



DANICA
CREWING SPECIALISTS



DANICA SEAFARERS' SURVEY **2025**

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Danica Seafarers' Survey 2025

Danica Crewing Specialists, a leading crew management, crew agency, and maritime recruitment service provider, has conducted annual surveys on seafarers' employment and work conditions since 2019.

Now with six years' worth of data, the survey provides a useful resource for evaluating trends and developments in the crewing marketplace.

The 2025 survey collected data between May and October from within Danica's global database with almost 73K seafarer applicants and throughout the wider shipping industry.

As the saying goes, 'The devil is in the details'. We are pleased to share the results and analyses of our 2025 Seafarers' Survey with our maritime colleagues. We hope it will be a useful tool to enhance your HR-marine strategies and to shed light on the current status of the crew employment markets.

Feel free to contact us at any time if you need any further information.

Email: jensen@danica-maritime.com Telephone **+49 173 62 11 998**.

Please also visit www.danica-maritime.com

Enjoy the reading!

Danica Crewing Specialists
Henrik Jensen
Chief Executive Officer

Highlights:

-  **Wages: Senior officers** saw no or limited increases in wages from 2024 to 2025, although more employers offered a seniority bonus system. An exemption is experienced second engineers, who are in demand, and this rank saw an increase.
-  **Wages: Junior officers and ratings** were remunerated at about the same level as in 2024, except senior ratings (bosun, fitter, pumpman, and cooks), who remain in demand.
-  **Bullying, Racism and Harassment:** In 2025, 16% of the respondents reported that they had been offended, compared to only 7% in 2019 when we made the first survey.
-  **Mental well-being and rest hours:** The mental well-being of the seafarers declined, with as many as 44% reporting stress (35% in 2024, 28% in 2019) and 16% (11% in 2023) feeling mentally depressed during their last contract. As many as 37% reported violation of rest hours rules.
-  **Fringes:** Since 2019, 33% more seafarers have employer-paid private medical insurance covering themselves and their families. In total, 24% of the respondents now have such insurance.
-  **Contract length:** The average onboard tenure is getting a bit shorter. This applies to junior tanker officers, where the contract length is reduced by 1-2 months. Shorter contract length and longer vacation periods require a higher number of seafarers and contribute to the crew shortage.
-  **Retirement:** Over the years, the age at which seafarers expect to retire from sea has dropped. Now, 42% expect to stop sailing before they become 55 years old, and only 36% expect to be at sea after their 60th birthday. This trend will contribute to the seafarer shortage in the coming years.
-  **Retention:** The survey shows a trend that seafarers change employers less frequently. The number of respondents who had 24 months or more seniority with the present employer rose by 14% from 2024 to 2025. The main reason for seafarers changing employers was being offered a higher salary (37%).
-  **Training:** The number of seafarers who find the training provided more useful has increased, as 64% find it "extremely useful" or "very useful". However, that still leaves 36% who find it less valuable. There is a steep increase in training in cybersecurity.
-  **Late salary payments:** 30% of the respondents claim that they received their salaries late, and 9% claim that they did not receive their salaries in full. The numbers are unchanged from previous years.

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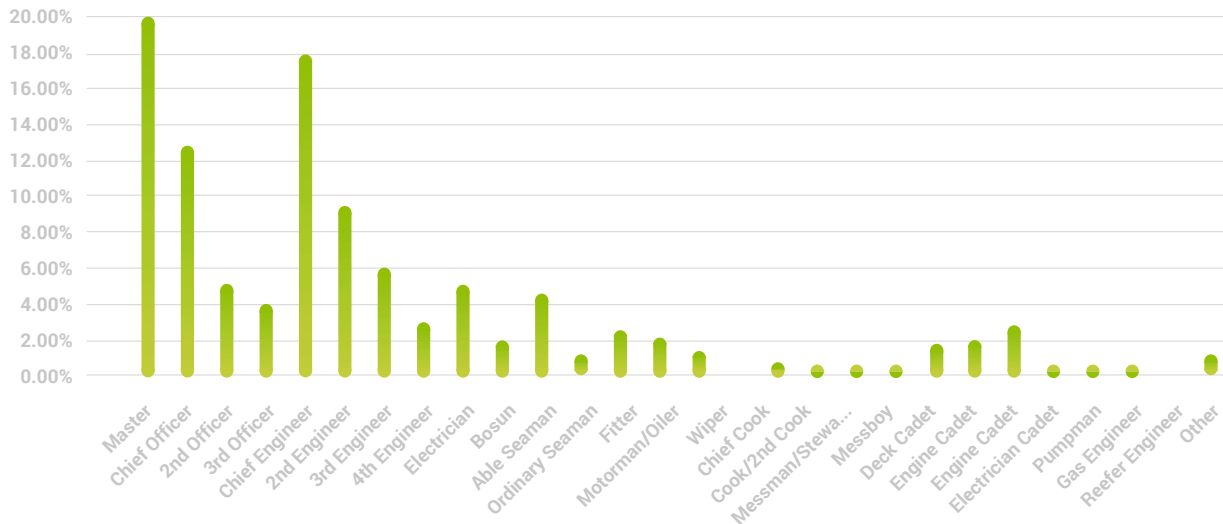


01

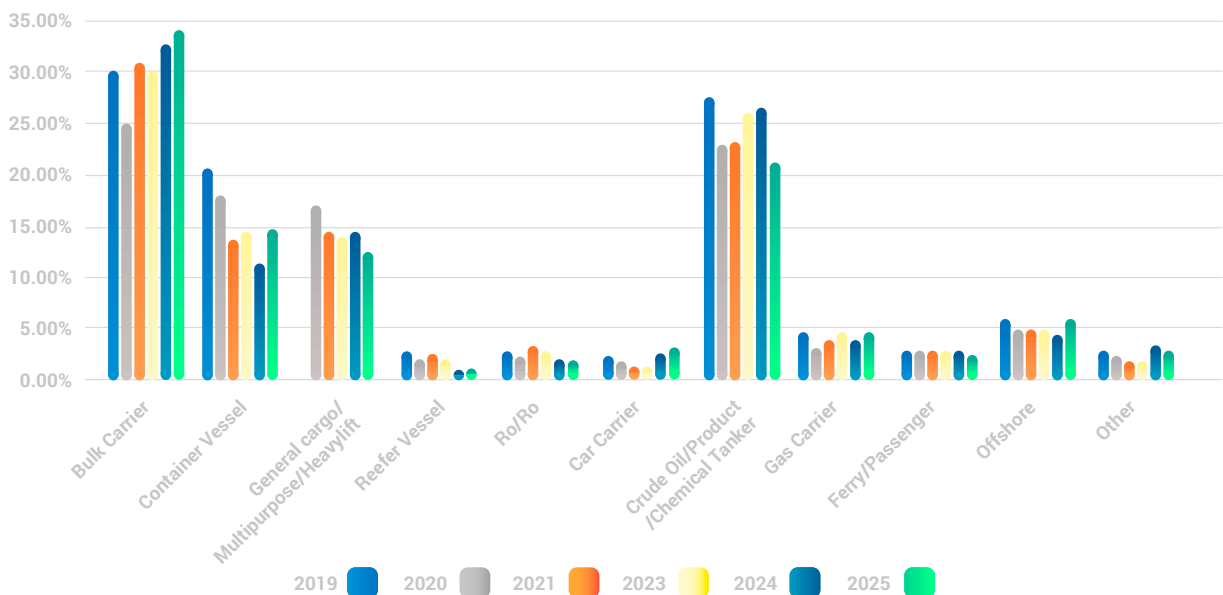
Who Responded?

- The 72,990 seafarers in Danica's database of applicants were invited to participate in the survey.
- In total, 7,940 seafarers responded to the survey. The number is about 10% higher than in 2024.
- As with the five previous surveys, most of the responses came from senior officers.
- The data was collected between May and October 2025.
- The 2025 survey consisted of a total of 46 questions.
- The participants' vessel type experience very well reflects the vessel types the seafarers registered in Danica's database are typically deployed on, and the distribution is about the same as for previous years of the survey.
- For more demographic information: Please refer to page 24

What rank did you have during your last contract



What was the type of your last vessel



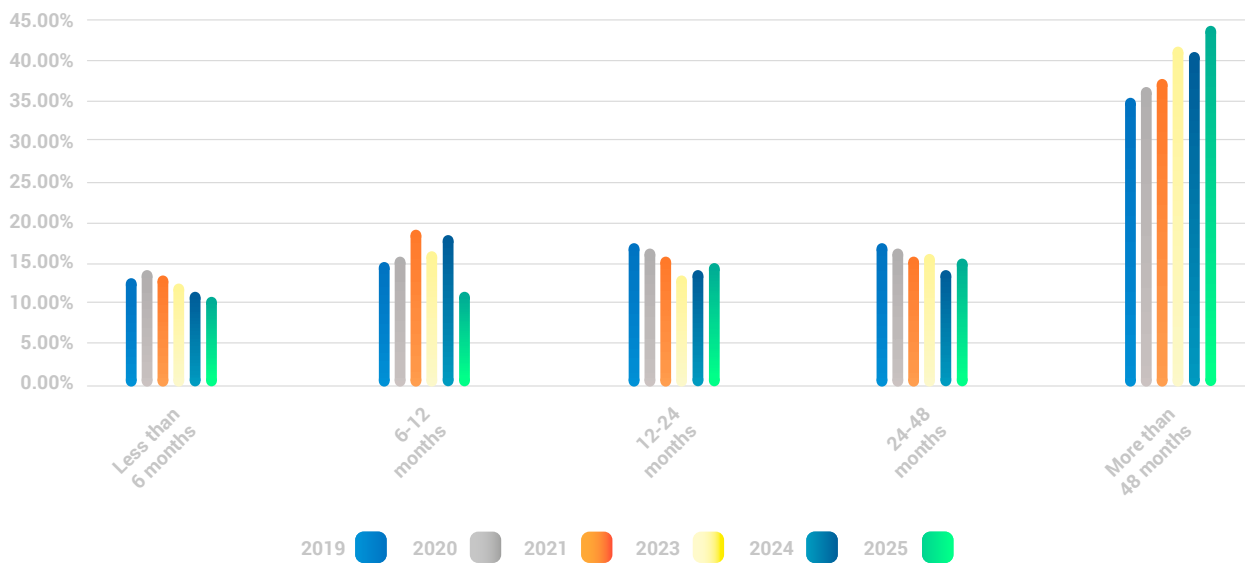


02

Seniority in Rank

- 61% of the respondents had 24 months or more seniority in rank. There is an increasing trend that seafarers answering the survey have higher seniority. In 2019, 52% had more than 24 months' seniority in rank.
- Over the years, there is a slight trend in seniority in the number of seafarers with a seniority of 48 months or more, and the group of seafarers with a seniority between 24 and 48 months is declining.
- From the detailed result, we can see that the group of respondents with seniority of 48 months or more mainly consists of senior officers and ratings over 40 years of age.
- We can also see that respondents with 12 months or less seniority are junior officers who are less than 25 years of age.

