

The Dutch Maritime Network Inclusion Survey 2024

Preliminary Results

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Agenda

- Experiential Exercise on Ability & Learning
- Preliminary Results of the Inclusivity Scan
- Reflections & Learnings

Experiential Exercise on Ability & Learning

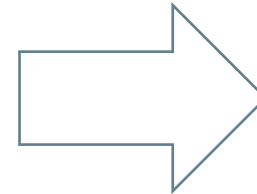
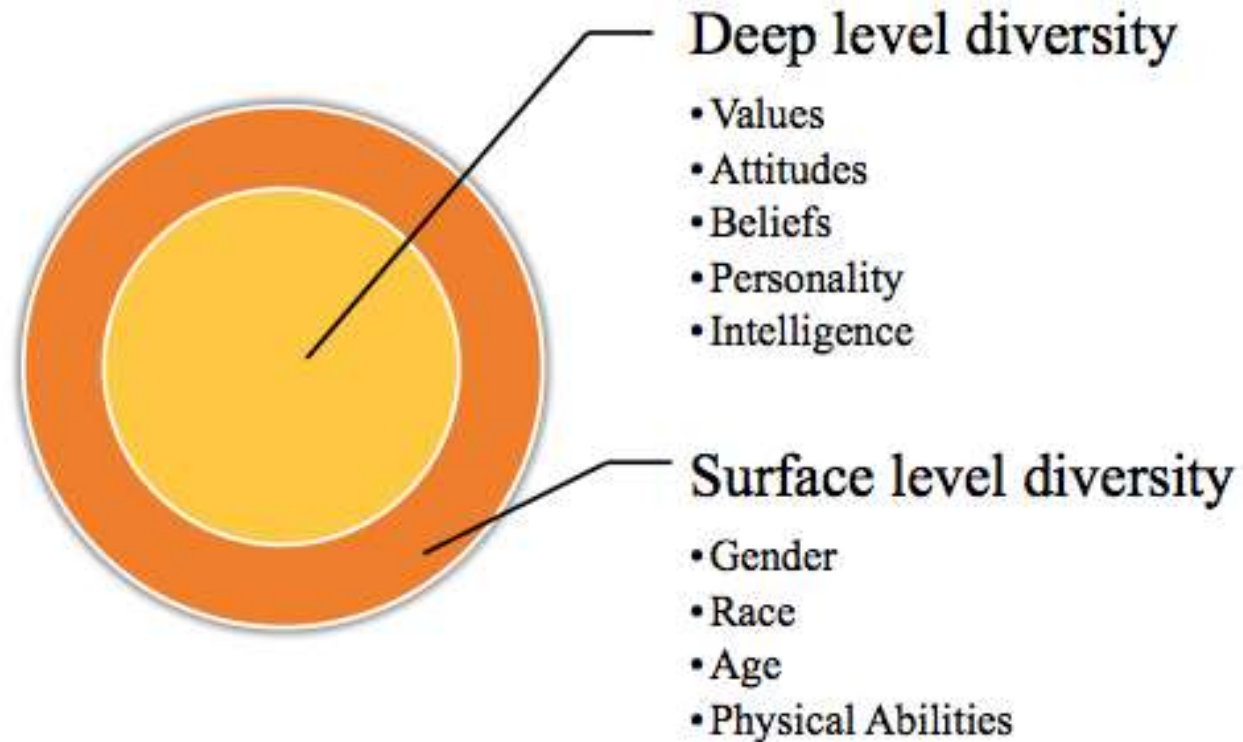
Experiential Exercise on Ability & Learning



Experiential Exercise on Ability & Learning

- How do you feel?
- What important things happened during the game?
- What did you learn?
- How does this relate to real-world situations?
- What if the context or rules changed?
- What would you do differently if you played the game again?

