

DANICA CREW MANAGERS' SURVEY 2024

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Danica Crew Managers' Survey 2024

This is the second year of Danica's Crew Managers' Survey, which complements Danica's annual Seafarers' Survey, now in its 6th year. The 2024 survey can be found on our website: [CLICK HERE](#)

Danica launched its annual Crew Managers' Survey to capture crew managers' views on the global crew employment situation, enabling a useful comparison with the views of seafarers.

Highlights from the Danica Crew Managers' Survey 2024:

- There is a slight trend that fewer shipping companies are finding the recruitment situation to have worsened
- Compared to the 2023 survey, a higher portion of shipping companies reported that the retention rate has improved during 2024
- More companies said they have increased the remuneration of their seafarers
- 89% reported they had increased seafarer wages in 2024, compared to 58% in 2023
- Not only are more seafarers benefiting from a wage increase, but shipping companies were also more generous. Increases given were higher compared to 2023 (with junior ratings the only exception)
- More shipping companies plan to mitigate their recruitment risks by expanding the number of countries from where they recruit

We hope our survey will contribute valuable intelligence to the maritime industry. Feel free to contact us at any time if you need any further information. Danica's CEO and founder, **Capt. Henrik Jensen**, can be reached on email: jensen@danica-maritime.com; Telephone/Whatsapp **+49 173 62 11 998** or visit our website: www.danica-maritime.com

Happy reading!

Henrik Jensen

Chief Executive Officer
Danica Crewing Specialists

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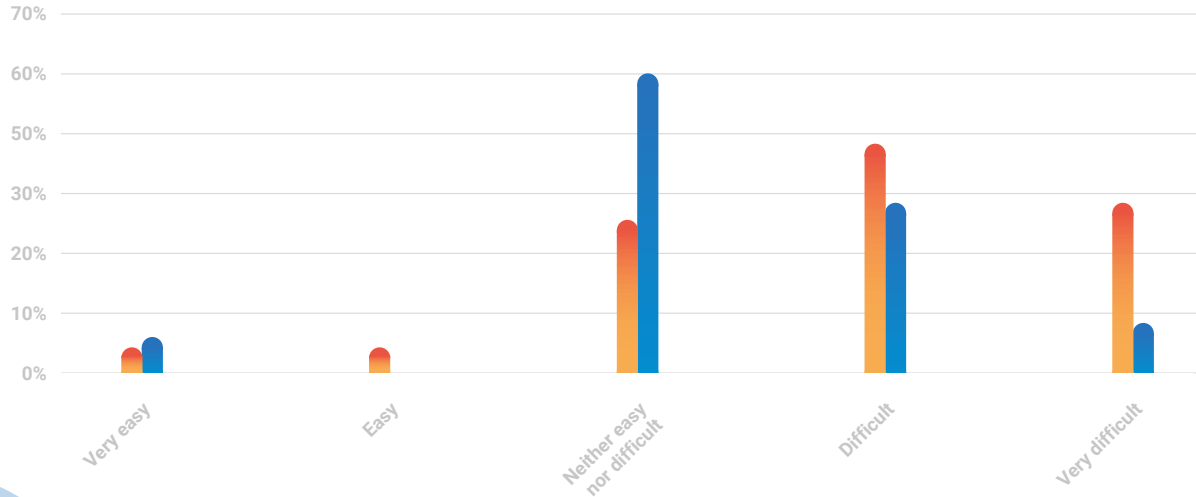
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01

Job complexity

- 38% of the respondents felt that the complexity of their job has not become more difficult within the past 12 months, whilst only 4% felt it has become easier.
- For 60% the job within crewing has had the same complexity for the past 12 months
- Only 4% felt it has become easier to crew vessels
- The trend is that the difficulties to crew vessels has not increased in 2024 as it did in 2023, but this does of course not mean that it has become easy.

Looking back on the past two years, Have your job become:



02

Recruitment

- The recruitment situation has worsened less in 2024 compared to 2023
- 22% found that the recruitment task has become much better or better compared to 2023
- However still about a third (31%) found that the intake of new competent hands has become worse or much worse in the past 12 months although this is down from 46% in 2023

Looking back on the past 12 months, How has the situation developed for you regarding crew members fulfilling your requirements within your budgets/wages?