How many months seniority do you have in your current rank?

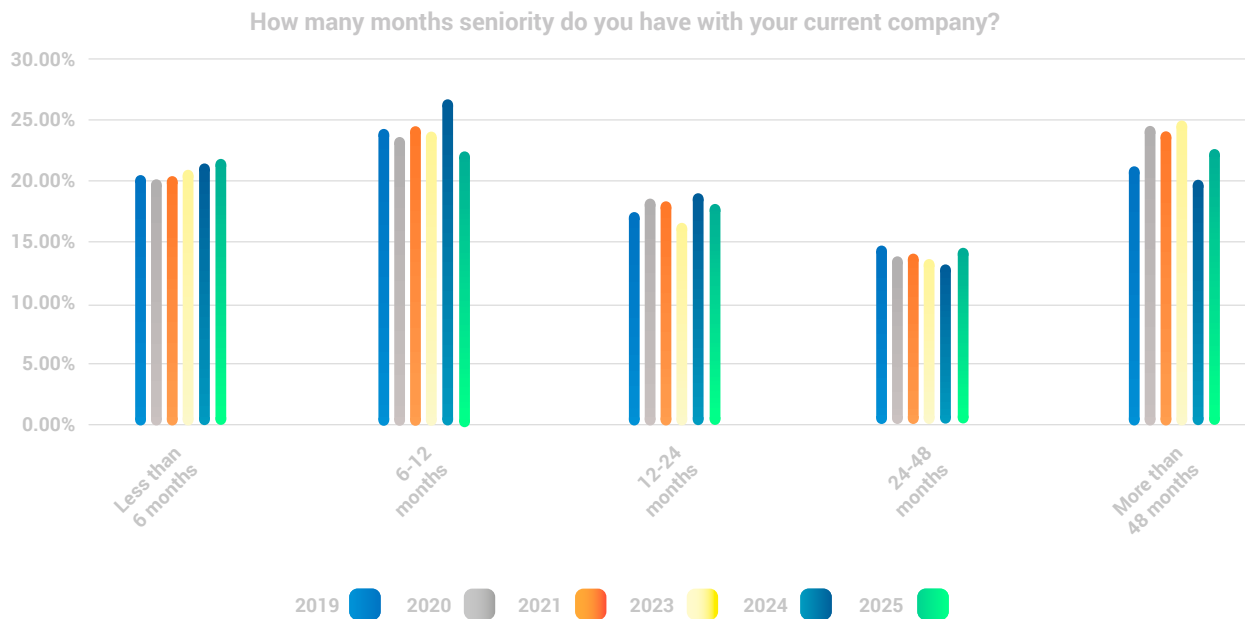




03

Seniority with current employer

- Seniority in rank is not necessarily earned with the same employer, and the following graph shows the seniority with the present employer.
- While seniority with the same employer did not change much in the period 2019 – 2023, it dropped significantly in 2024.
- However, in 2025 the retention is better and the percentage of crew staying with the same employer for 24 months or more increased by 14%.
- The number of seafarers with a high seniority (48 months or more) increased by 20% from 2024 to 2025.

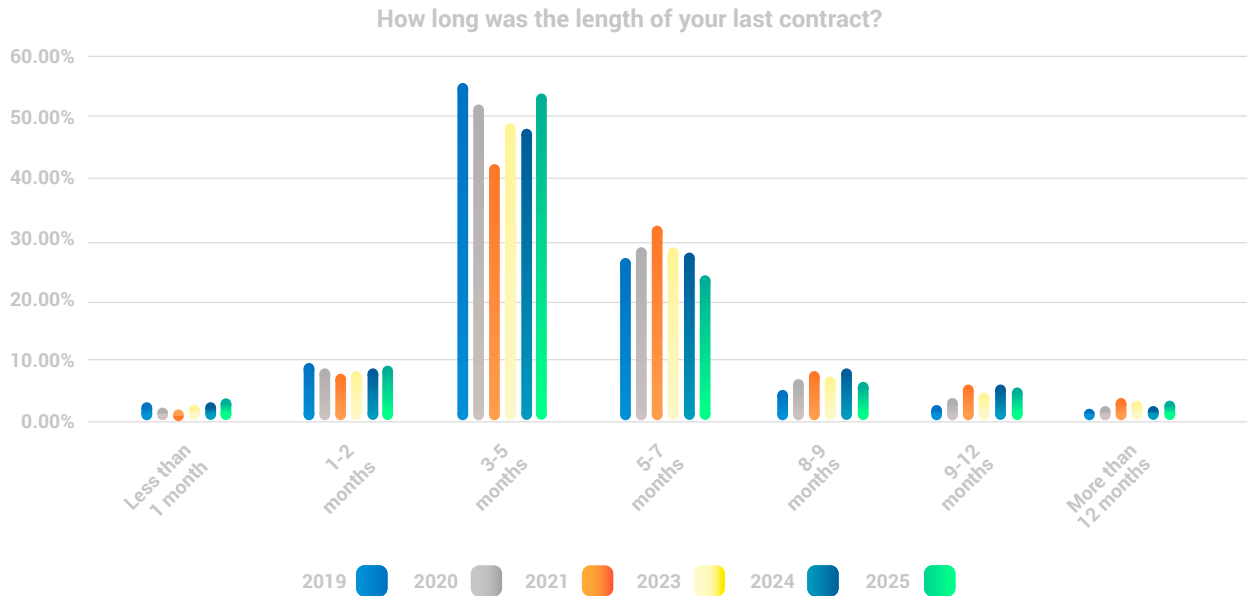




04

Onboard Period (Contract Length)

- We can see that the tenure is typically four months for senior officers and six months for junior officers, regardless of nationality,
- The shift between 2024 and 2025 from 5-7 month contracts to 3-5 month contracts is caused by a shorter tenure for tanker junior officers' than in previous years.
- For EU ratings the contract length is 4-5 months, other Europeans 6-8 months, and Asian ratings do typically 9 months.





05

Remuneration

We also asked the seafarers about their remuneration and fringe benefits.

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

Due to the complexity of the wage data, we cannot list all wages in this short recap of the survey. In summary:

-  **Senior officers – There are no or only limited increases in wages for senior officers. However, more companies are offering a seniority bonus.**
-  **An exception from the above are experienced 2nd engineers who are in high demand and for which there is a shortage.**
-  **Indian senior officers - On dry cargo vessels Indian senior officers 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 – The rank of Bosun, Fitter, Pumpmen and Cook remain in demand and saw increasing wages, although a lot less than previous years.**
-  **We continue to see a significant number of CVs with fake experience. Seafarers are using certain ‘consultants’ to help craft these fake CVs, and the level of falsification is rather advanced.**
-  **The shortage of senior officers continues to encourage some owners to accept new hands directly employed in a rank higher than their last rank with their previous employer, although this does not apply for the rank of Master.**
-  **The above comments relate to the cash part of the remuneration package. As you will see on the following pages there is an increase in fringes, such as free internet and private medical insurance.**

As international recruitment experts across all vessel types, and with our own offices in Ukraine, Georgia, India and the Philippines, Danica is in possession of in-depth wage intelligence. Our Group Recruitment Manager, Yuliia Filchukova, has overall responsibility for recruitment in the Danica Group.

Feel free to contact Yuliia to learn the details about wage levels for seafarers from the countries we recruit from.



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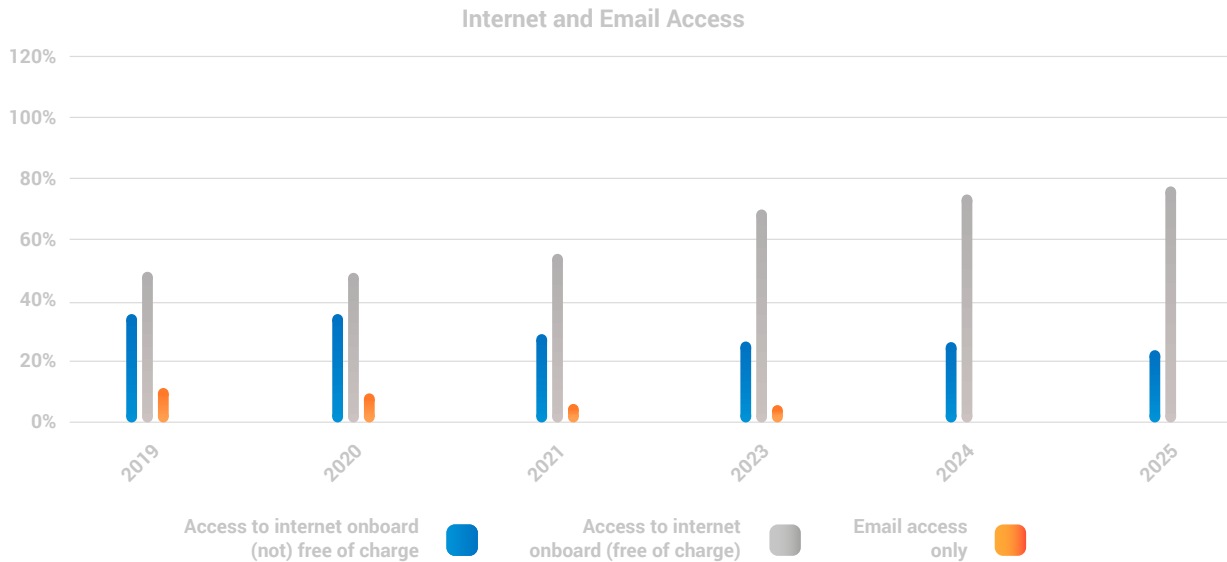


06

Internet and Email Access

Since 2024 all respondents had access to the Internet.

The number of seafarers being offered free access to the Internet continues to increase.

