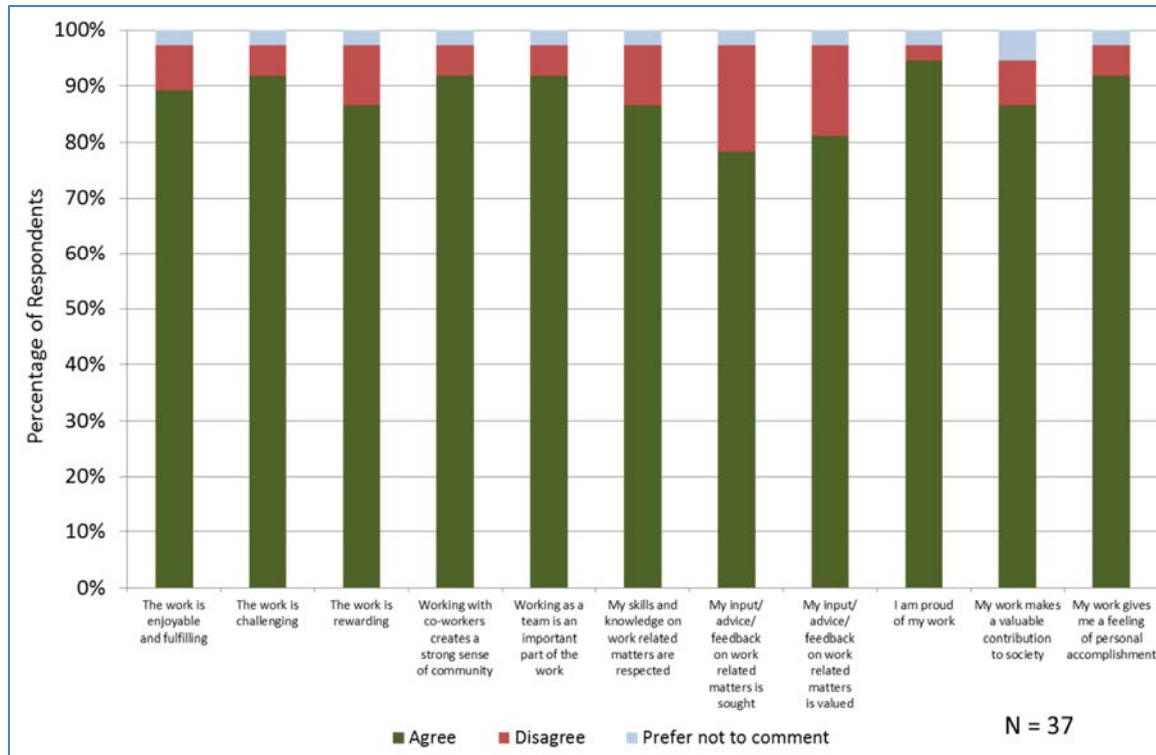


Chart 14 - % Respondents Agree/Disagree with the Description of Working in a Shore-based Position

Nearly all respondents agreed with the statements *working with co-workers creates a strong sense of community* (91.89%), and *working as a team is an important part of the work* (91.89%).

A majority of respondents indicated that they are *proud of their work* (94.59%), that their *work gives them a feeling of personal accomplishment* (91.89%), and that their *work makes a valuable contribution to society* (86.49%).

A majority of respondents (86.49%) agreed with the statement *my skills and knowledge on work related matters are respected*, while a high, but lower, percentage agreed that their *input on work related matters is sought* (78.38%) and *valued* (81.08%).

5.5 Overall Perception of the Marine Transportation Industry – Shore-based

Survey participants with shore-based experience were asked to rate their level of agreement with statements related to their perception of the marine transportation industry. Thirty-seven respondents answered this question. Nearly all respondents

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(97.30%) indicated that they had a positive perception of the marine transportation industry when they first began work in a shore-based job. There were no respondents who disagreed with this statement. Likewise, 94.59% of respondents indicated that they have a positive perception of the industry after working in a shore-based position. Only 2.70% of respondents indicated they do not have a positive perception of the marine transportation industry. There was very little change demonstrated in respondents' perceptions of the industry between the time they started working in the industry and the present. It is important to note that because of the small number of respondents small changes in the numbers can result in large changes in percentage. (See Chart 15)