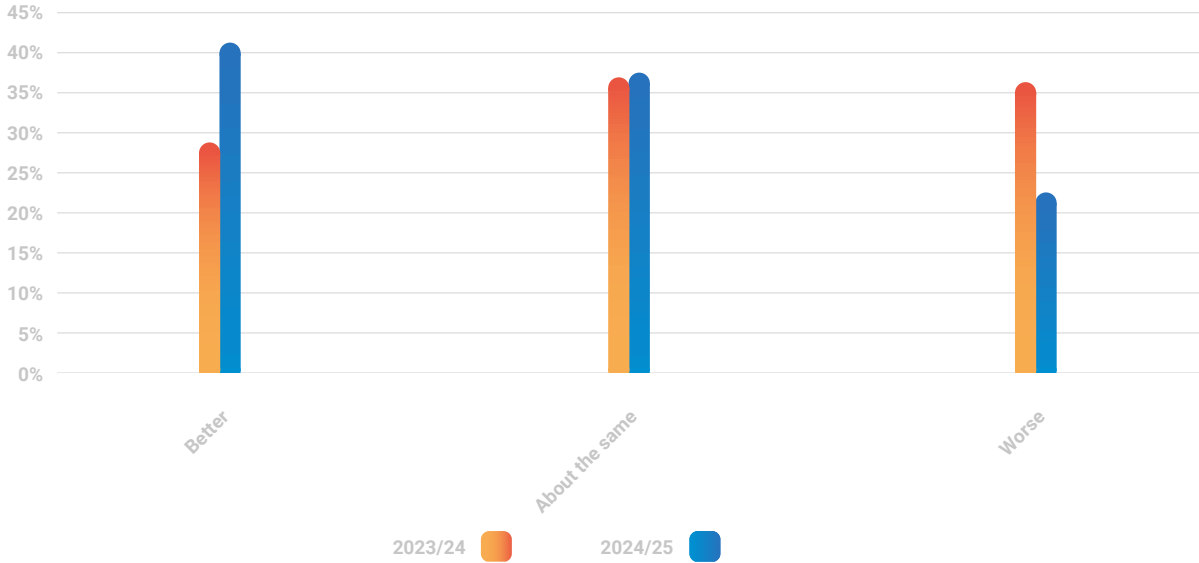


03

Retention

- The fluctuation of seafarers has generally gone down
- 41% reported that the retention rate has improved during the past 12 months whilst this was only 29% in the previous survey period.
- However, still 23% of the companies say the retention rate has worsen although this is a decrease compared to the 36% in the 2023/24 survey

How has the retention rate developed for your crew pool in the last 12 months?

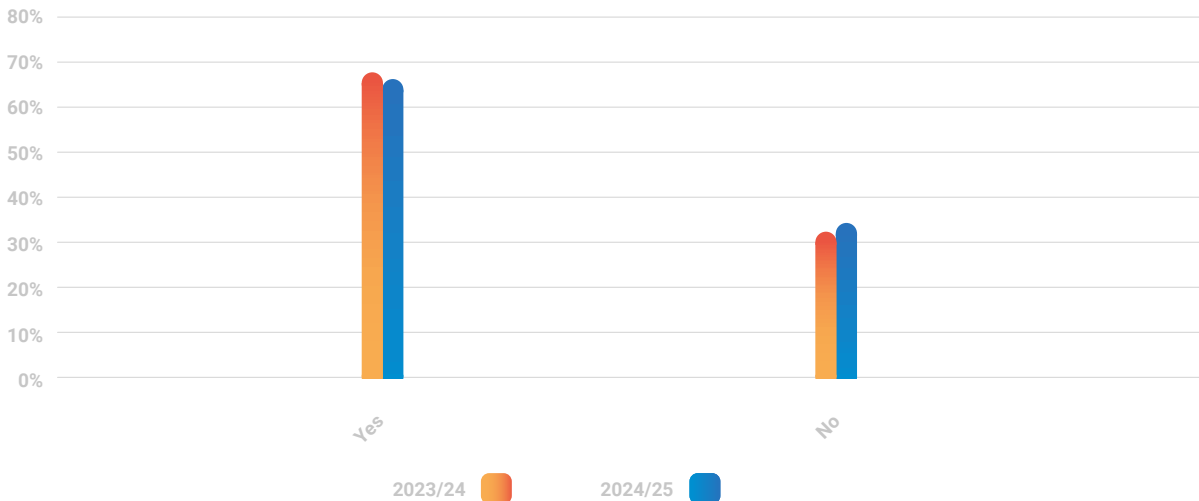


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Recruitment Strategy

- The percentage of companies with a formal recruitment strategy in place remains at approximately 67% both in 2023 and 2024.

