Observer Retention Survey

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| --- | --- | --- |
|  | United State Department of Commerce  National Oceanic and Atmospheric Administration  National Marine Fisheries Service  National Observer Program  1315 East-West Hwy, Silver Spring, MD 20910 |  |

*This survey is designed to investigate factors that contribute to observer retention. The collection of information in turn will improve regional observer programs. The survey is voluntary, but by completing it, you will help us understand how national and regional observer policies and practices affect your experience and provide you with an opportunity to affect the programs in areas where you work. Please respond to this survey if you are a current or former observer in a U.S. fishery.*

*Your responses will be anonymous. We estimate it will take approximately 20 minutes to respond to the survey. Please take the survey once. Thank you for your cooperation.*

*Please indicate if you have observed in a U.S. fishery?*  Yes (Start the survey)  No (End the survey)

1. What is your gender?

Male  Female

2. What is your age (years)?

Less than 20  20 – 29  30 – 39  40 – 49  50 – 59  60 or More

3. What level of education did you have when you became an observer?

High school or less  Associate’s degree  Bachelor’s degree  Master’s degree  Doctorate or higher

4. What is the highest level of education you have completed?

High school or less  Associate’s degree  Bachelor’s degree  Master’s degree  Doctorate or higher

5. When did you first become an observer? Year \_\_\_\_\_\_\_

6. Please specify the month, if 2015 or later \_\_\_\_\_\_\_

7. When did you stop being an observer?  Currently active or Year \_\_\_\_\_\_\_

8. Please specify the month, if 2015 or later \_\_\_\_\_\_\_

9. How many sea days have you observed in total?

Less than 10  10 – 30  31 – 90  91 – 270  271 – 900  More than 900

10. Please indicate each period of continuous work, where observing was your primary form of employment? (Please limit your responses to the 5 most recent periods)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| *Region* | *Program Type* | *Start/Leave* | *Region* | *Program Type* | *Start/Leave* |
| **North Pacific** | Groundfish and halibut (full coverage) |  | **Northeast** | NEFOP observer |  |
| Groundfish and halibut (partial coverage) |  | At-sea monitor |  |
| Not listed above |  | Both NMFS and ASM |  |
| **West Coast** | Groundfish non-catch share |  | Industry funded scallop |  |
| Groundfish catch share |  | Not listed above |  |
| California gillnet fisheries |  | **Southeast** | Pelagic longline |  |
| California longline fishery |  | Shark bottom longline |  |
| Not listed above |  | Gillnets |  |
| **Pacific Islands** | Hawaii pelagic longline |  | Reef fish |  |
| Samoa longline fisheries |  | Shrimp trawl |  |
| Not listed above |  | Not listed above |  |

11. How long did you intend to work as an observer when you first decided to become an observer?

A few months  One year  Two years  Between two and five years  More than five years  Not decided at that time

12. Why did you want to become an observer? (Choose all that apply)

Contact with the ocean  Seasonal work schedule  Fill an education/employment gap  Protect environment  Good pay  Travel opportunity  Field work  Adventure  Advancement in my field  Other: \_\_\_\_\_\_\_\_\_\_\_\_\_

***For question 13 to 20, please respond based on your most recent experience as an observer***

13. What type of contract did you have with your employer during your most recent observer experience?

Trip based  Less than 3 months  3 to 6 months  7 to 11 months  Yearly or longer  No contract  Other: \_\_\_\_\_\_\_\_\_

14. How many sea-days do/did you work during a typical month?

1 – 5  6 – 10  11 – 15  16 – 20  21 – 25  More than 25

15. Please indicate your level of satisfaction concerning the number of sea days you worked.

Too many days  More than expected  About right  Less than expected  Too few days

16. How often are/were trips cancelled?

Never  less than 5%  6% – 20%  21% – 50%  51% – 80%  More than 80%

17. How far in advance are/were you usually notified before being deployed on a trip?

Less than 6 hours  6 – 12 hours  12 – 24 hours  24 – 48 hours 48 – 72 hours  72 hours or longer

18. How satisfied are you with each of the following aspects of the observer program?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | *Type* | *Very dissatisfied* | *Dissatisfied* | *Neutral* | *Satisfied* | *Very satisfied* | *Not applicable* |
| (1) | Tools and technical support |  |  |  |  |  |  |
| (2) | Debriefing |  |  |  |  |  |  |
| (3) | Outreach and conferences |  |  |  |  |  |  |
| (4) | Resolving observer-reported incidents (e.g., harassment, safety, etc.) |  |  |  |  |  |  |
| (5) | Dealing with staff from NMFS/ Observer Program office |  |  |  |  |  |  |