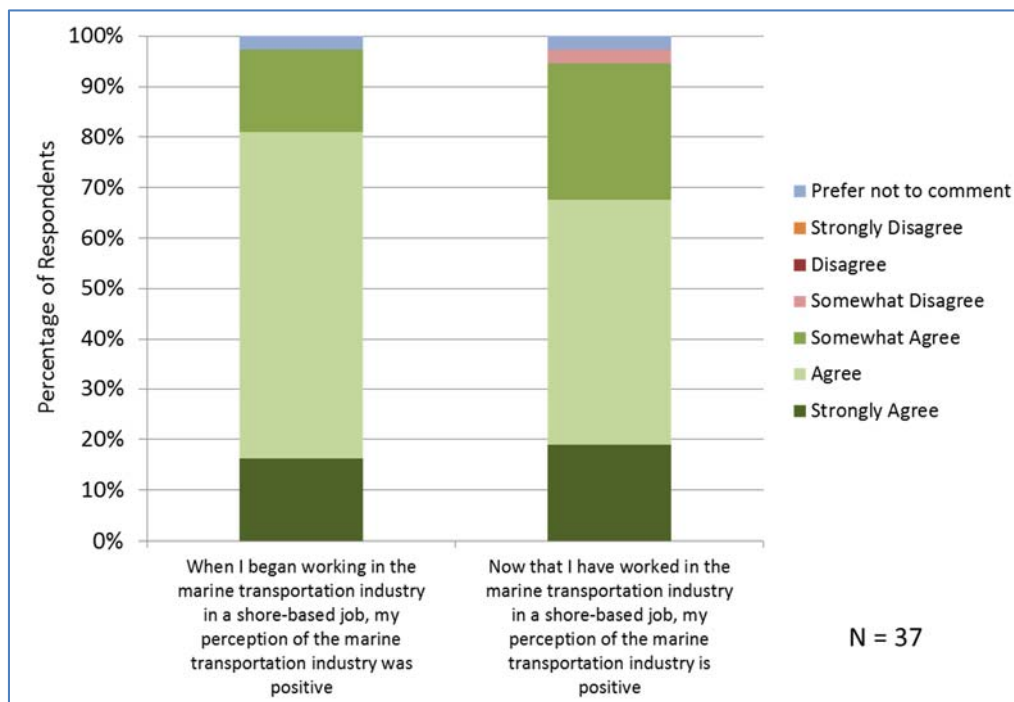


Chart 15 - Perception of Working in the Marine Transportation Industry Over Time – Shore-based

6. Working in the Marine Transportation Industry

6.1 Recommending Marine Transportation Careers to Others

6.1.1 Recommending to Family and Friends

Survey participants were asked if they would recommend working in the marine transportation industry to family and friends. Eighty four of the participants provided a response and 16 did not. Most (88.10%) of the 84 respondents indicated they would recommend working in the marine transportation industry to family and friends, while 11.90% indicated they would not recommend working in the marine transportation industry to family and friends. (See Chart 16)

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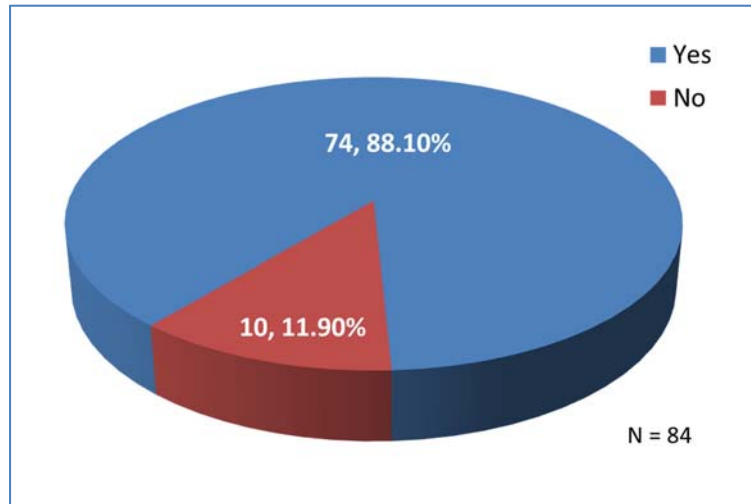


Chart 16 -% Respondents Recommend/Not Recommend Working in the Marine Transportation to Family and Friends

As shown in Table 8, a majority of respondents in all subgroups reported they would recommend a position in the marine transportation industry to family and friends, with those who have worked in shore-based positions only being more likely to make this recommendation (95.00%). While still constituting a large majority of respondents, the smallest percentage (85.11%) to recommend working in the marine transportation industry to family and friends were those who worked in seagoing positions only.

Would you recommend a career/working in the marine transportation industry to family and friends?	Yes		No		
	%	n	%	n	
Seagoing Only	85.11	40	14.89	7	47
Shore-based Only	95.00	19	5.00	1	20
Seagoing and Shore-based	88.24	15	11.76	2	17

Table 8 - % Respondents by Type of Work Experience who would Recommend Working in the Marine Transportation Industry to Family and Friends

6.1.2 Recommending to Other Women

Survey participants were also asked if they would recommend working in the marine transportation industry to other women. Eighty three participants provided a response and 17 did not. A majority (86.75%) of the 83 respondents indicated they would recommend working in the marine transportation industry to other women while 13.25% indicated they would not recommend working in the marine transportation industry to other women. (See Chart 17)