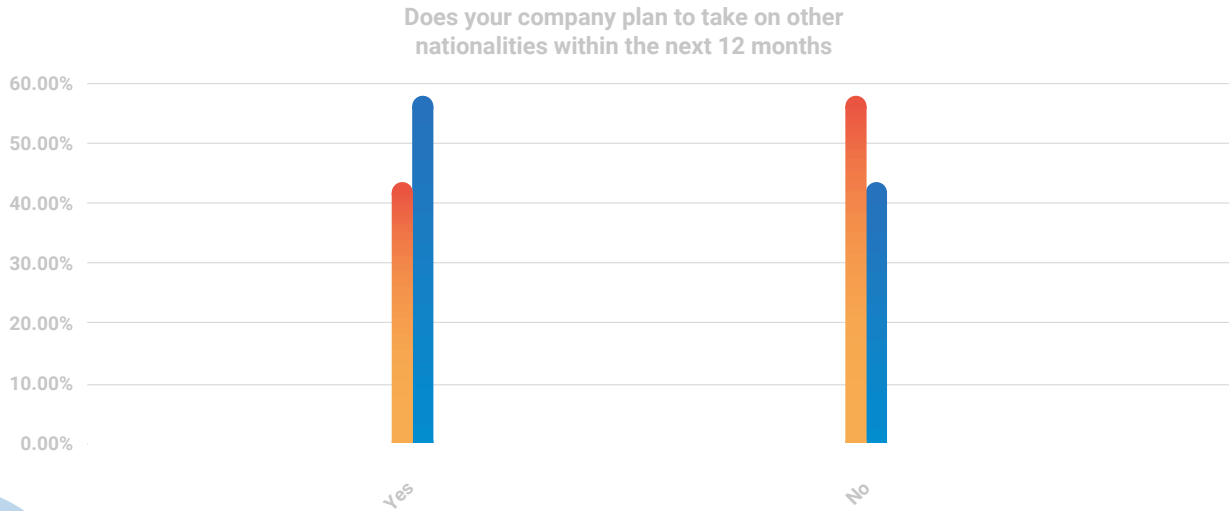
Has your company written a strategy in place for sourcing, recruiting and retaining your seafarers?



05

Expand number of nationalities

- Companies are trending to be mitigating recruitment risks by diversifying the nationalities they deploy on their vessels.
- In 2023 42% of the companies were planning to take in other nationalities within the next 12 months
- That portion of the respondents have grown to 57% in 2024.