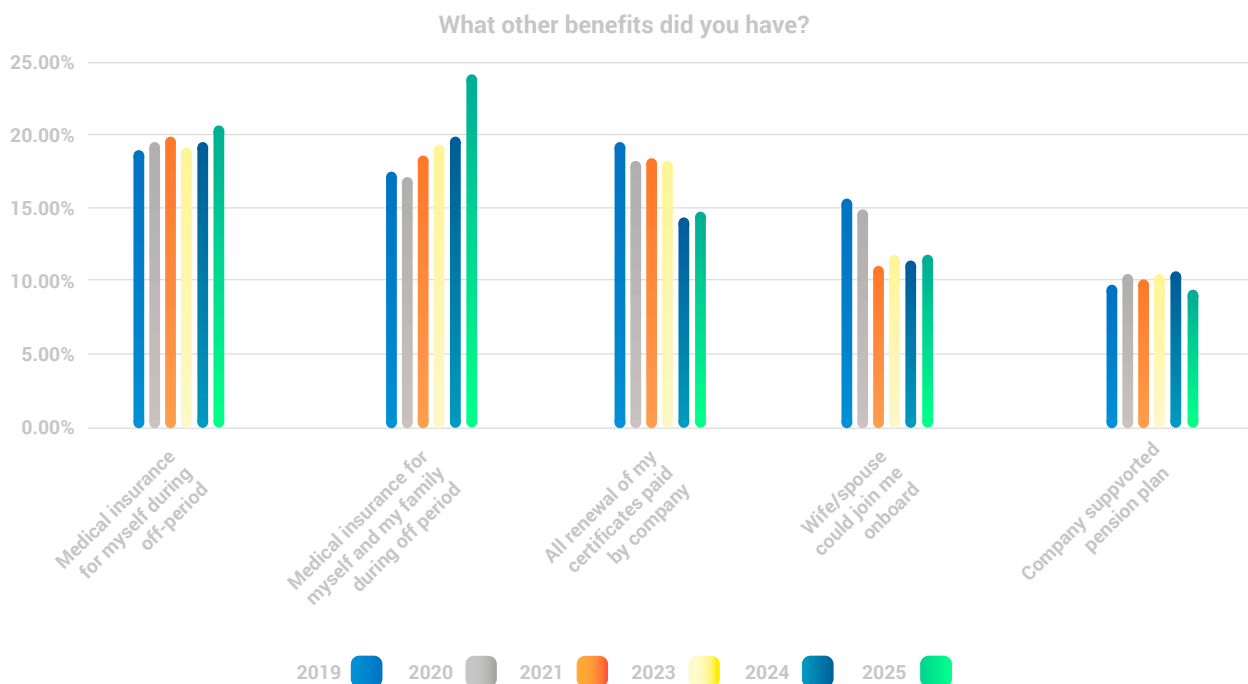


07

Fringes

The number of seafarers benefiting from employer-paid private medical insurance for their families continued to increase, and now stands at 23.75% of respondents. - mainly officers.

Employer-paid renewal of national certificates has dropped over the years.

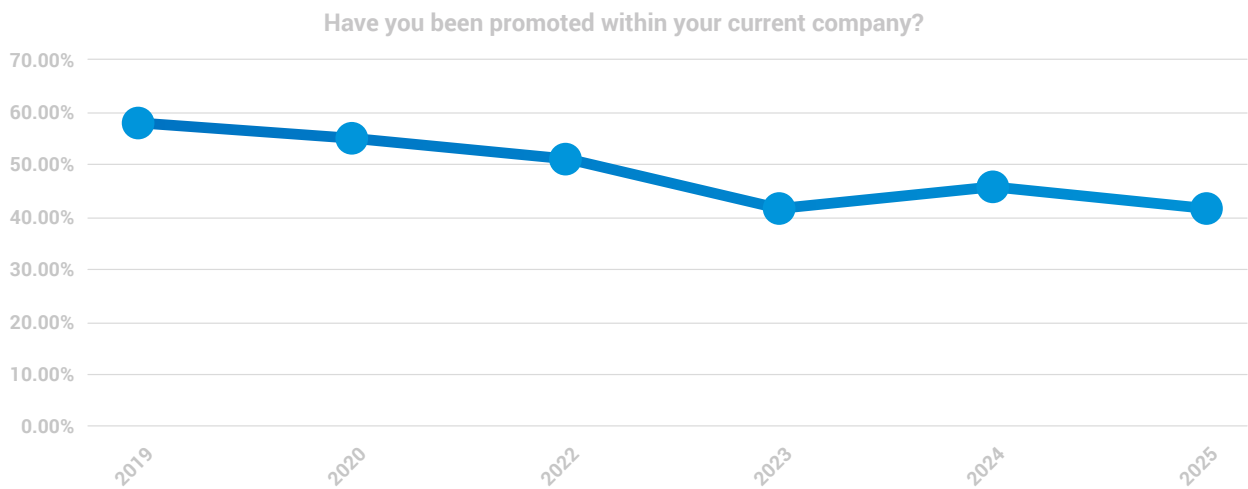




08

Promoted with current employer.

- The number of officers who are still employed by the employer who promoted them to a higher rank has significantly dropped since the first Danica survey in 2019.
- In our 2019 survey, 58% of the officers were still with the company where they had received promotion.
- Since 2023, that number has dropped to about only 42%.
- It seems that a promotion creates less loyalty with the seafarer than in the past and seafarers move on faster following a promotion.



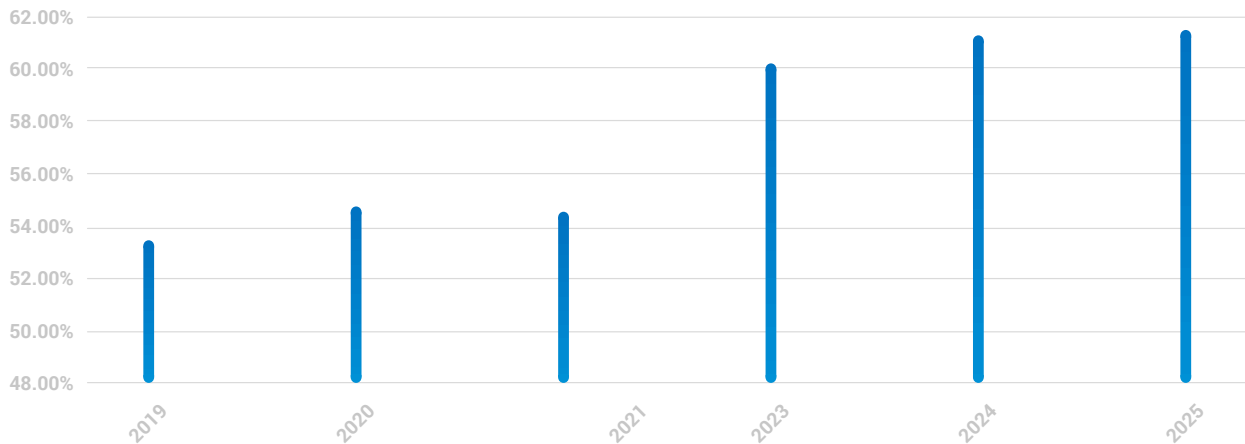


09

Training during home periods

The percentage of crew members receiving training provided by the company during their home periods has increased over the years, but for 2023, 2024, and 2025 the number has stabilised around 61%.

Training during home period



10

How was the training delivered?

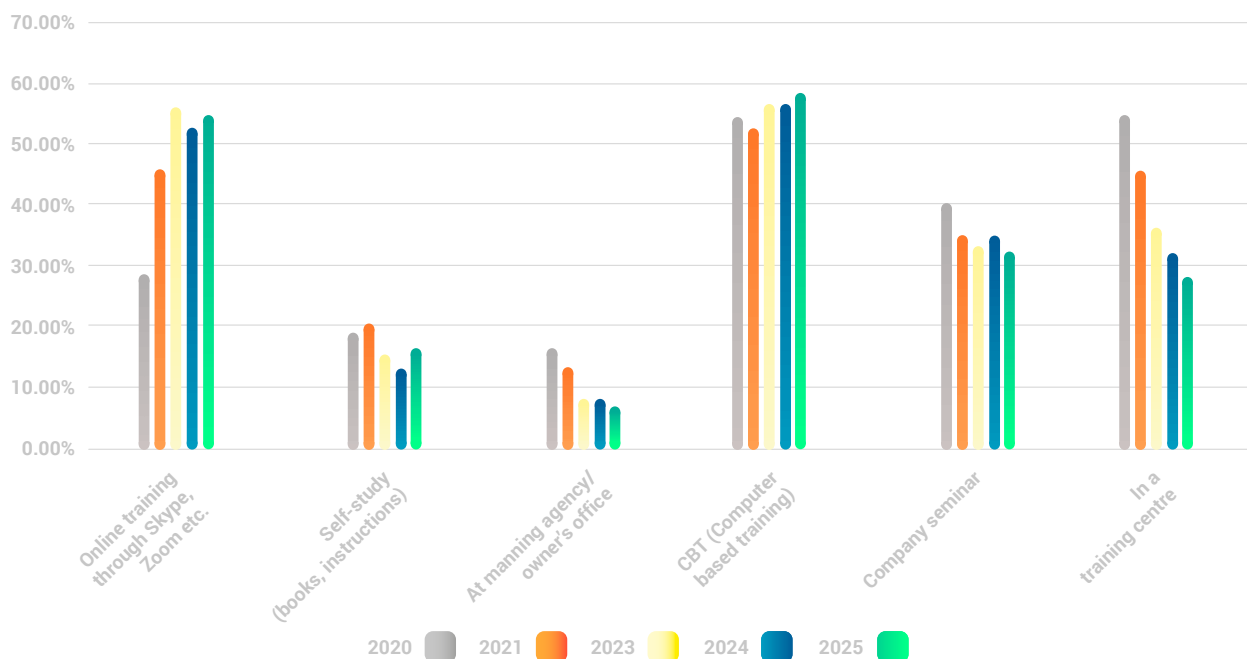
Since 2020, physically attended training (in training centres and offices) has halved.

Also, physically attended training at manning agencies, owners' offices and company seminars has dropped, and at the same time the use of online training has increased.

It is not surprising that training during the Covid-19 pandemic was delivered online, but the use of online training has continued to expand in the post-Covid years.

This question was not included in the 2019 survey.