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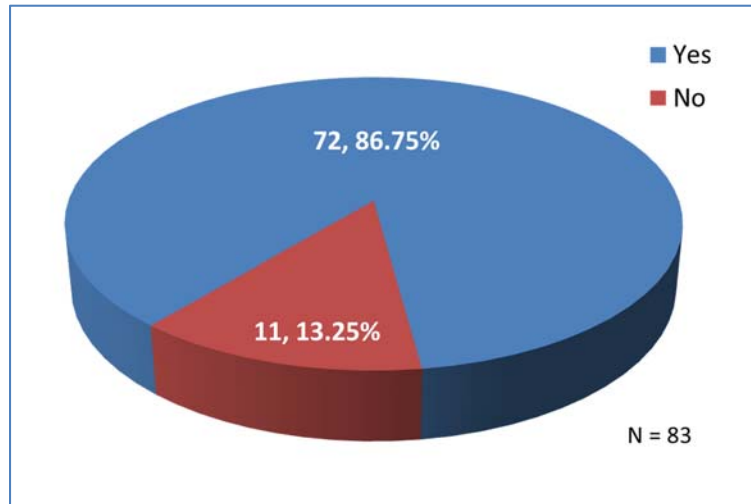


Chart 17 - % Respondents Who Would Recommend a Career in the Marine Transportation Industry to Other Women

Most respondents in all subgroups (i.e., type of work experience) indicated they would recommend working in the marine transportation industry to other women. (See Chart 18)

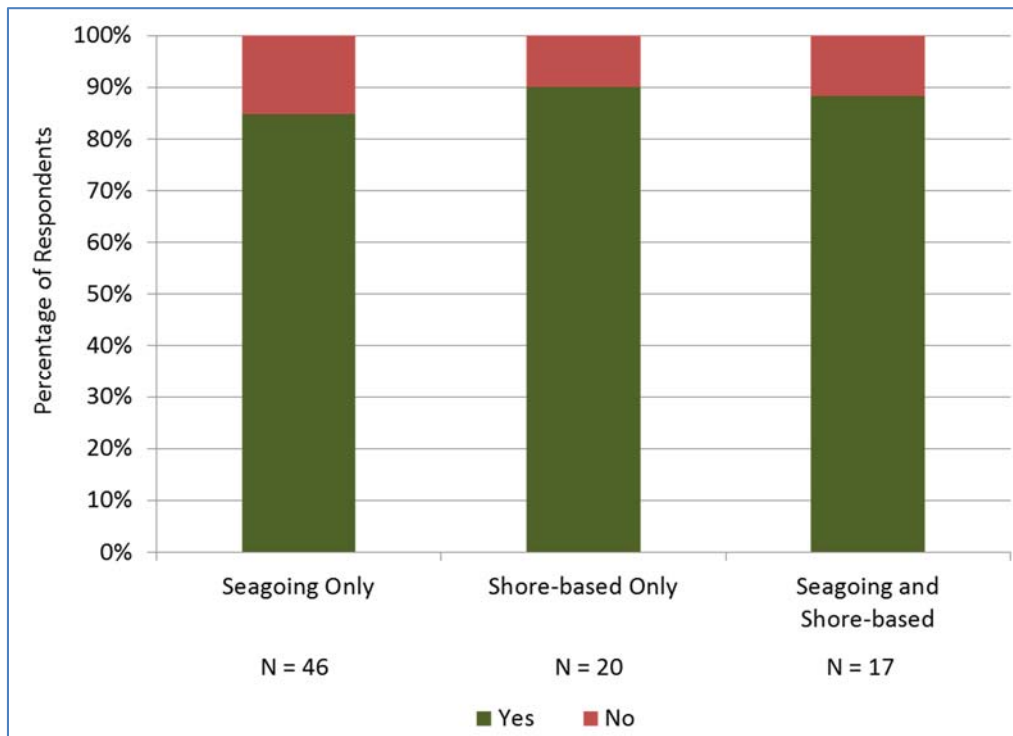


Chart 18 - % Respondents by Type of Work Experience Who Would Recommend Working in the Marine Transportation Industry to Other Women by Subgroup

6.2 Retention

Survey participants were asked where they think they will be in their careers in five years. Of the 83 participants who responded to the question, 48.19% indicated they would be in a seagoing job, 44.58% indicated they would be in a shore-based job, and 7.23% indicated they would be working outside the marine transportation industry. (See Chart 19)