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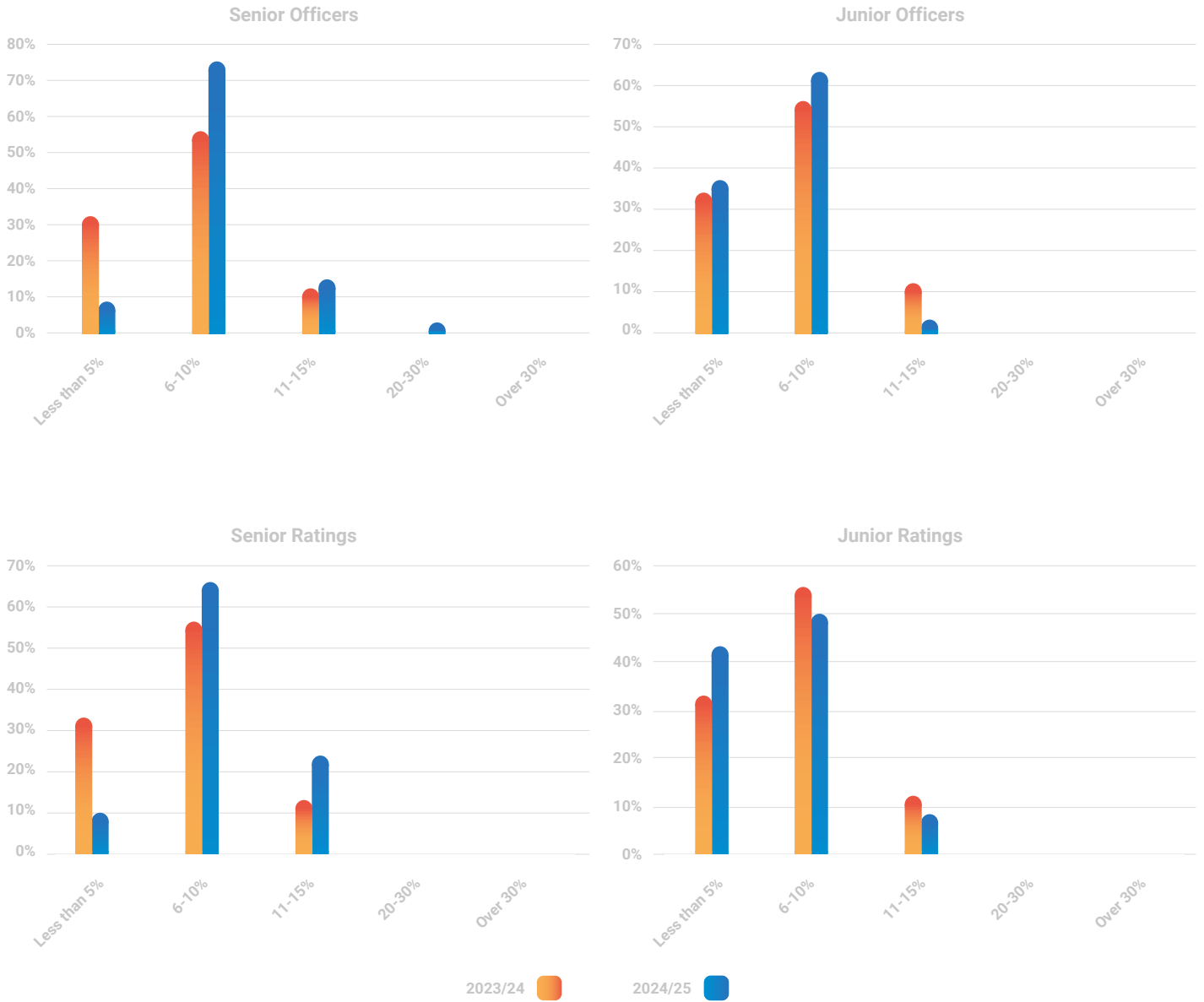
Seafarers' remuneration adjustments

- Significantly more companies raised wage levels in 2024 compared to 2023
- Only 7% of the companies did not raise and 4% decreased wage levels in 2024 – in 2023 27% did not adjust or decreased wage levels.
- 75% of the senior officers benefited from an increase in remuneration in 2024, up from 63% in 2023
- 67% of the junior officers got an increase against 59% in 2023
- 65% of the Senior ratings (Bosun, Fitter, Cook) saw their wages increase whilst it was 54% in 2023
- A little over 50% of the other ratings enjoyed increases in both 2023 and 2024.



Seafarers' remuneration adjustments

- Not only did more companies in 2024 increase their wages, but the increases granted were higher than 2023 – except for junior ratings where the increases were less generous.





Remuneration – Further details

In our Seafarer Survey we also asked the seafarers about their remuneration and fringes.

The Danica survey, in combination with our in-depth knowledge of the crew employment markets, gives us a uniquely detailed insight about salaries for each rank and each vessel type and size.

Due to the complexity of the wage data, we cannot list all wages in this short report, but the headlines are:

The increase in wage levels for senior officers continued during the past 12 months, although at a slightly slower pace across all vessel types, with increases up to 10% for top-talented senior officers.

The wage increases occurred on all vessel types except standard offshore vessels which only saw moderate increases. Indian senior officers on dry cargo vessels continue to have about 10% higher wages than their Eastern European peers.

Eastern European and Filipino senior officers are remunerated at equal levels. However, Filipino junior officers are paid less than their Eastern European and Indian peers.

Senior ratings (Bosun, Fitter, Pumpmen and cooks) remain in demand and also saw increasing wages.

We see a steep increase of CVs with fake experience. Seafarers are using certain 'consultants' to help with crafting these fake CVs and the level of falsification is rather advanced.

We see the shortage of senior officers encouraging some owners to accept new hands directly employed in a rank higher than their last rank with their previous employer.

As international recruitment experts across all vessel type, and with own offices in Ukraine, Georgia, India and the Philippines, Danica is in possession of in-depth wage intelligence.

Our Group Recruitment Manager Yulia Filchukova has overall responsibility for recruitment in the Danica Group. Feel free to contact Yulia to learn the details about wage levels for seafarers from the countries we recruit from.