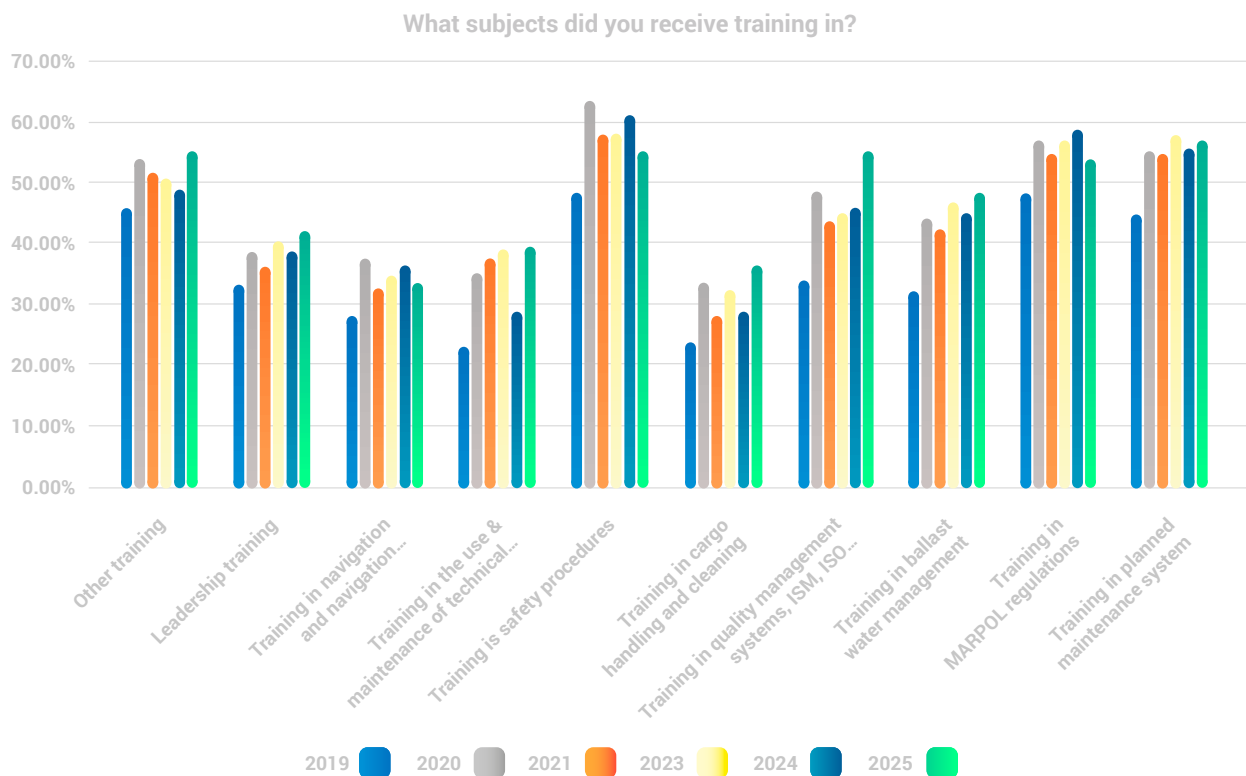
How was the training delivered?





Training subjects

- Over the years there is a trend that seafarers receive training in more topics.
- Most of the training is about technical and compliance matters, and little about leadership.
- 58% of the seafarers received training in the planned maintenance system.
- 41% received training in leadership.
- The increase in "Other training" is mainly due to more training in cybersecurity.



Training in rules results in seafarers who comply.

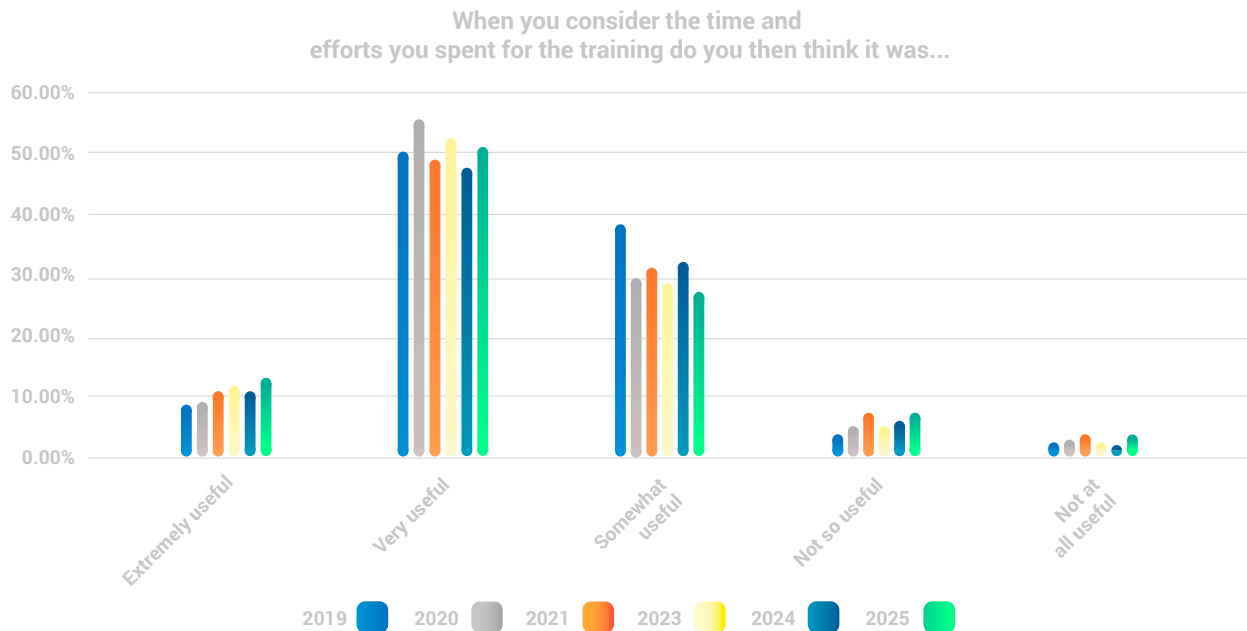
Training in leadership results in seafarers who can lead, manage and think ahead.



12

How useful was the training for the seafarers?

- Over the years, there has been an increasing trend in the volume of company-sponsored training provided.
- More seafarers find the training useful.
- In 2025, as many as 14% found the training extremely useful, against 8-10% in the previous years.
- Also, the number of seafarers who found the training very useful increased to 50%.
- However, this still leaves as many as 36% of the seafarers who found the training "somewhat useful" or "Not at all useful".
- It seems that there is still a gap between the training offered and the seafarers' needs.





13

Allotments and repatriation, food, and commissions

In 2025, the number of seafarers who reported that they were not relieved as contractually agreed continued to drop and is now at the lowest level since we started the survey in 2019.

However, one out of five seafarers still does not get home as agreed.

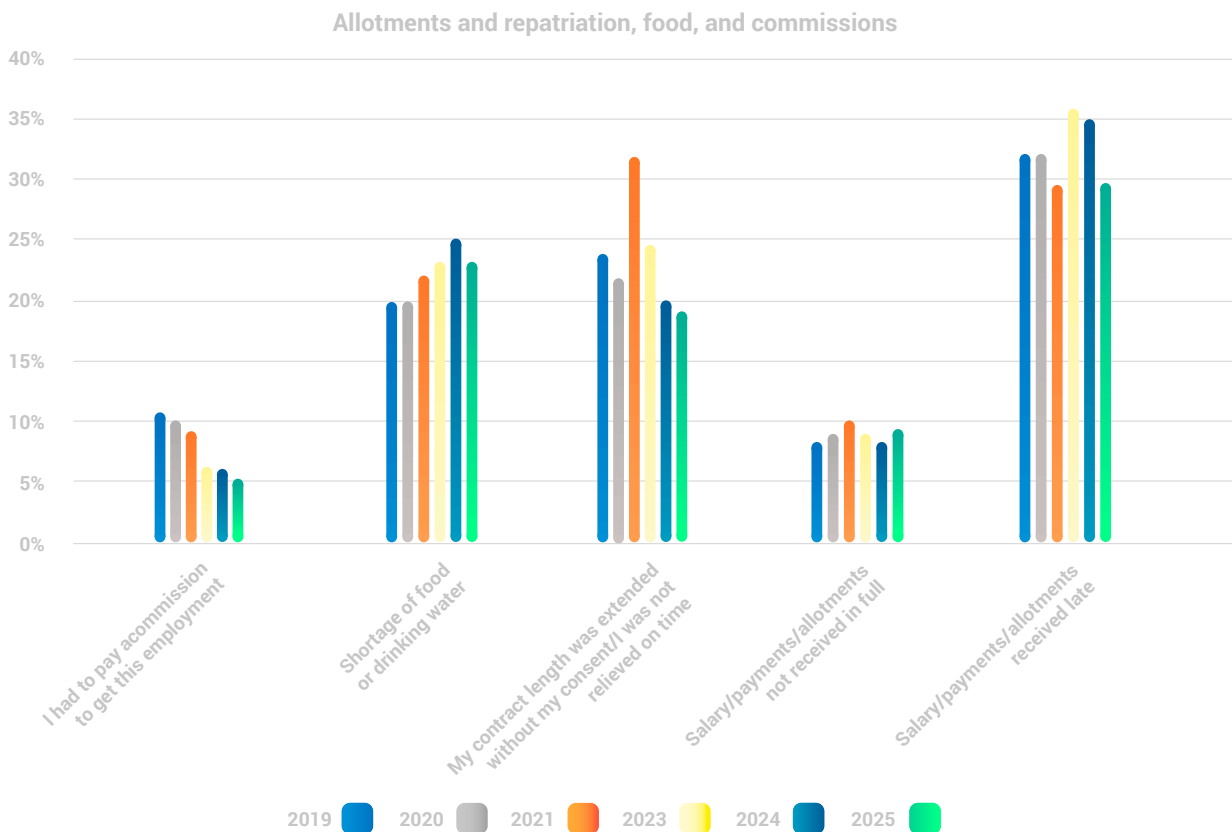
The number of seafarers reporting that they have not been paid on time is still high, although it dropped to 29%.

9% of seafarers, or nearly 1 out of 10, did not receive their salary in full.

Nearly one out of four seafarers reported a shortage of food and drinking water. The number continues to be alarmingly high at 23%, which is within the same range as the previous year.

The number of seafarers who had to pay a commission to get a job dropped a little to 5%, which is the lowest number since we started the survey back in 2019, but still unacceptably high.

The detailed data show that mainly Russian, Georgian, and Filipino seafarers pay commissions at the same level as in previous years.

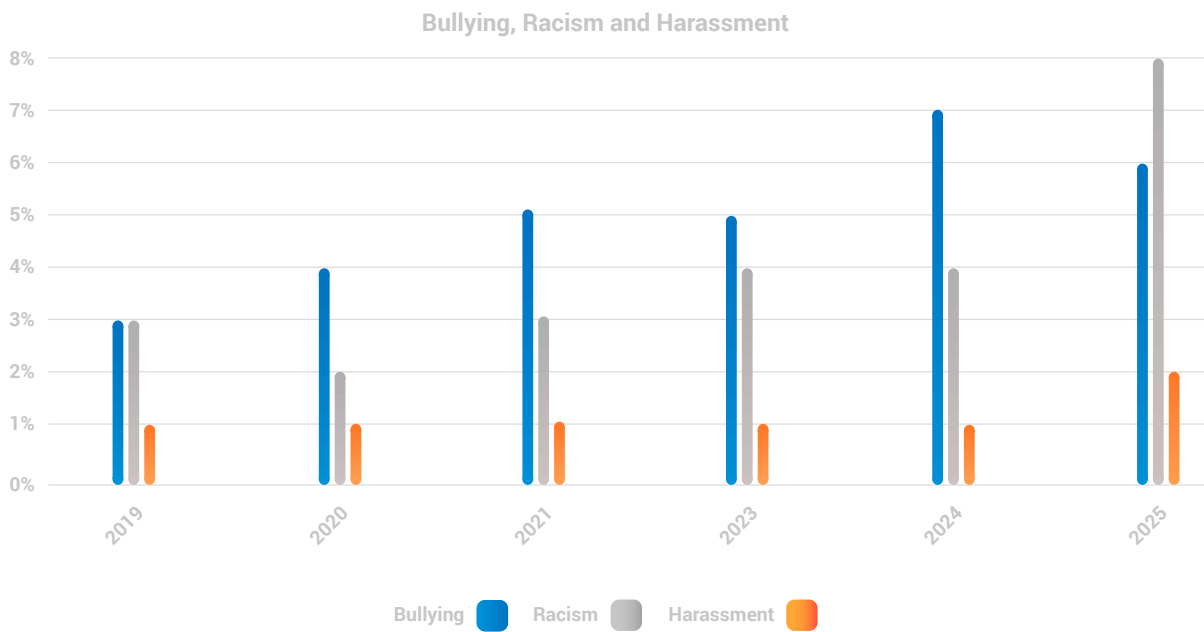




14

Bullying, Racism and Harassment

- The number of seafarers who report bullying, racism or harassment has doubled since 2019.
- The reason for the increase could be more awareness of the problem.
- In 2025, 1 in 6 seafarers report bullying, racism or harassment, up from 1 in 8 in 2024.
- As many as 8% of seafarers feel they have been discriminated against because of their race, double the figure in 2024.
- 2% of seafarers felt they had been exposed to harassment, also doubling from 2024.
- Overall, there is an increasingly significant negative trend over the years.