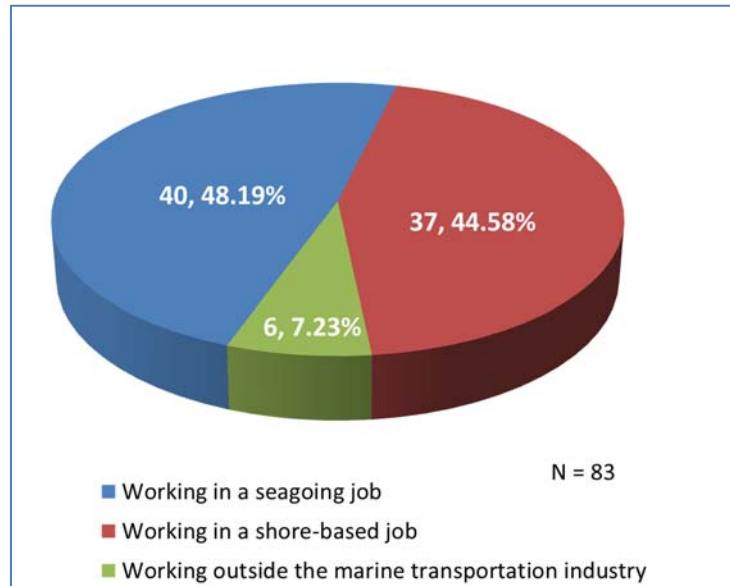


Chart 19 - % Respondents Expected Career in Five Years

More than three-quarters (78.26%) of respondents who have worked in a seagoing position only expected they would still be working in a seagoing position in five years. Given the current and projected workforce shortages for some seagoing positions, it may be worthy of note that 21.74% of those with seagoing only experience do not expect to be in a seagoing position in five years. All respondents who have worked in shore-based positions only expected they would be working in a shore-based position in five years. In addition, for those who have worked in both seagoing and shore-based positions, 70.59% expect to be in a shore-based job and 5.88% expect to be outside the marine transportation industry. (See Chart 20)

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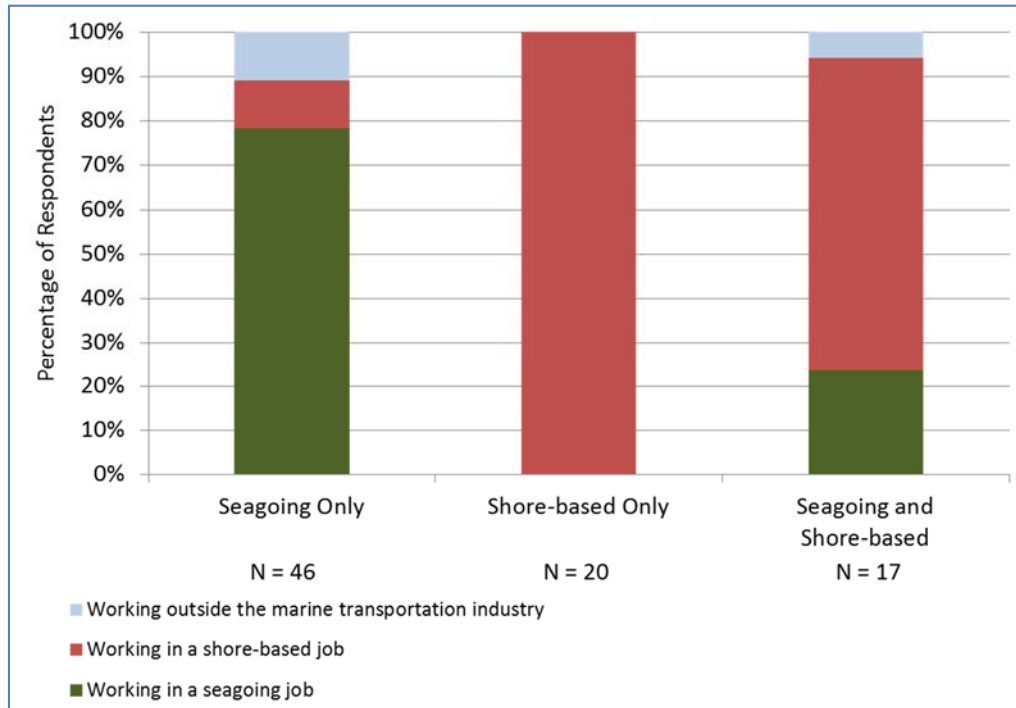


Chart 20 - % Respondents by Type of Work Experience Expected Career in Five Years

6.3 Career Advancement/Promotion Opportunities

The majority (68.67%) of the 83 survey participants who responded to this question expect they will be working in a higher level job in five years, while just under one-third (31.33%) of respondents expect they will be working in the same job. Seventeen survey participants did not respond to this question. (See Chart 21)