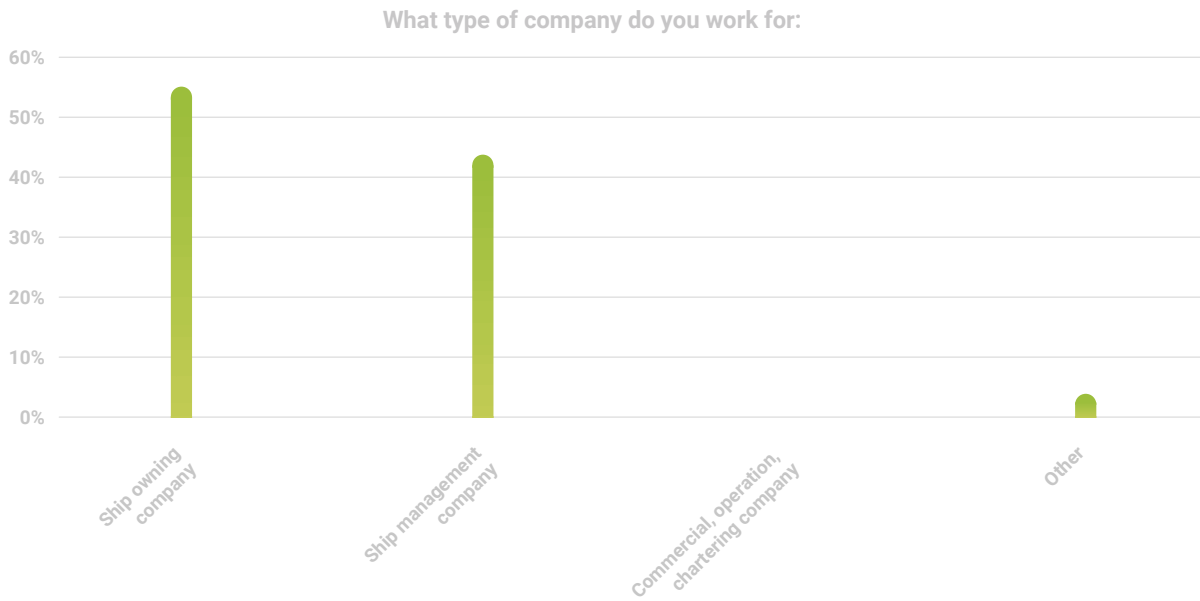
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Who Responded?

- We had in total 56 respondents to our survey.
- The respondents came nearly equally from ship owning companies and ship management companies.
- Geographically the respondents came from a wide spread of countries but particularly from Greece, UAE, Denmark, and Germany.
- The distribution is close to being the same as for the Danica 2023/24 survey



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Management of fleet

- Most of the respondents worked in companies with all ship management functions done in house or with a mix of outsourcing and inhouse management.
- In the previous 2023 survey most respondents worked in companies with all functions in-house