19. How satisfied are you with each of the following aspects of your employer/provider company?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | *Type* | *Very dissatisfied* | *Dissatisfied* | *Neutral* | *Satisfied* | *Very satisfied* | *Not applicable* |
| (1) | Wage |  |  |  |  |  |  |
| (2) | Health insurance |  |  |  |  |  |  |
| (3) | Advance notice of upcoming trip |  |  |  |  |  |  |
| (4) | Advance notice of trip cancellation |  |  |  |  |  |  |
| (5) | Types of contracts available |  |  |  |  |  |  |
| (6) | Emergency response |  |  |  |  |  |  |
| (7) | Technical support |  |  |  |  |  |  |
| (8) | General support |  |  |  |  |  |  |
| (9) | Ease of switching employer/provider company |  |  |  |  |  |  |
| (10) | Resolving observer-reported incidents (e.g., harassment, safety, etc.) |  |  |  |  |  |  |

20. How satisfied are you with each of the following aspects of captain/crew that you have worked with?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | *Type* | *Very dissatisfied* | *Dissatisfied* | *Neutral* | *Satisfied* | *Very satisfied* | *Not applicable* |
| (1) | Setting up deployment details (e.g., phone call, text, email, etc.) |  |  |  |  |  |  |
| (2) | Cooperation with data collection activities |  |  |  |  |  |  |
| (3) | Verbal interactions |  |  |  |  |  |  |
| (4) | Physical interactions |  |  |  |  |  |  |
| (5) | Safety |  |  |  |  |  |  |
| (6) | Condition of accommodations (e.g., sleeping area, bathroom) |  |  |  |  |  |  |

***For question 21 to 32, please respond based on your entire experience as an observer***

21. Have you experienced harassment during your deployment?

Yes (If yes, continue to Q22) No (If no, continue to Q27)

22. Did you report the incident(s) of harassment?

Yes (If yes, continue to Q23 - 25) No (If no, continue to Q26)

23. Who did you directly report the incident to? (Please mark all that apply)

Employer  NMFS Observer Program  NMFS OLE  Coast Guard  Other

24. Were you kept informed until there was a resolution to your report?

Yes  No

25. How satisfied are you with the handling of your report?

Very dissatisfied  Dissatisfied  Neutral  Satisfied  Very satisfied

26. Why didn’t you report the incident? (Please mark all that apply)

Worried about retaliation or damage to my professional reputation  Resolved situation at sea myself

Just wanted to put the experience behind me and not relive it  Didn't think NMFS would do anything about it Upon return, the situation didn't seem as bad as I had originally thought    Other: \_\_\_\_\_\_\_\_\_

27. What is your current job?

Fishing industry  Observer  Observer provider company  NMFS (observer program)  NMFS (other than observer program) NOAA NOS Other NOAA office  DOI  DOE  USGS  BOEM State agency Other U.S. Government NGOs International agency University/College Others: \_\_\_\_\_\_\_\_

28. How interested are you in continuing to work in a marine related field, after having worked as an observer?

Less  Same  More  Not sure

29. Do you think being an observer is helpful for advancing a career in marine related field?

Very useless  Useless  Neutral  Helpful  Very helpful

30. Do you think fishery community value the contribution of observers?

Strongly unvalued  Unvalued  Neutral  Valued  Strongly valued

31. What is your attitude towards the use of technology for data collection? (e.g., use of tablets, laptops, electronic scales)

Very unsupportive  Unsupportive  Neutral  Supportive  Very supportive

32. What is your attitude towards the use of electronic monitoring? (e.g., the use of camera, computer vision)

Very unsupportive  Unsupportive  Neutral  Supportive  Very supportive

***International / Regional Questions (North Pacific, Northeast, West coast)***

33. Were you ever deployed in a foreign fishery?

Yes (If yes, continue to Q34 –36)  No (If no, continue to Q37)

34. What organization(s) have you worked with? (Please mark all that apply)

### IATTC – Inter-American Tropical Tuna Commission IOTC – Indian Ocean Tuna Commission

### ICCAT – International Commission for the Conservation of Atlantic Tunas SPTT – South Pacific Tuna Treaty

### NPFC – North Pacific Fisheries Commission FFA – Pacific Islands Forum Fisheries Agency

### WCPFC – Western and Central Pacific Fisheries Commission IPHC – International Pacific Halibut Commission

### CCAMLR – Convention for Conservation of Antarctic Marine Living Resources Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

35. What kind of vessel(s) did you work with? (Please mark all that apply)

Commercial fishing vessel  Transshipment vessel  Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

36. For each of the following categories as it relates to your experience in an international fishery, please indicate whether you prefer working in a foreign or U.S. fishery.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| *Preference* | *Foreign fishery* | *U.S. fishery* | *No preference* | *Not applicable* |
| Interaction with Captain/Crew |  |  |  |  |
| Safety (emergency response, vessel equipment etc.) |  |  |  |  |
| Communication |  |  |  |  |
| Length of trip |  |  |  |  |
| Working conditions |  |  |  |  |
| Pay |  |  |  |  |
| Travel to deployment |  |  |  |  |
| Availability of deployment |  |  |  |  |
| Health concerns (bedbug, accommodation etc.) |  |  |  |  |