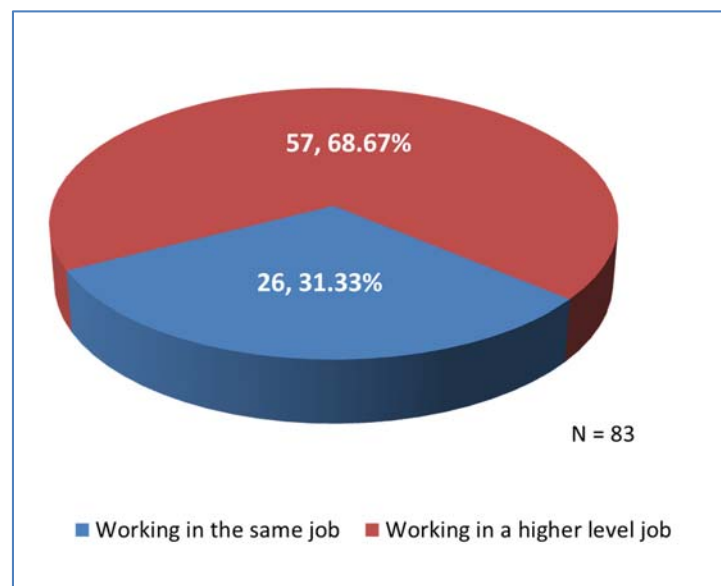


Chart 21 - % Respondents Expectation of Promotion over Five Years

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The majority of respondents in all subgroups (i.e., type of work experience) indicated they expect to be working in a higher level job in five years. Those who have worked in both seagoing and shore-based positions were the most likely (88.24%) to indicate they expect to be working in a higher level job. (See Chart 22)

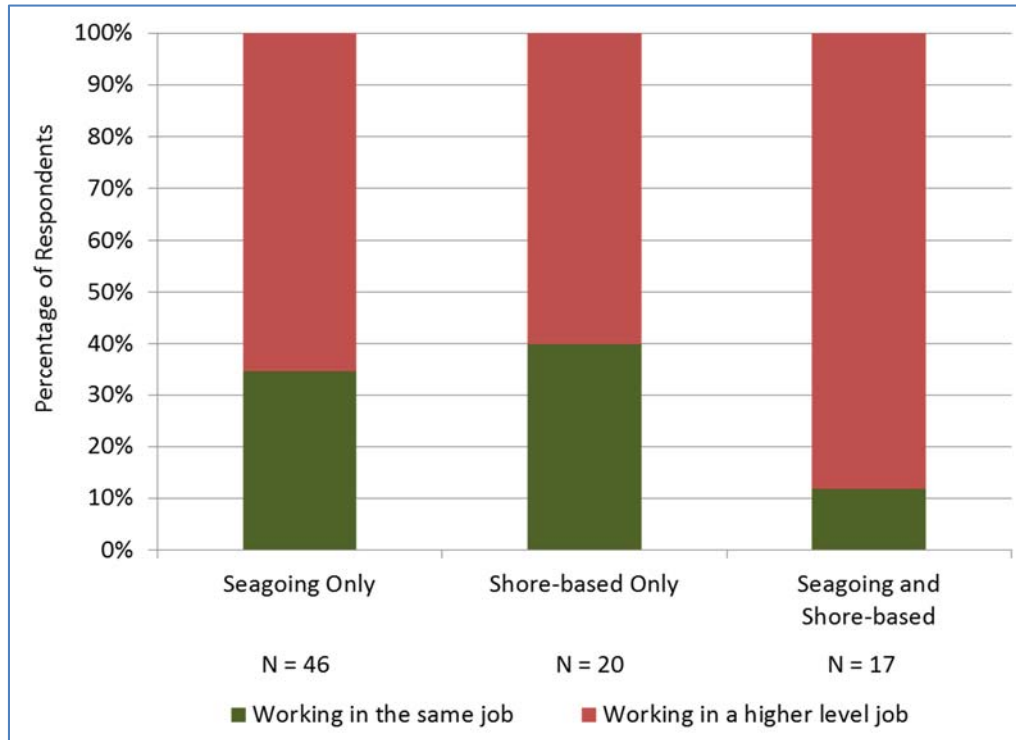


Chart 22 - % Respondents Expectation of Promotion Opportunities over Five Years by Subgroup

7. Women in Non-Traditional Roles in the Marine Transportation Industry

7.1 Attract Women to Non-Traditional Roles

Survey participants were asked to indicate whether they agreed or disagreed that each of a number of factors would assist women in making a decision to consider careers in non-traditional roles in the marine transportation industry. (See Chart 23)

The majority of the survey participants who responded to this question indicated that the following factors would assist women in making a decision to consider careers in non-traditional roles in the marine transportation industry:

- Access to marine training (93.98%)
- A career path with an option to transition from a seagoing to a shore-based job (93.98%)

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- Availability of cadet/training positions (92.68%)
- Targeted recruitment process (89.16%)
- Incentives to reduce the cost of marine training (85.54%)
- Easy commute between work and home (82.93%)

