

IHO File No. CBSC-1

CIRCULAR LETTER 22/2025

24 April 2025

**IHO PROJECT EMPOWERING WOMEN IN HYDROGRAPHY -  
SURVEY ON THE PERCENTAGE OF WOMEN EMPLOYED IN HYDROGRAPHIC OFFICES AND IN  
LEADERSHIP ROLES.**

**References:**

- A. CL 20/2021 dated 31 May IHO Project Empowering Women in Hydrography (EWH).
- B. IRCC15 – List of Decisions, Actions and Recommendations – Action IRCC15/3
- C. Decision C8/22 - List of Decisions and Actions from C-8

Dear Hydrographer,

1. In order to get a clear picture of the gender distribution within the International Hydrographic Community, and better tailor the implementation of the EWH project (Reference A), at the IRCC15 in 2023, the IHO Secretariat was invited to conduct a survey every three years and before the Assembly, to find out the percentage of female employees in Hydrographic Offices and in leadership roles (Reference B). At the 8<sup>th</sup> Meeting of the IHO Council, it was agreed to proceed as proposed by the IRCC (Reference C).

2. To support the development of these further steps, the IHO Secretariat is relaunching the survey to gather updated insights on the state of gender balance in Hydrographic Offices from IHO Member States.

3. IHO Member States are therefore invited to complete the 2025 survey on the percentage of women employed in hydrographic offices and in leadership roles by completing the questionnaire at: <https://forms.gle/k9eFCchVYyBpgu3Q7>. **The deadline is 31<sup>st</sup> August 2025.**

4. The IHO Secretariat takes this opportunity to encourage Member States to consider further participation in the EWH project and to consult the updated information related with this project at: <https://iho.int/en/basic-cbse-ewh>.

On behalf of the Secretary-General

Yours sincerely,



Luigi SINAPI  
Director