

A seafarer in an orange jumpsuit and white hard hat is walking on a ship's deck, talking on a radio. The background shows the blue ocean and a cloudy sky. The seafarer is wearing a white hard hat, a red life vest, and white gloves. He is holding a radio to his mouth with his right hand and a grey hard hat in his left hand. The deck is dark grey with metal railings. The ocean is a deep blue with whitecaps. The sky is light blue with scattered white clouds.

LR

Foundation

# Shining a light on seafarer wellbeing

June 2022



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**Philippa Charlton**  
Chief Marketing Officer  
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## Foreword

**Safety has been the core focus at Lloyd's Register since we were founded in 1760. The protection of people, ships and the environment is at the heart of all we do. Maritime is a safety-critical industry in which seafarers play an integral role in maintaining safe ship operations.**

A Lloyd's Register Safetytech Accelerator survey of marine industry professionals found 41% of risk on a vessel is managed by the crew and life at sea can be accompanied by many mental and physical challenges.

Even before the Covid-19 pandemic, the mental impact of working at sea was recognised as a growing concern. A 2019 study by the International Transport Workers' Federation Seafarers Trust and Yale University found "significantly higher" prevalence of depression in seafarers: 25%, compared with 6% among the general population. The study found 17% of seafarers had anxiety and 20% had suicidal thoughts.

We all know how our outlook and our state of mind can affect our ability to focus on our work and the decisions we make. And the impacts of mental health and wellbeing extend beyond to the individual concerned, as they can affect our loved ones and colleagues too.

Wellbeing impacts also come at a cost. A recent study led by the World Health Organisation estimated that depression and anxiety cost the global economy \$1 trillion each year in lost productivity, a cost projected to rise to \$6 trillion by 2030 according to the medical journal The Lancet.

However, the personal costs to those facing mental health and wellbeing challenges are much more difficult to quantify. They can be devastating for an individual and for those around them. Many people suffer in silence and far too often these feelings, when not shared, can end in tragedy.

Creating an environment where everyone in our industry feels empowered to talk about health, mental health and wellbeing without fear or stigma is vital for seafarers. It is key that there is an increased understanding of common wellbeing challenges for our seafarers and support mechanisms in place and how we as an industry can offer better support. We hope this Lloyd's Register report goes some way to addressing the importance of seafarer wellbeing.



**Olivia Swift**  
Senior Programme  
Manager at Lloyd's  
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## Introduction

**Around 90% of traded goods are carried across the oceans. Thanks to 1.65 million seafarers, this global transport network keeps products moving, providing us with everything we need in our daily lives. Keeping this critical workforce healthy and safe is vital. From the evidence we have built and collated, Lloyd's Register and Lloyd's Register Foundation believe that psychological and physical health are equally important for occupational safety – and that occupational safety doesn't end at the gangway.**

Being safe on a ship means being protected from physical injury, and it also means minimising the risks to mental health – of which there are many examples: social isolation, long working hours, demanding working conditions, precarious employment, the threat of violence, bullying or harassment, little or no shore leave and periods at sea, away from home, of up to 11 months, which during COVID often stretched well beyond that. Without action, a career in seafaring, which offers so much opportunity but is already struggling to compete with land-based alternatives, risks being rejected entirely by future generations.

Some of these risks are minimised by employers' proactive action and maritime charities offer seafarers excellent pastoral and practical support. There is a role for everyone – regulators, flag states, employers, unions, charities and seafarers themselves – in keeping seafarers safe and well. To its clients, Lloyd's Register is a trusted advisor, while Lloyd's Register Foundation (LRF), which shares the same mission to enhance safety, is uniquely placed to support seafarer wellbeing in two main ways.

The first is by building the evidence base for how wellbeing affects safety, and for what works, what doesn't work and why when it comes to practical steps employers and others can take, with a focus on long-term and sustained change. Secondly, LRF is well placed to convene others in the use of this evidence and in making sense of the myriad of frameworks and terminologies that have emerged around occupational wellbeing and safety – particularly during COVID – so that individual organisations and employees can take evidenced-based action for the good of seafarers, the wider sector and society.

COVID and the resulting crew-change crisis challenged seafarers, and highlighted their vital nature of their work like never before. As the maritime industry emerges from COVID, it simultaneously faces the momentous transition to green fuels alongside increasing automation and digitisation. Seafarers, and their wellbeing and safety, is more important than ever before.

With this in mind, we're proud to feature here the highlights of LR and LRF activity that relates to this endeavour, which we hope provides both inspiration and actionable insight.



## Section 1:

# The link between psychological wellbeing and safety

Seafarers cannot be expected to operate vessels safely without an environment that fosters good psychological wellbeing and mental health.

Good mental health contributes to safe working practices which leads to a safe working environment.