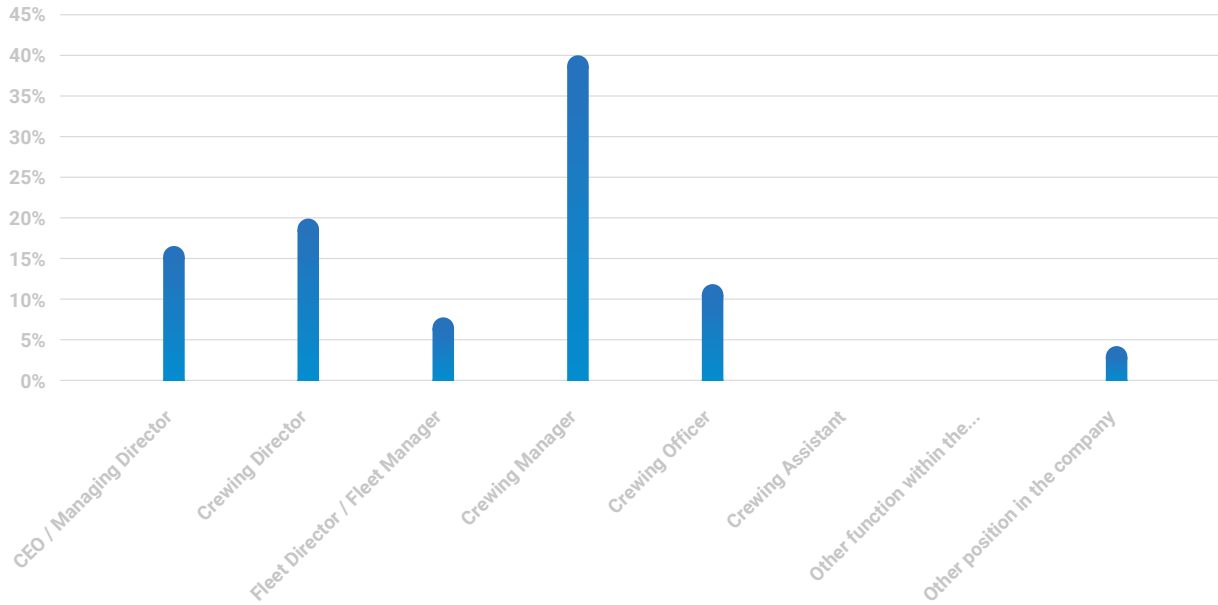


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Role

- Most respondents have a role within the crewing department.
- Compared to the 2023/4 survey, the number of respondents with senior level positions has increased.

What is your role in your organisation

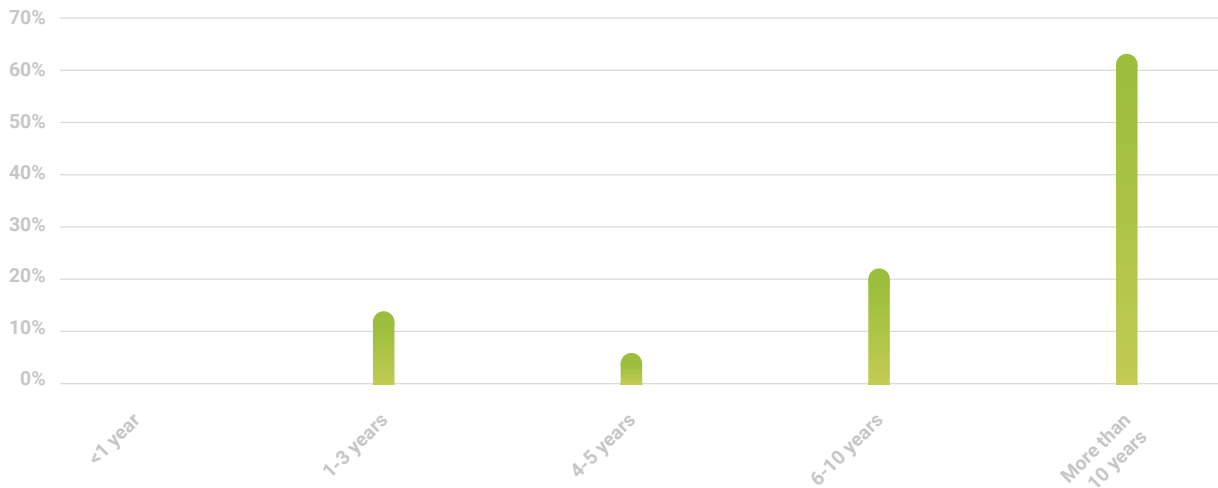


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Seniority

- Most participants have a long experience within the crewing field.
- 83% have worked for six years or longer within a crewing department. In the 2023/24 survey it was 78%

How many years have you been working in a crewing department position?

