

## ANAVE – Circular de Régimen Interior

Madrid, 9 de octubre de 2020  
Ref: Varios 21/2020/AB

**Asunto: Cuestionario de BIMCO e ICS sobre la evolución de la mano de obra en los buques.**

Muy Srs. nuestros:

Las organizaciones internacionales BIMCO e ICS están trabajando en una nueva actualización del “Informe quinquenal sobre la mano de obra en los buques”, que se publicará en 2021, y para la que han solicitado la colaboración de las compañías navieras, que pueden participar **cumplimentando** el siguiente [cuestionario](#).

El mismo consta de **23 preguntas**, el tiempo estimado para contestarlas es de **30 minutos** y está dirigido a los responsables del departamento de recursos humanos o gestión de tripulaciones. Su objetivo es recopilar información general sobre las tripulaciones, sus nacionalidades, las previsiones sobre los niveles de contratación y tasas de abandono del sector, así como identificar posibles déficits de marinos cualificados para ocupar determinados puestos a bordo o trabajar en ciertos tipos de buques, y otros retos a los que se enfrentan las empresas relacionados con la formación de la gente de mar y la dotación de sus buques. Les adjuntamos, como referencia, una copia en “pdf” de las preguntas.

La fecha límite para enviar el cuestionario es el próximo **30 de noviembre de 2020**.

Muy atentamente,

Elena Seco  
Directora General

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## 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](mailto: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](mailto: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
<b>General Cargo Ships</b>	50,000 DWT and above		
	30,000 – 49,999 DWT		
	10,000 – 29,999 DWT		
	Up to 9,999 DWT		
<b>Bulk Carriers</b>	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		
<b>Container Ships</b>	14,500 TEU or more		
	10,000 – 14,499 TEU		
	5,000 – 10,000 TEU		
	3000 – 4,999 TEU		
	Up to 2,999 TEU		
<b>Oil Tankers</b>	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		
<b>Chemical Tankers</b>	30,000 DWT and above		
	20,000 – 29,999 DWT		
	10,000 – 19,999 DWT		
	Up to 9,999 DWT		
<b>LPG Carriers</b>	75,000 m <sup>3</sup> and above		
	40,000 – 74,999 m <sup>3</sup>		
	20,000 – 39,999 m <sup>3</sup>		
	10,000 – 19,999 m <sup>3</sup>		
	Up to 9,999 m <sup>3</sup>		

<b>LNG Carriers</b>	200,000 m <sup>3</sup> and above		
	100,000 – 199,999 m <sup>3</sup>		
	50,000 – 99,999 m <sup>3</sup>		
	Up to 49,999 m <sup>3</sup>		
<b>Offshore Vessels</b>	5000 GT and above		
	3,000 – 4,999 GT		
	1,000 – 2,999 GT		
	Up to 999 GT		
<b>Passenger Ships (Cruise)</b>	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		
<b>Passenger Ships (Ferry)</b>	50,000 GT and above		
	40,000 to 49,999 GT		
	20,000 to 39,999 GT		
	Up to 19,999 GT		
<b>Other</b>	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?

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**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?**