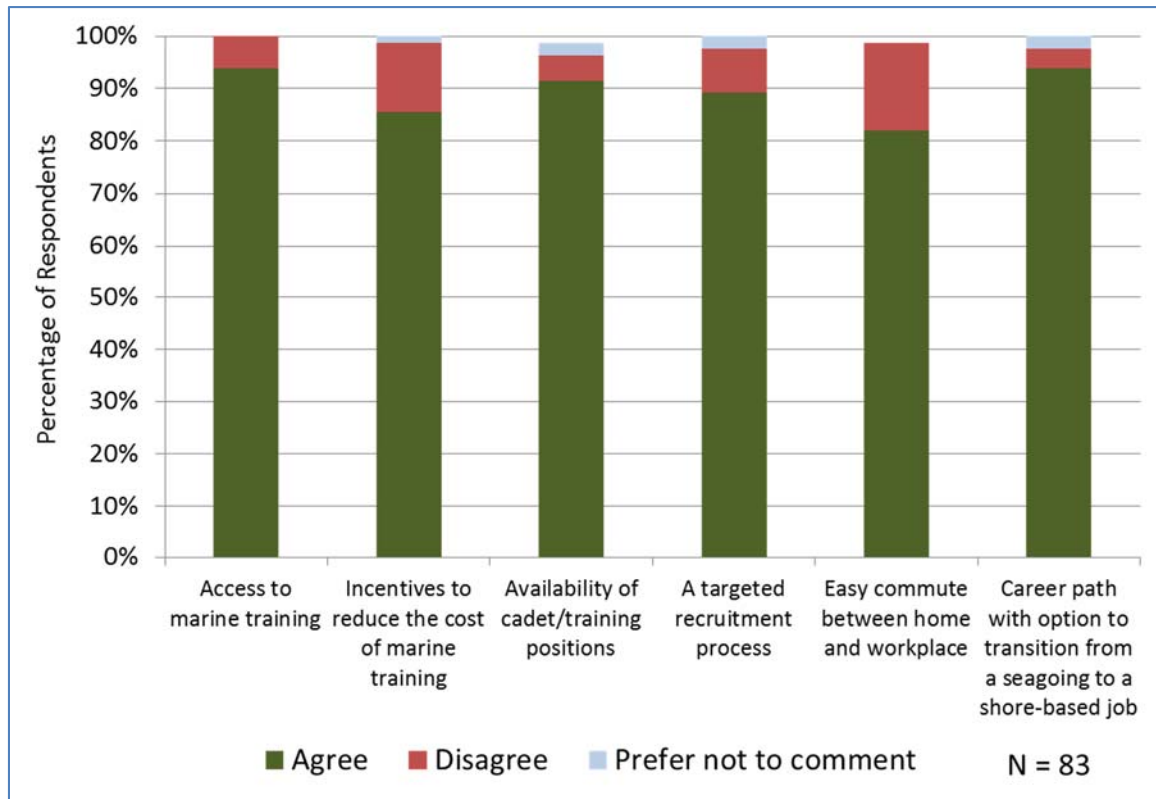


Chart 23 - Factors that would Assist Women to Consider Non-traditional Roles in the Marine Transportation Industry

7.2 Retention

Survey participants were asked to indicate whether they agreed or disagreed that each of a number of factors would assist women to remain in and advance their careers in the marine transportation industry. (See Chart 24)

The majority of the 83 survey participants who responded to this question agreed that the following factors would assist women to remain in and advance their careers in the marine transportation industry:

- Opportunities for training and professional development (97.59%)
- Respectful workplace and harassment policies (96.39%)
- Mentorship with other women (91.57%)
- Other women onboard ship (81.93%)

