**Attachment 1: Survey questions**

**Selection (all)**

 Crew (does not own a boat)

 Vessel owner (owns a boat)

**Which municipality do you reside in?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (all)

**Register gender! (all)**

 Male

 Female

 Other/not specified

**Are you a Norwegian or foreign citizen (all)**

 Norwegian

 Foreign (If they do not speak Norwegian, no need to participate. Go to last question)

**What is the size of the vessel in meters (actual length)? (all)**

 Under 11 meters

 11-14.99 meters

 15-20.99 meters

 21-27.99 meters

 Over 28 meters/500 m3

 Unanswered

**Are you... READ ALOUD! (all)**

 Crew (does not own a boat)

 Boat owner without crew (solo fisher)

 Boat owner with crew

 Other

If “other,” go to Question last question.

Note: can only be in one group

**When did you start as a fisher? (write the year) (all)**

**How many boats have you been on in the past five years? (all)**

**Do you participate in Coastal fishing or Deep-sea fishing? (crew)**

 Coastal fishing

 Deep-sea/offshore fishing

 Unanswered

**Which regulation group does your vessel belong to (READ)? (vessel owner)**

 Closed group cod

 Open group cod

 Closed group pelagic

 Open group pelagic

 Cod trawl/shrimp trawl

 Purse seine

 Conventional ocean (Autoline/net)

 Pelagic trawl

 Other ocean fishing.... Note (can be a combination of things)

 Unanswered

**On a scale from 1-6 (1=****very little importance, 5 =** **very important, 6 = do not know), how important were the following factors for you becoming a fisher... (all)**

 Interest in fishing

 Desire to be independent

 Feel it is a duty to continue the tradition/boat

 Many fishers in the family

 Fishing provides good income opportunities

 Had no other job opportunities when I started

 Friendships

 Freedom

 Proximity to nature (working in nature)

**What do you think you will be doing in 5 years? (all)**

 Same as now

 Taking fisheries education

 Bought my own boat

 Stopped being a fisher

 Retired

 Working in oil/supply

 Working in another marine/maritime industry

 Other

 Don't know

**Are you** **generally positive or negative about recommending fishing to others? (all)**

 Generally positive

 Generally negative

 Neither

 Don't know

**On a scale from 1-6 (1 = strongly disagree, 5 = strongly agree, 6 = do not know) how much do you agree/disagree with the following statements: (all)**

 The fishing profession is physically demanding

 New technology improves safety

 Technological development is a threat to fish resources

 Technological development reduces the need for new recruitment

 New technology allows us to deliver better quality

 New technology makes work on board easier

 It is difficult to understand/use new technology

 There should be schemes that make it possible for young people to establish themselves as fishers

 We need a varied fishing fleet

 Coastal fishing is the best for managing fish resources

 We should allow ITQs in Norway

 The catch should be delivered and processed locally

 Large boats take better care of resources

 The fishing fleet under 11 meters should have access to a structuring scheme

**On a scale from 1-6 (1 =** **very negative, 5 =** **very positive, 6 = do not know), how do you think the following factors will affect your business in the next ten years: (vessel owner)**

 Labor shortage

 Climate change

 Further restructuring of the fishing fleet

 Increase in aquaculture activity

 More use of foreign labor

 Development of deep-sea wind

**Have you participated in the restructuring schemes? (multiple selections) (vessel owner)**

 Yes, have bought a vessel with a quota for restructuring

 Yes, have sold a vessel with a quota for restructuring

 No, have not participated in the restructuring scheme

**Where do recruits come from geographically? READ ALOUD! Multiple answers (vessel owner)**

 Own family

 Home municipality

 Home county

 Norway

 Other countries, note...

 Don't know

**Which channels do you use when recruiting fishers? Multiple answers (vessel owner)**

 Cooperation with several vessels on recruitment

 Through acquaintances and contacts (network)

 Through advertising

 Recruit through inquiries from potential recruits

 Through high schools

 Through temporary employment agencies

 Through social media

 Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_specify (open)

 Don't know

**Do you or have you had women as crew members? (vessel owner)**

 Yes

 No

 Don't know

**Do you or have you had colleagues of both genders on board? (vessel owner)**

 Yes

 No

 Don't know

**On a scale from 1-5 (1 = completely disagree, 5 = completely agree, 6 = do not know) how much do you agree or disagree with the following statements: (all)**

 It is positive to have multiple genders on board?

 I have experienced harassment on board?

 I know of others who have experienced harassment on board?

**What qualities do you value and seek in recruits? (vessel owner)**

DO NOT read aloud! Multiple answers

 Interested

 Education

 Independence

 Willingness to work

 Proper

 Cooperative

 Willingness to learn

 Other: open answer\_\_\_\_\_\_\_\_\_\_\_\_\_

 Don't know

**Do you or have you had foreign fishers on board? (vessel owner)**

 Yes, currently have à continue to next question

 Yes, have had à continue to next question

 No

**Which channels do you use when recruiting fishers from abroad? (vessel owner)**

DO NOT READ ALOUD! Multiple answers

 Cooperation with other vessels on recruitment

 Through acquaintances and contacts (networks)

 Through advertising

 Recruit through inquiries from potential recruits

 Through high schools

 Through temporary employment agencies

 Through social media

 Other:\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**How much do you agree or disagree that I have had trouble finding crew for my boat? (Vessel owner) READ ALOUD!**

 Strongly disagree

 Disagree

 Neither agree nor disagree

 Agree

 Strongly agree

 Don't know

**Has the economic outcome of your business changed in a positive or negative direction over the last five years? (vessel owner)**

 In a positive direction

 In a negative direction

 Neither

 Don't know

**Do you think the economic outcome of your business will change in a positive or negative direction over the next five years? (Vessel owner)**

 In a positive direction

 In a negative direction

 Neither

 Don't know

**How likely do you think it is that you will lose crew to other maritime industries? (oil/supply, shipping, etc.) (Vessel owner) READ ALOUD!**

 Very unlikely

 Unlikely

 Neither

 Likely

 Very likely

 Don't know

**What is your highest completed level of education? (all)**

 Primary school or equivalent

 High school

 University/college

 Don't know

**What is your education? (all)**

 Fishing skipper

 Sea captain

 First mate

 Engineer

 Cook/steward

 Trade certificate/fish-harvesting vocational school

 Other: \_\_\_\_\_\_\_\_\_\_ (specify)

 Don't know

**What was your gross income from fishing last year? Write in per hundred thousand. (all)**

Example: If respondent says one hundred thousand, write 1. If respondent says 250,000, write 2.5. Round to the nearest whole or half.

**What was your gross income from other sources last year? Write in per hundred thousand. (all).** Example: If respondent says one hundred thousand, write 1. If respondent says 250,000, write 2.5. Round to the nearest whole or half.

**You are outside the target group for participation!**

Have a good evening!