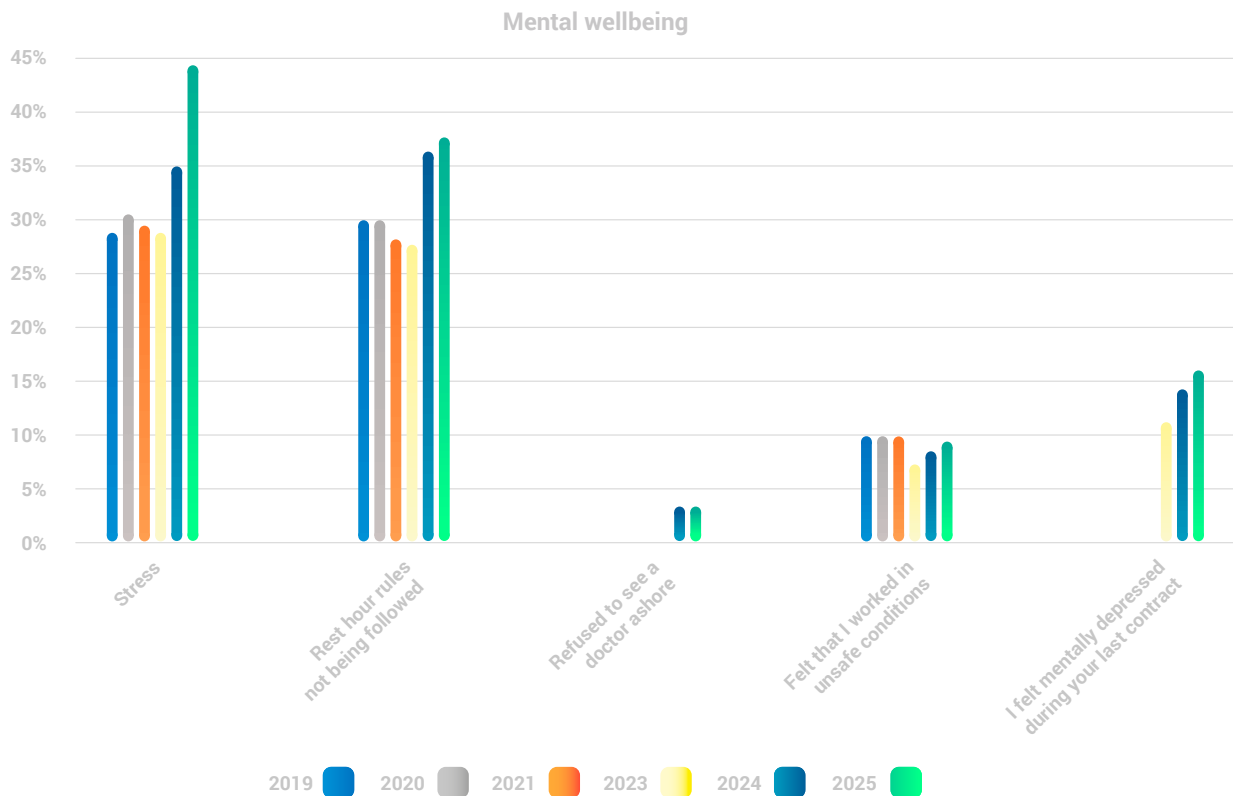




15

Mental Wellbeing

- Over the years, more seafarers have been reporting mental wellbeing issues.
- A record of 44% of the seafarers suffered from stress in 2025, which is a significant increase.
- Also, the number of seafarers who reported that they did not get the statutory rest in accordance with rules increased to 37%.
- In 2025, 9% of seafarers felt they had worked in unsafe conditions - about the same number as in previous years.
- The number of seafarers who felt mentally depressed during their last contract increased from 11% in 2023 to 16% in 2025. (We have only included this question in the survey since 2023).
- Since the 2024 survey, we also asked how many seafarers had been prevented from seeing a doctor ashore, and 3% answered both in 2024 and 2025 that this was the case.



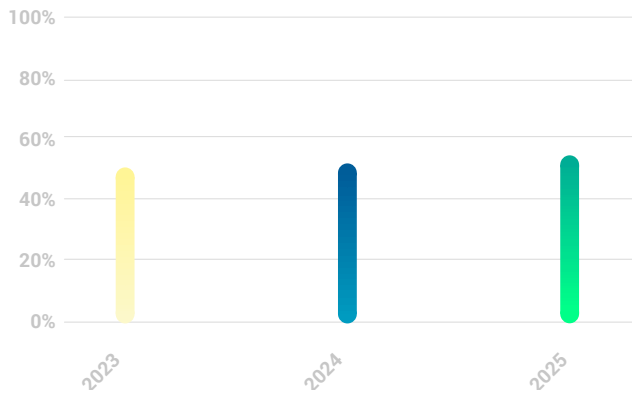


16

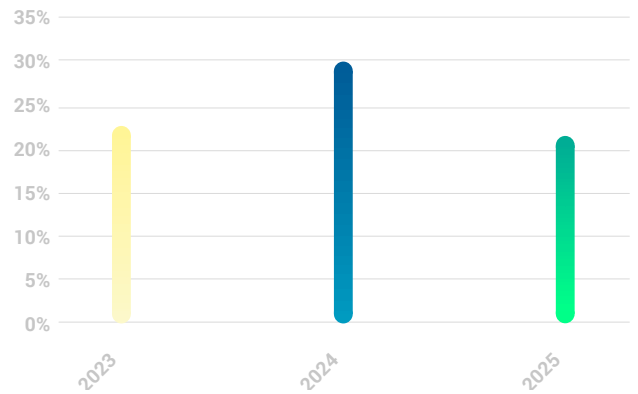
Mental distress support

- A little over half of the seafarers have access to support if they do not feel mentally well. We have only included this question since the 2023 survey.
- The seafarers who had access to a mental support service made less use of the service in 2025 (21%) compared to 2024 (30%).
- However, the percentage of seafarers who found the offered service useful increased to 90% in 2025 which is considerably more than in 2024 (65%).

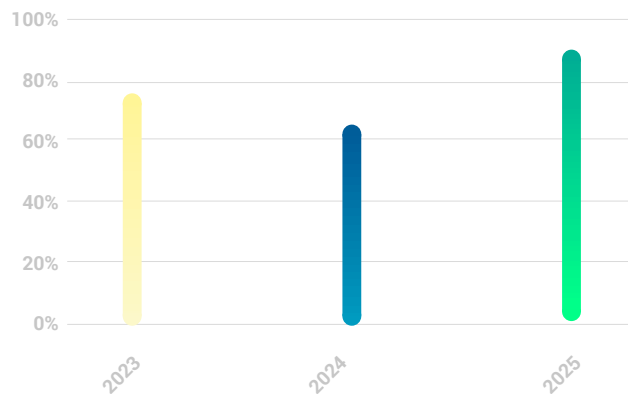
Did your last company offer any contact person/company whom you can get in touch with if you do not feel mentally well?



Did you use the option to get mental health support?



Did you find the support helpful?



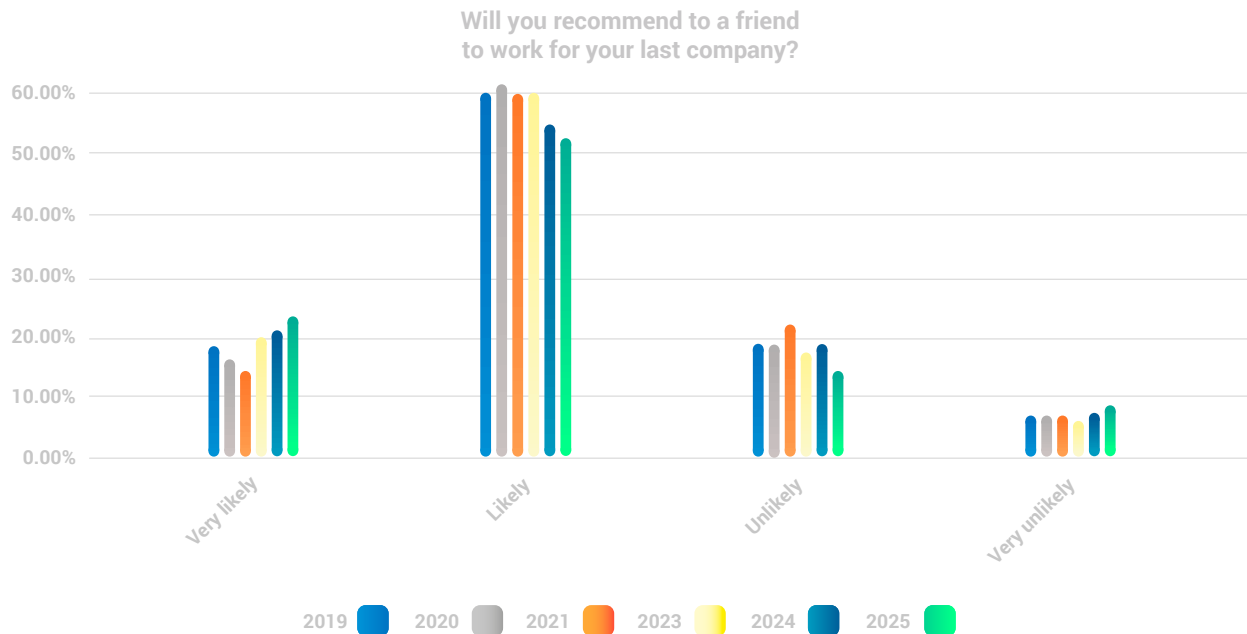


17

Experience with employer

Since 2021, seafarers have become more positive in their view of their employer.