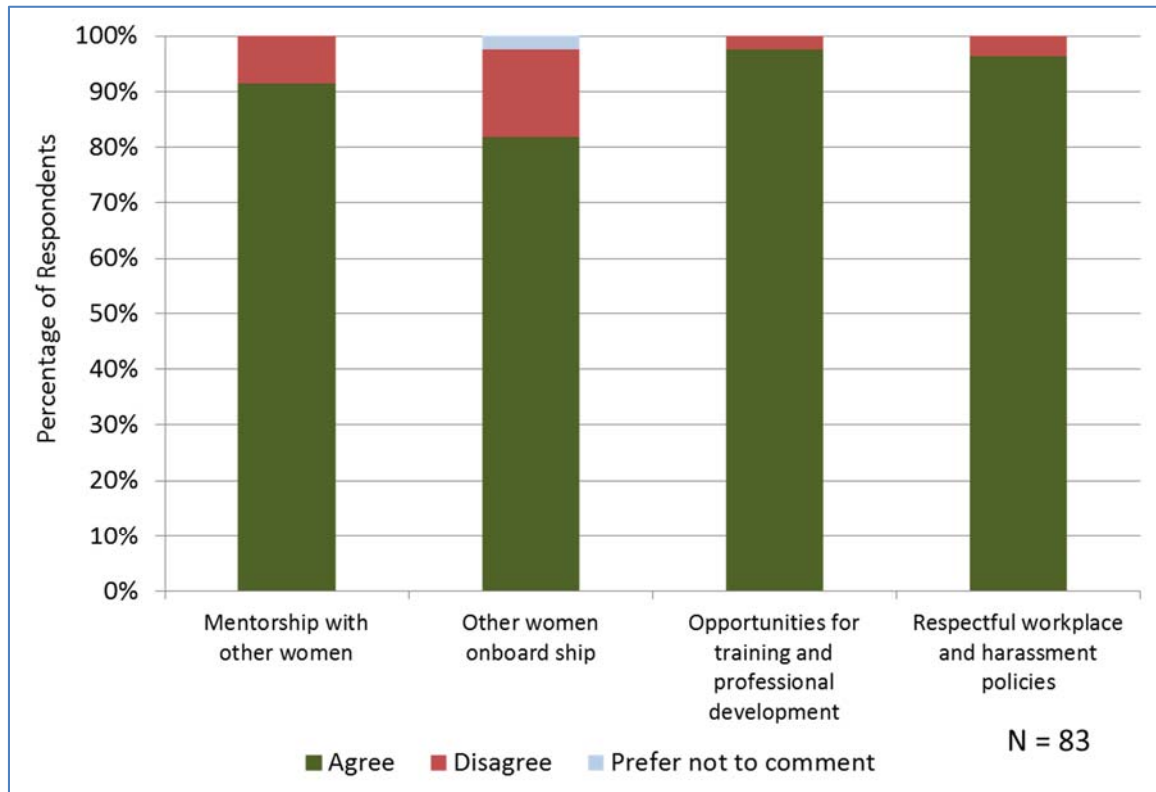


Chart 24 - Factors that would Assist Women to Remain In and Advance Their Career

8. Conclusion

Most of the survey participants expressed positive views about working in the marine transportation industry.

The findings can contribute to development and/or refinement of industry and marine education and training institutions initiatives to attract women, retain women and support them, and address issues specific to women. The findings may also have implications for further examination, consideration, or study.

Appendix A – Current Work Environment of Seagoing Jobs

Statements	Disagree		Agree		Prefer Not to Comment		Total (N)
	%	N	%	n	%	n	
Working at sea provides equal opportunities for men and women	28.98	20	71.02	49	0.00	0	69
Working at sea provides opportunities for career advancement/ promotion for men	4.35	3	94.20	65	1.45	1	69
Working at sea provides opportunities for career advancement/ promotion for women	10.15	7	86.95	60	2.90	2	69
Working at sea requires a reasonable amount of administrative work	18.84	13	78.26	54	2.90	2	69
Work/leave schedules for seagoing jobs allow me to balance family and work life	53.62	37	46.38	32	0.00	0	69
Work/leave schedules for seagoing jobs provide opportunities for personal travel and recreation	13.05	9	85.50	59	1.45	1	69
Working at sea allows me to stay connected with family and friends	52.18	36	46.37	32	1.45	1	69
Working at sea allows me to return home readily if necessary	63.77	44	36.23	25	0.00	0	69

Table A-1 - % Respondents Agree/Disagree with Statements that Describe the Current Work Environment of Seagoing Jobs

Table A-1 provides the data illustrated in Chart 7.

Survey of Female Marine Transportation Professionals

Statements	Disagree		Agree		Prefer Not to Comment		Total (N)
	%	n	%	n	%	n	
Working onboard ship provides a respectful working environment for men	10.45	7	89.55	60	0.00	0	67
Working onboard ship provides a respectful working environment for women	31.34	21	68.66	46	0.00	0	67
Working onboard ship creates a strong sense of community	13.44	9	86.56	58	0.00	0	67
Medical care is available when needed	24.23	16	74.25	49	0.00	0	66
Appropriate sized personal equipment is available at work	39.06	25	60.94	39	0.00	0	64
Working in a seagoing job provides ample opportunities to upgrade Transport Canada certificates	8.95	6	83.59	56	7.46	5	67
Working onboard ship provides a safe working environment	17.91	12	82.09	55	0.00	0	67
Safeguarding the environment is important to me	2.99	2	95.52	64	1.49	1	67
Safeguarding the environment is important to mariners in general	20.90	14	79.10	53	0.00	0	67
Shipboard amenities (exercise facilities, entertainment, etc) are usually available	22.73	15	77.27	51	0.00	0	66
Today's vessels have suitable accommodations for men	5.97	4	94.03	63	0.00	0	67
Today's vessels have suitable accommodations for women	19.41	13	80.59	54	0.00	0	67

Table A-2 – % Respondents Agree/Disagree with Additional Statements that Describe the Current Work Environment of Seagoing Jobs

Table A-2 provides the data illustrated in Chart 8.

