

IHO File No. S1/1900

**CIRCULAR LETTER 44/2025**

**24 November 2025**

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

**References:**

- A. CL 20/2021 - IHO Project Empowering Women in Hydrography (EWH).
- B. Decision C8/22 - List of Decisions and Actions from C-8.
- C. CL 22/2025 - IHO Project Empowering Women in Hydrography - Survey on The Percentage of Women Employed in Hydrographic Offices and in Leadership Roles.

Dear Hydrographer,

1. As part of the EWH project (Reference A), at the 8<sup>th</sup> Meeting of the IHO Council, it was agreed to proceed with the IRCC proposal to find out the percentage of female employees in Hydrographic Offices and in leadership roles (Reference B). To see the evolution since 2022, the survey was relaunched in 2025 (Reference C).
2. The Secretariat would like to thank the following 51 Member States that replied to Reference C: Argentina, Australia, Bangladesh, Belgium, Brazil, Canada, Chile, China, Colombia, Croatia, Cyprus, Denmark (and Faroe Islands), Fiji, Finland, France, Germany, Greece, Iceland, India, Indonesia, Islamic Republic of Iran, Ireland, Italy, Japan, Kiribati, Latvia, Malaysia, Monaco, Montenegro, New Zealand, Nigeria, Norway, Peru, Philippines, Poland, Portugal, Romania, Slovenia, Solomon Islands, Spain, Sri Lanka, Sweden, Thailand, The Netherlands, Tonga, Ukraine, United Kingdom, United States of America, Uruguay, Vanuatu and Venezuela.
3. To see the results of the 2025 survey and other relevant details, please refer to the IHO news article *Women in Hydrography: New Data Reveal Gains in Leadership, Gaps in Workforce Representation*: <https://iho.int/en/women-in-hydrography-new-data-reveal-gains-in-leadership-gaps-in-workforce-representation>.
4. The IHO Secretariat encourages all Member States to consider further participation in the EWH project. If interested, please contact [ewh@iho.int](mailto:ewh@iho.int).

Yours sincerely,  
On behalf of the Secretary-General



Luigi SINAPI  
Director