In 2025, 76% of seafarers would likely or very likely recommend to a friend to work for their employer. This is the same as in 2024 and a slight decrease from 2023, where it was 80%



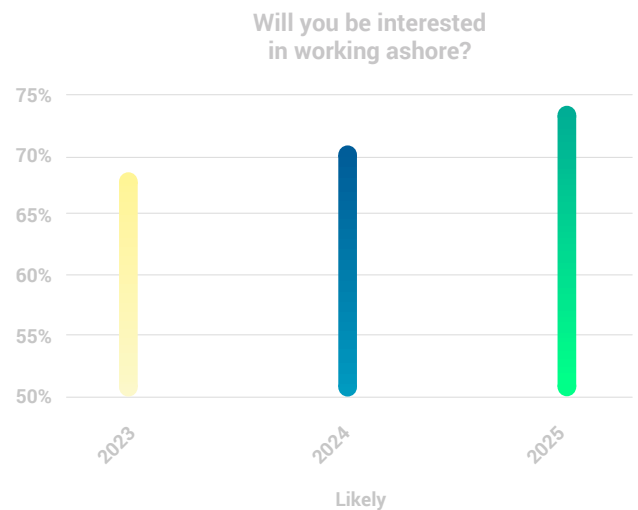
18

Experience with the career as seaman

In 2023 51% of the respondents would recommend a career at sea to their children. This number has fallen to just 41% in 2025.

In 2025 74% of the seafarers would be interested in working ashore - a significant increase from 68% in 2023.

However, 72% of seafarers are satisfied with their life as a seafarer (no graph) - unchanged from 2023 and 2022.

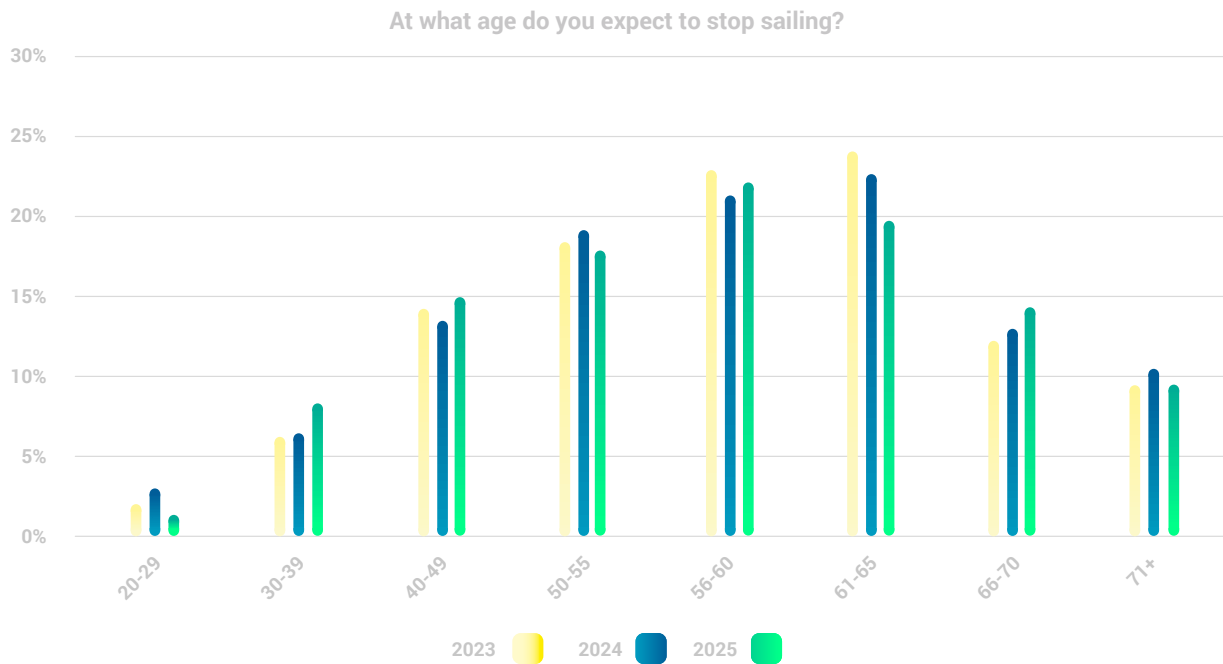




19

Retirement

- There is a slight trend that seafarers will retire earlier.
- As many as 42% of the seafarers expect to be retired from sea before they are 55, and as many as 64% want to retire before they become 60.
- In particular, captains and chief engineers expect to stop before they are 55 with 57% in this category.
- We can see that Filipino seafarers have a desire to retire earlier than their European peers.



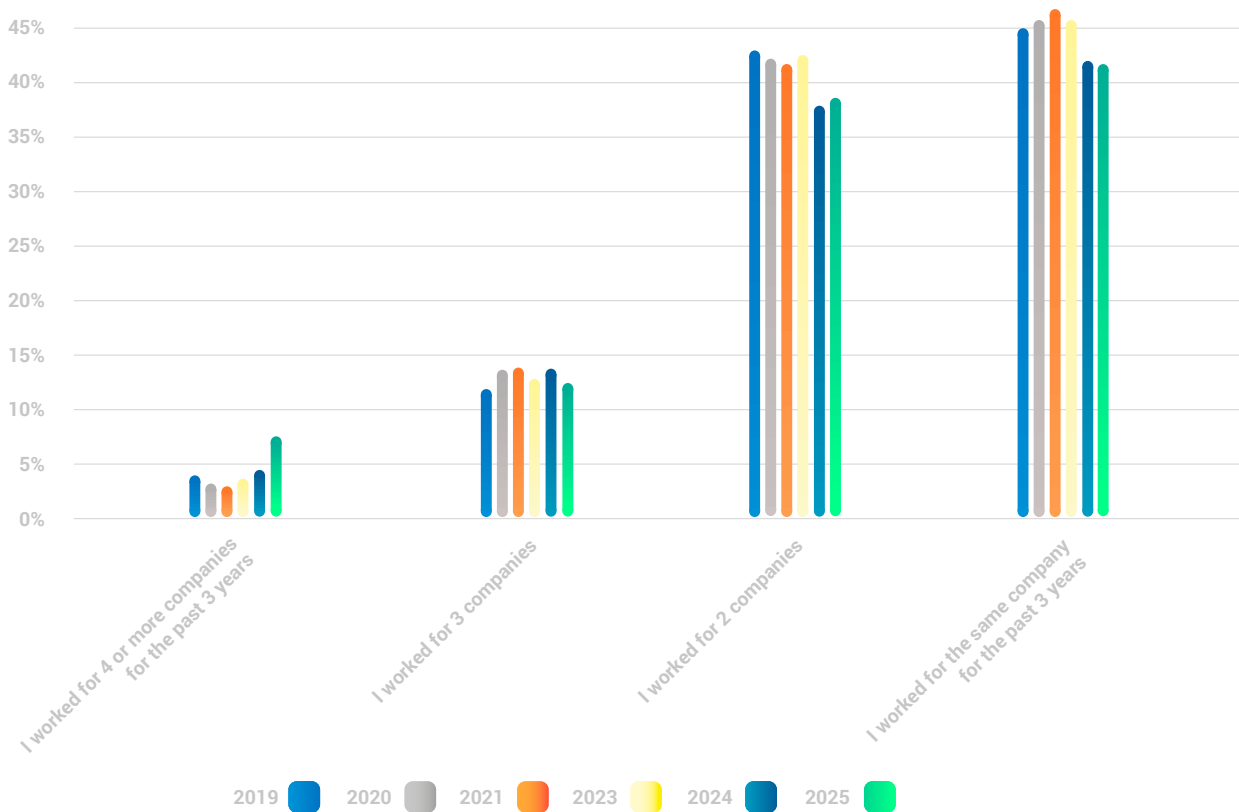


20

Retention

 **58% of seafarers changed employers at least once within a three-year period.**
There is a small increase in this number over the years.

How many companies did you work for within the last 3 years?