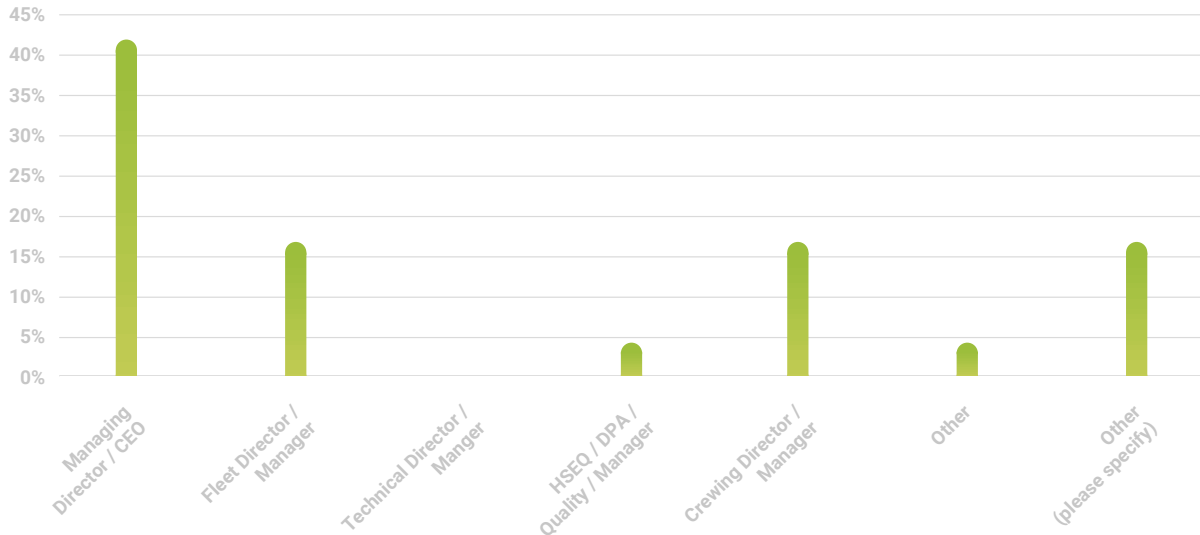


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Reporting

- Most of the participants report to the Managing Director or CEO within their organisation.
- From the detailed data, it appears that 80% of the crew managers/directors report to the highest level in the organisation and are on the same level as technical and financial heads. This is an increase compared to the 2023/24 survey. It could indicate a trend that shipping companies have elevated the prioritizing the crewing of their vessels.

To whom do you report to within your organisation

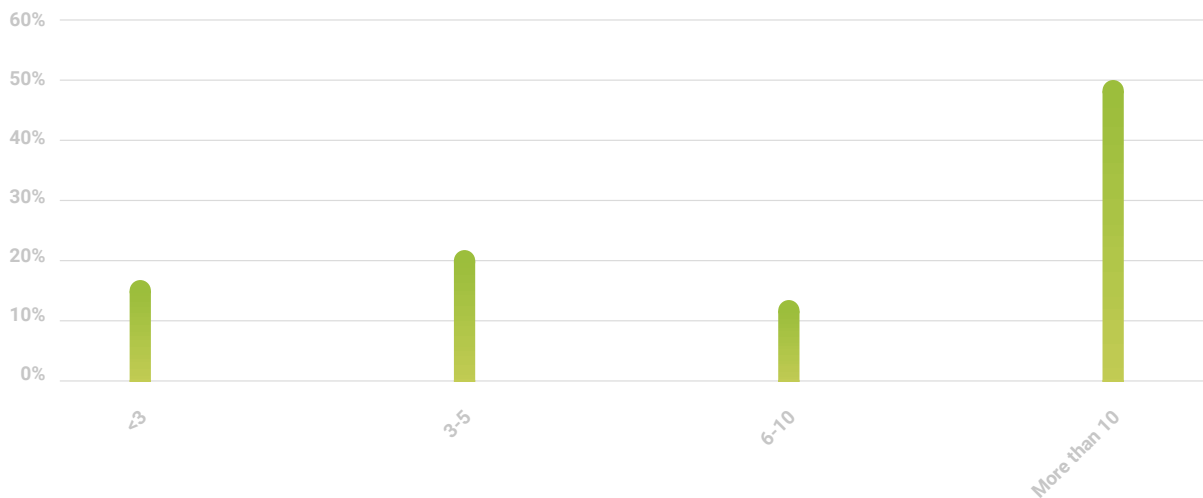


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Size of crewing department

- Half of the respondents came from people working in crewing departments with more than 10 staff team members, i.e. companies with large crewing operations.
- This is an shift compared to the 2023/24 survey where only 17% worked in larger crewing departments.

How many staff members report to you?



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What could make a seafarer change employer?

- In our seafarer survey ([CLICK HERE TO VIEW](#)) we asked what could make the seafarer accept employment in another company.
- In our crew managers' survey, we asked the crewing managers what they thought would make a seafarer leave for another company.
- Overall, the crew managers understood well what the seafarers sees an important
- In the 2024 survey Crew managers are now in line with seafarers that free emails and internet access is no longer a parameter for changing employer, most properly as this service has become a common standard.
- However, crew managers underestimated the importance for seafarers to have a fast internet connection.
- Like the 2023 survey; crew managers over-estimate the parameter promotion prospects.