37. What are the major reasons you didn’t observe in a foreign fishery? (Check all that apply)

Deployment unavailable  Safety  Worries about language and communication  Low pay  Length of trip  Far away from home  Others: \_\_\_\_\_\_\_\_\_

38. Were you an observer in the North Pacific region after 1999?

Yes (If yes, continue to Q39-41)  No (If no, continue to Q42)

39. How satisfied are you with each type of deployments you participate in?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | *Type* | *Very dissatisfied* | *Dissatisfied* | *Neutral* | *Satisfied* | *Very satisfied* | *Not applicable* |
| (1) | Fixed gear Catch-Processor (CP) |  |  |  |  |  |  |
| (2) | Mothership |  |  |  |  |  |  |
| (3) | Trawl CP |  |  |  |  |  |  |
| (4) | Trawl non-CP |  |  |  |  |  |  |
| (5) | Processor |  |  |  |  |  |  |
| (6) | Catcher vessel (CV) |  |  |  |  |  |  |
| (7) | Pot vessel |  |  |  |  |  |  |
| (8) | Longline CP |  |  |  |  |  |  |
| (9) | Longline CV |  |  |  |  |  |  |

40. How satisfied are/were you with the variety of deployment opportunities?

Very dissatisfied  Dissatisfied  Neutral  Satisfied  Very satisfied

41. Please indicate your most recent certification level in the North Pacific observer program.

3-week certification (If checked, continue to Q42 – 43)  Lead Level 2 (If checked, continue to Q44 – 45)

Not applicable (If checked, continue to Q46)

42. Please indicate your interest for pursuing a higher level of observer certification.

Very uninterested  Uninterested  Neutral  Interested  Very interested

43. Why do you think there may be a shortage of Lead level 2 observers? (Please mark all that apply)

Lead level 2 is not prestigious  Too much responsibility  Difficult to fulfill performance requirement

Deployments are not flexible  Too much work  Few opportunities to fulfill fixed gear requirement

### Safety Low salary I am unsure Others: \_\_\_\_\_\_\_\_\_\_\_\_

44. Please indicate your level of satisfaction with being a Lead Level 2 observer

Very dissatisfied  Dissatisfied  Neutral  Satisfied  Very satisfied

45. Why do you think there may be a shortage of Lead level 2 observers? (Please mark all that apply)

Lead level 2 is not prestigious  Too much responsibility  Difficult to fulfill performance requirement

Deployments are not flexible  Too much work  Few opportunities to fulfill fixed gear requirement

### Safety Low salary I am unsure Others: \_\_\_\_\_\_\_\_\_\_\_\_

46. Did you observe in the Northeast Region after 2000?

Yes (If yes, continue to Q47)  No (If no, continue to Q48)

47. How satisfied are you with each type of deployments that you have participated in?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | *Type* | *Very dissatisfied* | *Dissatisfied* | *Neutral* | *Satisfied* | *Very satisfied* | *Not applicable* |
| (1) | Northeast Fisheries Observer Program (NEFOP) |  |  |  |  |  |  |
| (2) | At-Sea Monitoring Program |  |  |  |  |  |  |
| (3) | Industry-Funded Scallop Program |  |  |  |  |  |  |

48. Did you observe in the West Coast Region after 2011?

Yes (If yes, continue to Q49)  No (If no, continue to Q50)

49. How satisfied are you with each type of deployments you participate in?

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | *Type* | *Very dissatisfied* | *Dissatisfied* | *Neutral* | *Satisfied* | *Very satisfied* | *Not applicable* |
| (1) | Catch-share Program |  |  |  |  |  |  |
| (2) | Non catch-share Program |  |  |  |  |  |  |

50. If you have any comments, suggestions or statements for the National Observer Program, please write them in the following space. All information in this survey should be anonymous.

51. Are you interested in sharing or giving additional comments to your observing experience with National Observer Program by a follow-up interview?

Yes (If yes, continue to Q52 in a separate link to provide contact information)  No (If no, end of the survey)

\*52. Please leave your name and email or phone number in the following space. Your contact information will be not linked with your response to the survey. You may be contacted by National Observer Program by the method you provided.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

We greatly appreciate your efforts and contributions to the management and conservation of marine resources. Safe travels.

Thank you!

*Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments or any other suggestions for this burden to Dr. Yuntao Wang and Jane DiCosimo, NOAA NMFS, 1315 East-West Hwy., Silver Spring, MD 20910.*

*This is a voluntary survey, and responses are anonymous as required by section 402(b) of the Magnuson Stevens Act and NOAA Administrative Order 216-100, Confidentiality of Fisheries Statistics, and will not be released for public use except without identification as to its source. Notwithstanding any other provisions of the law, no person is required to respond to, nor shall any person be subjected to a penalty for failure to comply with, a collection of information subject to the requirements of the Paperwork Reduction Act, unless that collection of information displays a currently valid OMB Control Number.*