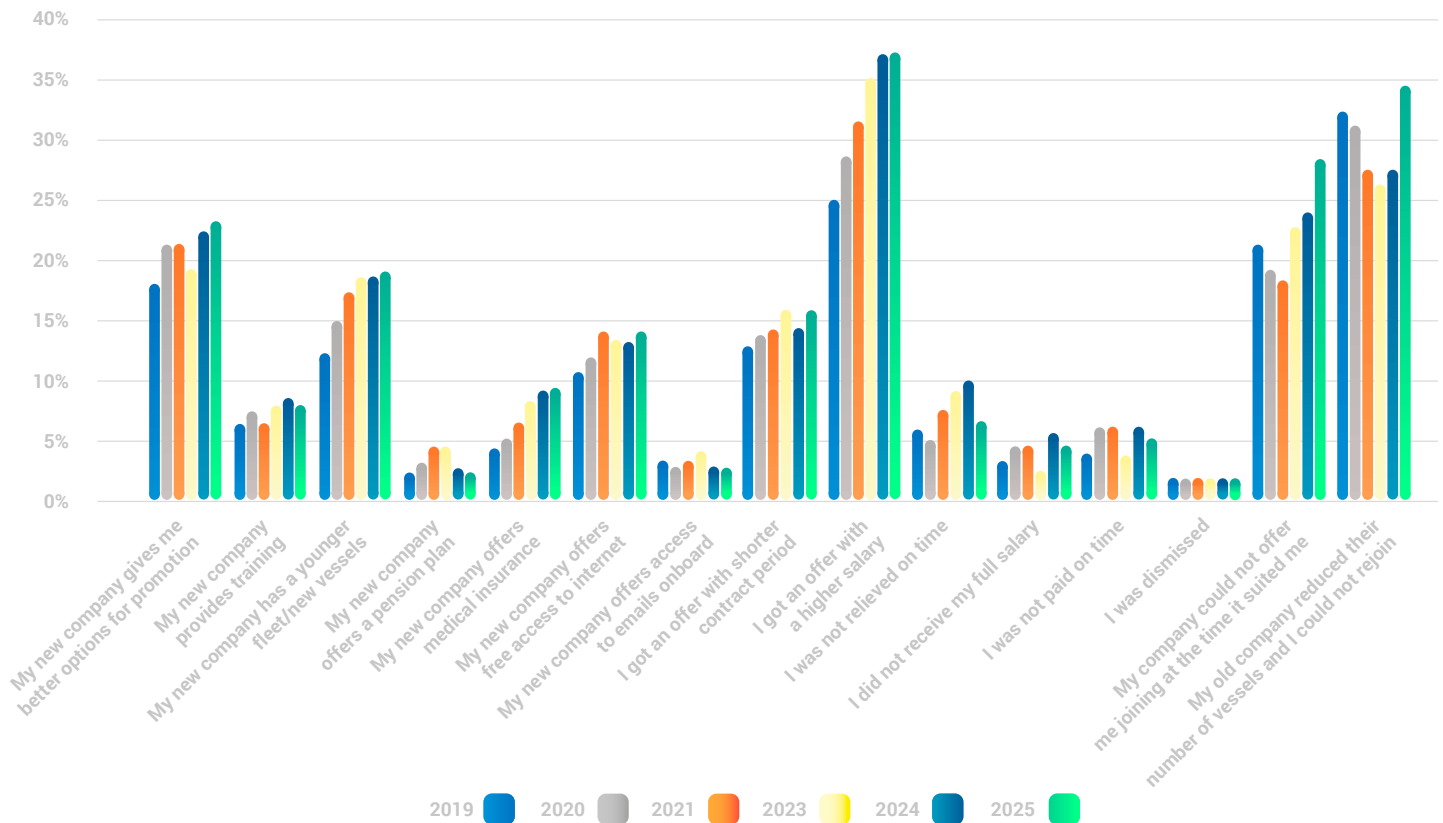


21

Reasons for changing employers

- We asked the seafarers who had changed companies within the past 12 months their reasoning.
- The respondents could select more than one reason.
- Changing employers for a higher salary has risen from 25% in 2019 to 37% in 2025.
- It is also significant that 28% changed employers as they were not offered a joining date which was suitable for them.
- Ability to change employer for a higher salary or because the offered joining date does not fit indicates that the seafarer employment market is still competitive as is the employees' market.
- The graph below shows all the data, and in the following graphs, we have highlighted some important trends.

Why have you changed company?

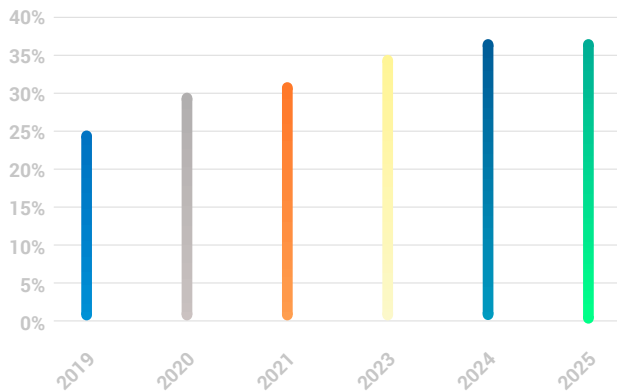




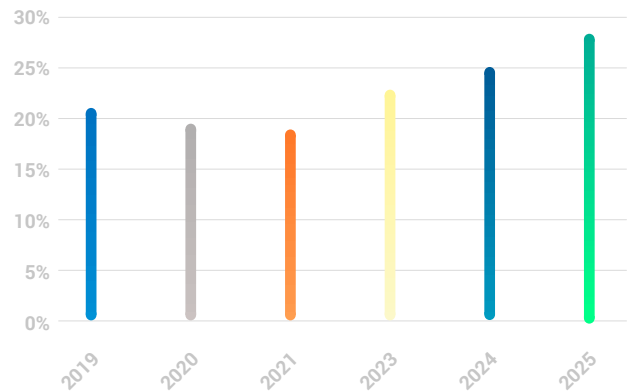
Reasons for changing employer, continued

- 37% of the seafarers accepted to join another employer as they received an offer with a higher salary.
- 25% changed employers because the new employer offered a joining date which suited them better.
- Both are indicators that the crew employment market continues to be a seafarers' market.
- The combination of a general shortage of, and a hunt for, well-competent seafarers, along with a better financial situation for most vessel owners, is making employers more generous with their remuneration, causing wages to continue to increase.
- With a surplus of job offers available, seafarers can be pickier. While the wage levels offered is a decision for the employer, an increasing number of seafarers are changing employer for reasons not under the control of their current company, for example, the new employer offered a more convenient joining date or has a fleet with younger vessels.

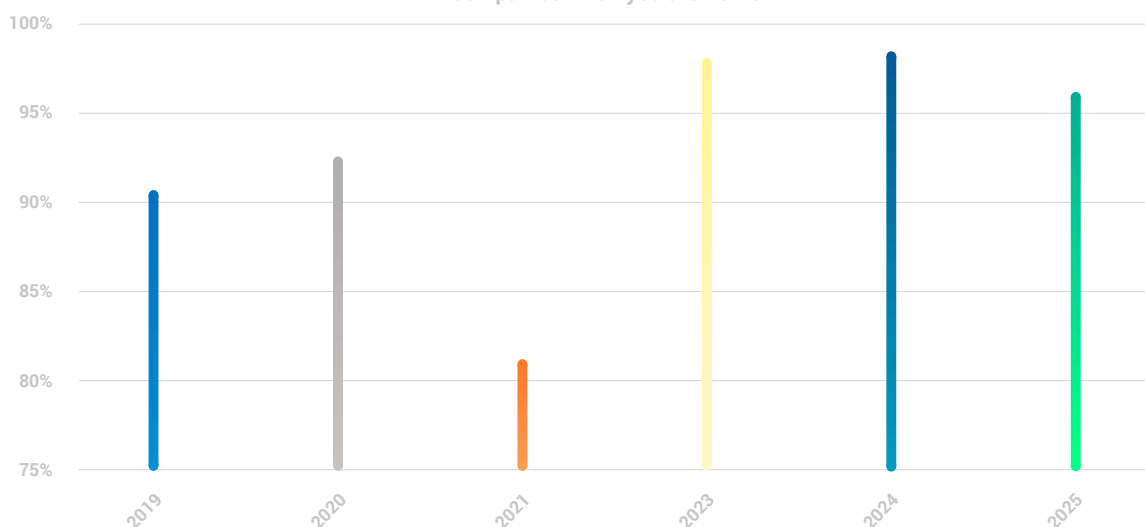
I got an offer with a higher salary



My company could not offer me joining at the time it suited me



Do you check vacancies from other companies when you are home?

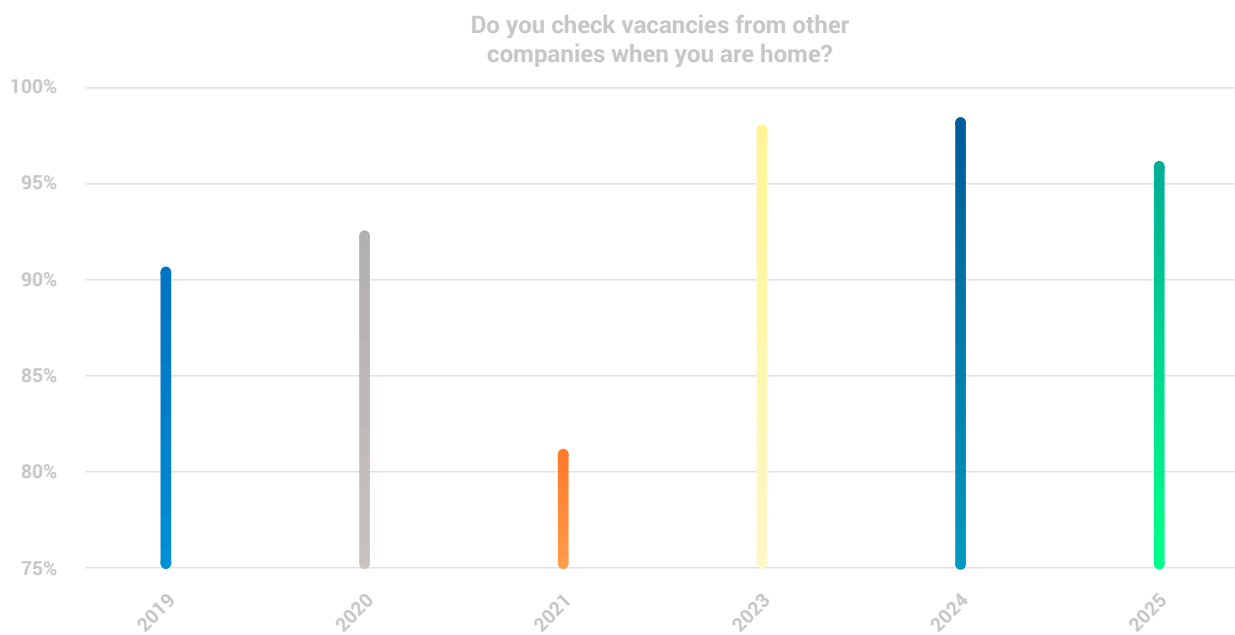




22

Scanning the job market

- In 2025, 95% of the seafarers said they checked the job market when they were on vacation.
- This is a drop from 99% in 2024, but still means that most seafarers check job offers regularly.

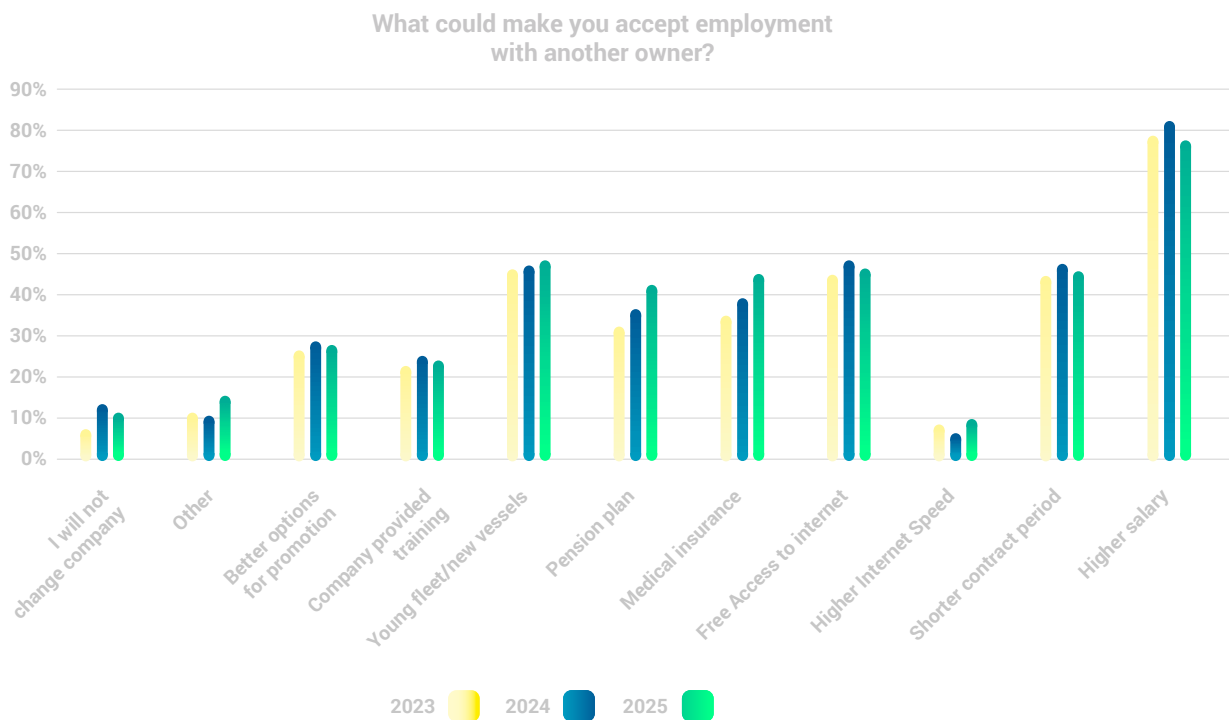




23

What it takes to change employers

- Since 2023, we have also asked the seafarers what could make them change employers.
- The triggers for changing employers have been the same over the past years, except that the desire for private medical insurance and pension plans is on the rise.
- Salary remains the highest driver for change of employer.
- Free access to the internet and internet speed are new drivers for the change of employer.
- It is notable that only 10% would not consider changing employers.
- (The respondents could select more than one answer)