Levels of Diversity



**Differences
in Norms**

Diversity & Inclusion

- **Diversity** is being invited to the party
- **Inclusion** reflects whether people dance with you at the party



Preliminary Results of the Inclusivity Scan

Goal of the Inclusivity Scan

- Identify key factors and areas in leadership and employee inclusion, voice, and psychological safety that need to be further improved in organizations within the Dutch Maritime Sector as part of the Human Capital strategy
- Provide useful insights and recommendations to leaders, employees, and HR teams of organizations within the Dutch Maritime Sector
- Based on the survey results, intervention programs can be developed to strengthen the current and future training programs at the Dutch Maritime Sector

Study Approach

- We take **scientific and systematic approaches** in our research in order to provide accurate and rich understandings of **the current standpoint** of the Dutch Maritime sector and organizations within the sector, as well as **useful recommendations**

I. Conduct surveys

II. Conduct systematic analyses of data

III. Identify key factors and areas that need to be further improved

IV. Provide useful insights and recommendations based on data

Our Core Team



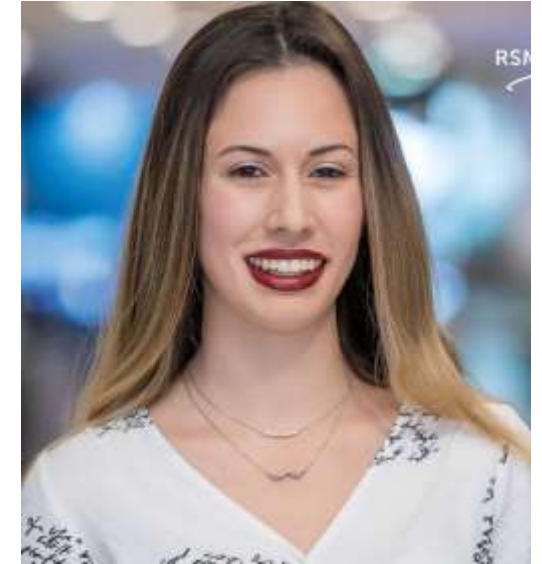
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The project is also supported by the Human Capital Inklusivity Workgroup & the Maritime Master Plan

Our Focus

Well-Being & Satisfaction

- Burnout
- Negative affect
- Job satisfaction
- Turnover intentions



Perceived Inclusion

- Perceived inclusion



Organizational climate

- Inclusive climate
- Perceptions of workplace inequality for women
- Perceptions of workplace inequality for non-Dutch
- Competitive climate

Leadership

- Supervisor's voice solicitation on work issues
- Supervisor's voice solicitation on treatment issues
- Supervisor fairness



Psychological Safety & Impact

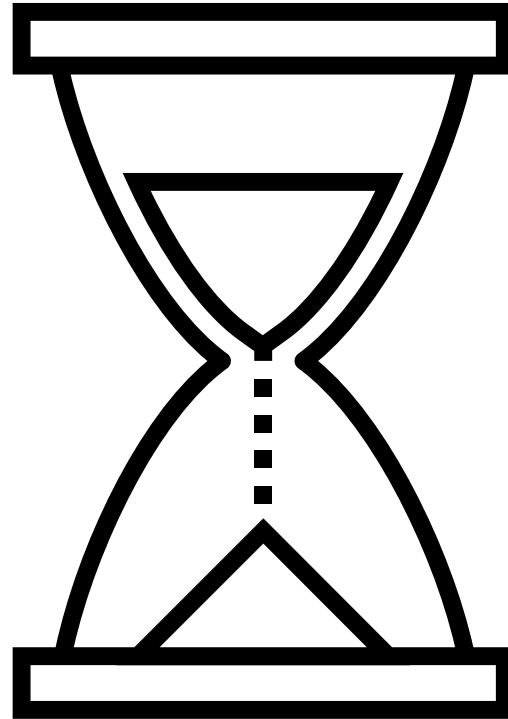
- Psychological safety
- Perceived impact

Voice Behavior & Silence

- Voice on work issues
- Voice on employee treatment issues
- Silence on work issues
- Silence on employee treatment issues



Report with final results will be made available within a few weeks



Reflections & Learnings

Reflections & Learnings

- Individual reflection (5 minutes)
- Group discussion (15 minutes)
- Sharing 3 key takeaways per group (10 minutes)
- Planning next steps (15 minutes)

Thank You!