Survey of Female Marine Transportation Professionals

Statements	Disagree		Agree		Prefer Not to Comment		Total (N)
	%	n	%	n	%	n	
The work is enjoyable and fulfilling	7.47	5	92.53	62	0	0	67
The work is challenging	1.52	1	98.48	65	0	0	66
The work is rewarding	10.45	7	88.06	59	1.49	1	67
Working with co-workers creates a strong sense of community	10.45	7	89.55	60	0	0	67
Working as a team is an important part of the work	1.49	1	98.51	66	0	0	67
My skills and knowledge on work related matters are respected	5.97	4	94.03	63	0	0	67
My input/ advice/ feedback on work related matters is sought	19.41	13	79.1	53	1.49	1	67
My input/ advice/ feedback on work related matters is valued	19.41	13	79.1	53	1.49	1	67
I am proud of my work	4.48	3	95.52	64	0	0	67
My work makes a valuable contribution to society	9.09	6	87.88	58	3.03	2	66
My work gives me a feeling of personal accomplishment	1.49	1	97.02	65	1.49	1	67

Table A-3 – % Respondents Agree/Disagree with Additional Statements that Describe the Current Work Environment of Seagoing Jobs

Table A-3 provides the data illustrated in Chart 9.

Appendix B – Current Work Environment for Shore-based Jobs

Statements	Disagree		Agree		Prefer Not to Comment		Total (N)
	%	n	%	n	%	n	
Shore-based jobs provide equal opportunities for men and women	21.62	8	75.68	28	2.70	1	37
Shore-based jobs provide opportunities for career advancement/ promotion for men	5.41	2	89.19	33	5.41	2	37
Shore-based jobs provide opportunities for career advancement/ promotion for women	13.51	5	83.78	31	2.70	1	37
Shore-based jobs require a reasonable amount of administrative work	5.41	2	89.19	33	5.41	2	37
Work/leave schedules for shore-based jobs offer advantages such as quality family time	10.81	4	86.49	32	2.70	1	37
Work/leave schedules for shore-based jobs provide opportunities for personal travel and recreation	21.62	8	72.97	27	5.41	2	37
Shore-based jobs allow me to stay connected with family and friends	10.81	4	86.49	32	2.70	1	37
Being able to return home each night is important	8.11	3	89.19	33	2.70	1	37

Table B-1 - % Respondents Agree/Disagree with Statements about Current Work Environment of Shore-based Jobs

Table B-1 provides the data illustrated in Chart 12.

Survey of Female Marine Transportation Professionals

Statements	Disagree		Agree		Prefer Not to Comment		Total (N)
	%	n	%	n	%	n	
Shore-based jobs provide a respectful working environment for men	0.00	0	97.30	36	2.70	1	37
Shore-based jobs provide a respectful working environment for women	8.11	3	89.19	33	2.70	1	37
Working in a shore-based job creates a strong sense of community	10.81	4	86.49	32	2.70	1	37
Medical care is available when needed	0.00	0	97.30	36	2.70	1	37
Appropriate sized personal equipment is available at work	8.11	3	83.78	31	8.11	3	37
Working in a shore-based job provides ample opportunities for professional development and training	13.51	5	83.78	31	2.70	1	37
Working in a shore-based job provides a safe working environment	0.00	0	97.30	36	2.70	1	37
Safeguarding the environment is important to me	0.00	0	94.59	35	5.41	2	37
Safeguarding the environment is important to mariners in general	10.81	4	83.78	31	5.41	2	37
Shore-based amenities (exercise facilities, entertainment, etc.) are usually available	24.32	9	67.57	25	8.11	3	37

Table B-2 - % Respondents Agree/Disagree with Additional Statements that Describe the Current Work Environment of Shore-based Positions

Table B-2 provides the data illustrated in Chart 13.

Survey of Female Marine Transportation Professionals

Statements	Disagree		Agree		Prefer Not to Comment		Total (N)
	%	n	%	n	%	n	
The work is enjoyable and fulfilling	8.11	3	89.19	33	2.70	1	37
The work is challenging	5.41	2	91.89	34	2.70	1	37
The work is rewarding	10.81	4	86.49	32	2.70	1	37
Working with co-workers creates a strong sense of community	5.41	2	91.89	34	2.70	1	37
Working as a team is an important part of the work	5.41	2	91.89	34	2.70	1	37
My skills and knowledge on work related matters are respected	10.81	4	86.49	32	2.70	1	37
My input/ advice/ feedback on work related matters is sought	18.92	7	78.38	29	2.70	1	37
My input/ advice/ feedback on work related matters is valued	16.22	6	81.08	30	2.70	1	37
I am proud of my work	2.70	1	94.59	35	2.70	1	37
My work makes a valuable contribution to society	8.11	3	86.49	32	5.41	2	37
My work gives me a feeling of personal accomplishment	5.41	2	91.89	34	2.70	1	37

Table B-3 – % Respondents Agree/Disagree with Description of Working in a Shore-based Job

Table B-3 provides the data illustrated in Chart 14.