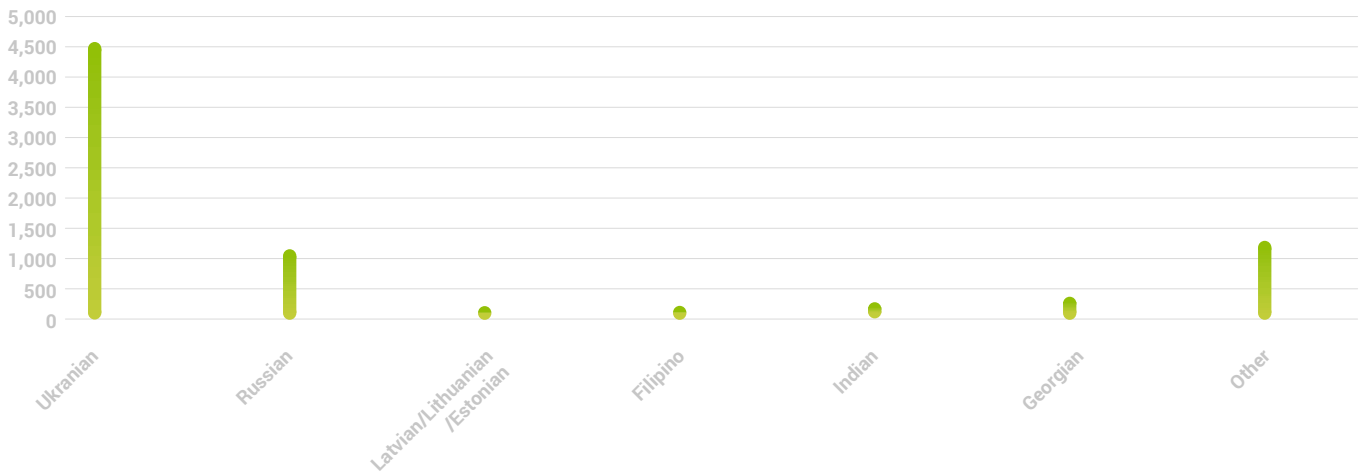


24

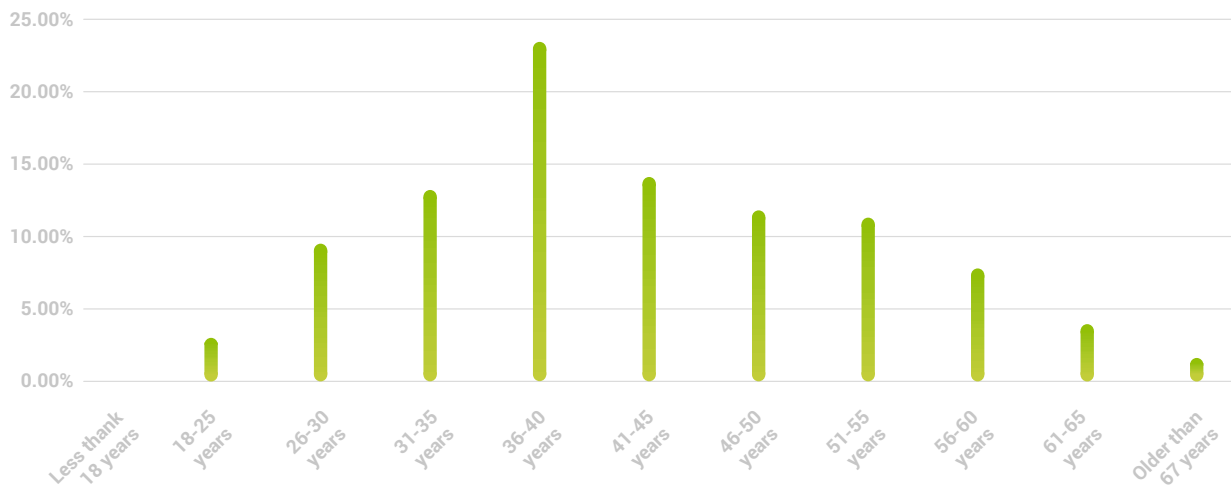
Demographics

- The following shows the profiles of the respondents to the 2025 Danica Seafarers' Survey.
- 98% of the respondents were male
- We do not claim this survey is representative or scientifically correct, but we believe it gives a good snapshot of the seafarers' situation in 2025 and a benchmark for previous years.
- Statistics are always to be read and applied carefully: A man with one leg in a fireplace and the other leg in a bucket of ice water is from a statistically point of view in an average good condition!

Number of respondents per nationality



Age distribution





25

Ukrainian Seafarers'

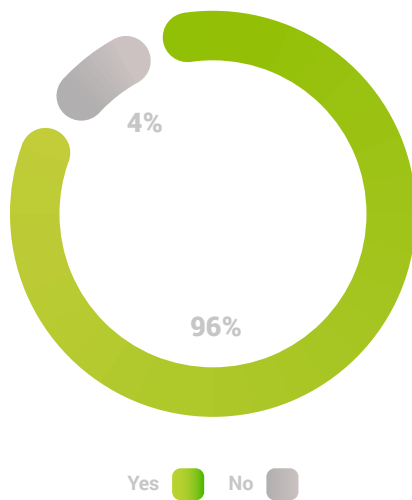
The Russian war in Ukraine has created a special situation for the Ukrainian seafarers. Since 2023, we have a dedicated section to the Danica Survey for seafarers of Ukrainian nationality.

96% of the Ukrainian seafarers stated they have fled Ukraine.

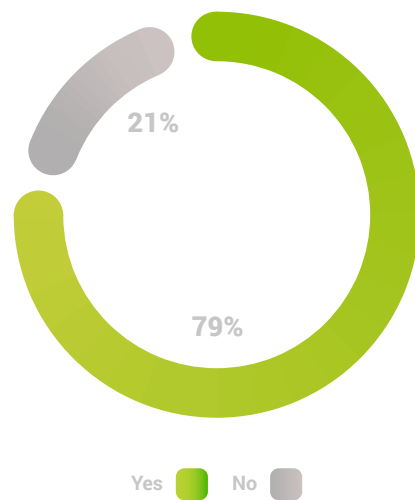
It seems that some Ukrainian seafarers have settled abroad, as 20% do not plan to return to Ukraine.

The countries hosting most Ukrainian seafarer refugees are Romania, Moldova and Bulgaria - the same as for 2023 and 2024.

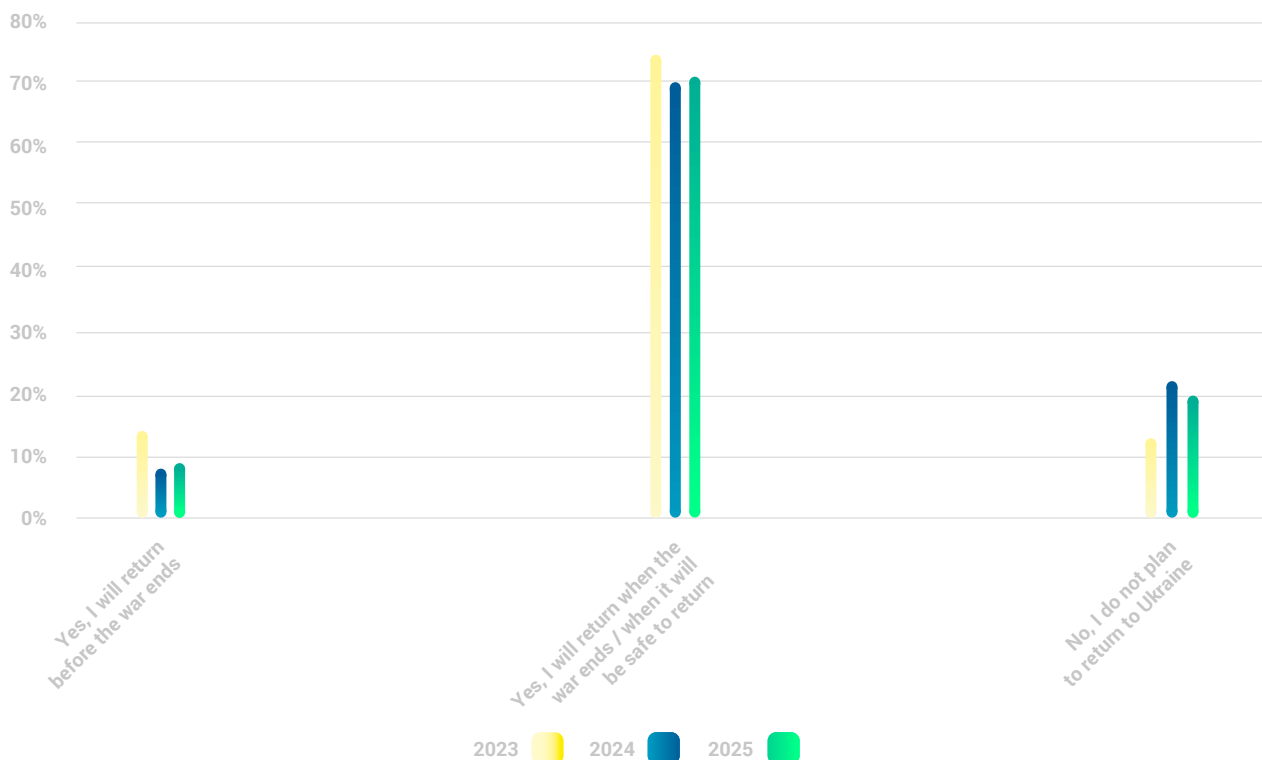
Have you fled from Ukraine?



If you have fled: Is the family together with you?



Do you plan return to Ukraine?



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