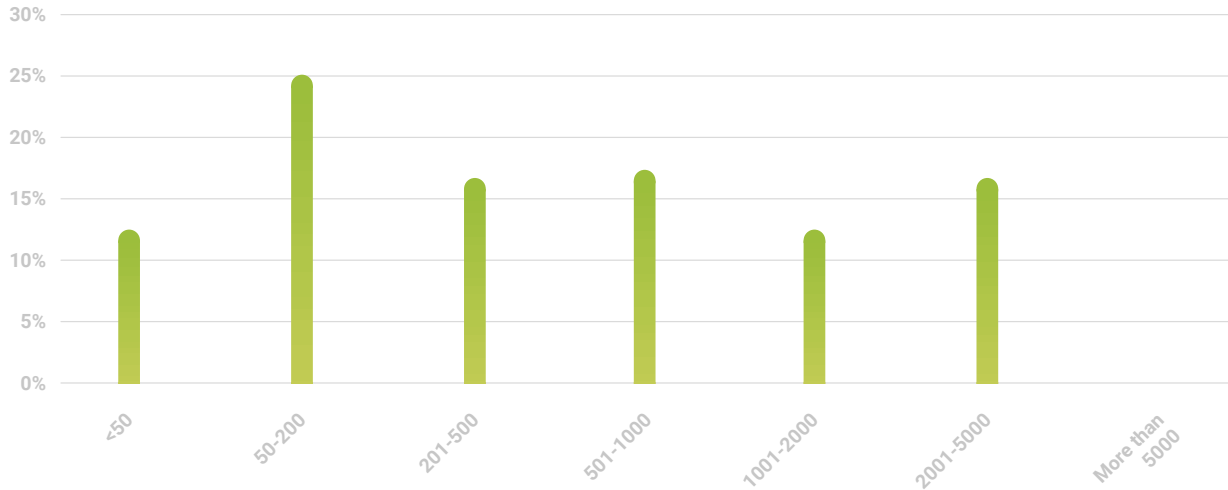


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Number of crew members

- The responses were made by people from all kinds of company sizes.

How many crew members are currently onboard your company's vessels?

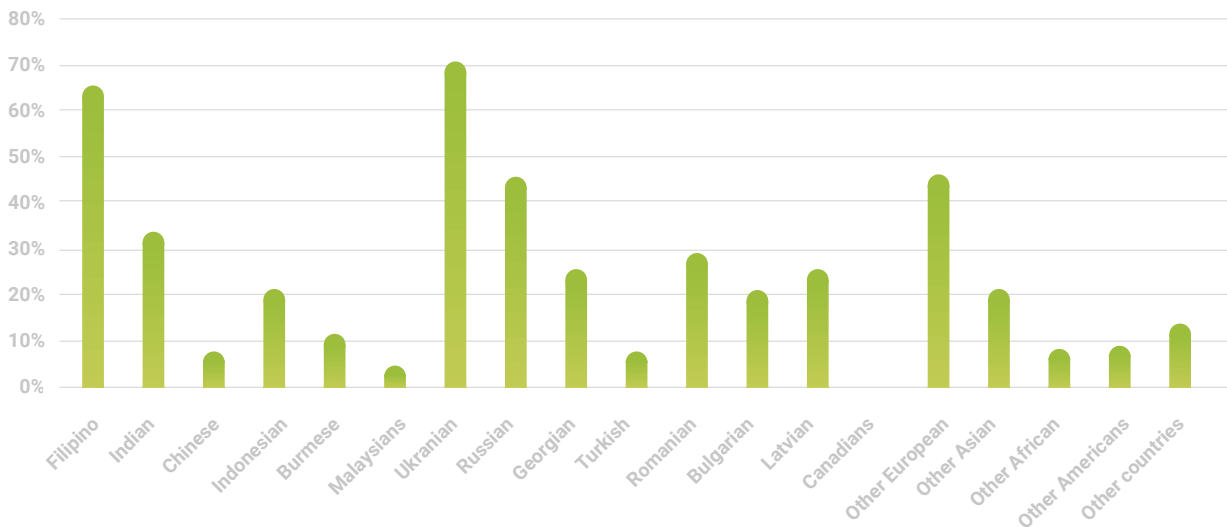


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Crew Nationalities

- All key nationalities were represented in the crew pools managed by the respondents.

Which nationalities are onboard your company's vessels?



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CREW MANAGERS' SURVEY



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