Anonymous seafarer

Shipping, by its very nature, carries risk to seafarers, the assets they manage and the cargo they deliver via long journeys across oceans in challenging conditions. Their work is wide ranging, often highly technical and labour intensive, including safety critical operations carried out in the engine room, navigating from the bridge or performing cargo operations at ports. As such, crew need to be alert, engaged and ready to perform. In such a dynamic environment, maintaining the mental wellbeing of these individuals is critical to safety.

While comprehensive workplace incident data is scant for shipping, The World Health Organization's 'Healthy workplaces: a model for action' stresses the need for more to be done to address safety and wellbeing across all workplaces globally, not just to protect individual lives but to ensure productivity and sustainability for companies and global economies alike. It warns that about two million people die each year due to occupational accidents and work-related illnesses or injuries. A further 268 million non-fatal workplace accidents each year result in an average of three lost workdays per casualty, as well as 160 million new cases of work-related illness. Although it does not explicitly link mental health and safety, it does report that 8% of global depression could be attributed to occupational risks, with depression and anxiety costing the global economy around US\$1 trillion a year.

A recent report funded by Lloyd's Register Foundation (LRF), [Psychological Wellbeing and Safety in a Global Context: A Rapid Evidence Assessment](#), notes that psychological wellbeing is both an indicator of how safety is experienced at work and underpins behaviours which impact upon safety.

"There is a significant body of work which demonstrates that maintaining psychological wellbeing plays an important role in maintaining safety standards," the authors write. "The work can be physically demanding. Coupled with high levels of repetitive work, this combination can lead to high levels of stress. Peripatetic work, where employees either have to travel significant distances in order to work or are required to spend long periods of time away from home, adds considerably to overall stress."

Due to the often-high pressure and demanding nature of their work, seafarers can experience more high-stress conditions than workers in other sectors. As such, there is an urgent need to study the impact of wellbeing on safety in a maritime environment. Studies have shown that fatigue and perceived lack of support whilst working at sea both have adverse effects on mental and emotional wellbeing. Commonly reported psychological issues among seafarers include anxiety, depression, sleep deprivation and increasing experiences of isolation. These issues affect the quality of life for an individual when at work as

well as their social circle during their leisure time, meaning that it becomes a social burden.

### Challenging working conditions

The environment onboard a ship is a major factor affecting wellbeing. Shift work can lead to fatigue, burnout, and sleep deprivation. Being confined in small spaces with the same group over long periods of time, while being separated from friends and family, can lead to anxiety and feelings of isolation. And working in confined, mobile spaces increases the potential for safety incidents. Poor working and living conditions are linked to an increased likelihood of injury and mortality.

Shipping organisations including BIMCO and the International Chamber of Shipping (ICS) have expressed uncertainty around the [supply of experienced officers and seamen](#), and an ICS report, [The Impact of COVID-19 on Shipping, Seafarers and Maritime Labour Markets](#), explores concerns that the impact of the COVID-19 crew change crisis will add further challenges to talent acquisition and retention. This must all be balanced by long-term investment, which can be challenging when navigating commercial interests in a competitive market with tight margins.

The LRF report has noted that seafarer isolation can intensify if they feel unsupported by their employers. This was particularly evident during the COVID-19 pandemic, when many crew felt trapped into lengthy contracts by their employers as a result of travel restrictions that severely impacted crew change and shore leave.

The pandemic is likely to leave a lasting impression on seafarers as well as other frontline key workers. Evidence suggests symptoms consistent with post-traumatic stress disorder, depression, and substance use disorders, which may present as what the authors call a 'deadly combination' of untreated or undertreated signs of depression.

Anytime I face a crew mate who is disturbed about any aspect of his life, it proportionally affects his professional ability.

Anonymous seafarer

### Improving the onboard environment

Shipowners and operators are increasingly attempting to address safety issues relating to 'the human element' by turning to technology. This includes measures to do with the overall structure of vessels, onboard systems and other improvements designed to increase efficiency and productivity. LRF's [Safetytech report](#) highlighted this trend in 2020, and is leading the way in using digital technology to tackle critical safety issues.

There are good initiatives throughout the sector, the report notes, as well as emerging industry best practice. The latter includes reduction of work overloads by simplifying procedures and increasing crewing levels; improved focus on scheduling and task demands; better monitoring of fatigue levels; reviewing periods of maximum continuous service at sea; and improved job security, including providing the means to secure and sustain a full career at sea.

The impact of these recommendations – many of which are detailed in this report – has yet to be seen in full, but the authors of the Nottingham Business School report believe that these would work as effective measures to improve psychological health.

"Holistic interventions that are tailored to the specific relationships between structural and psychosocial factors have shown to be the most effective strategies," they advise. "Psychological wellbeing needs to be treated as equally important as physiological health in reviewing and evaluating safety practices in occupational settings."

A useful action would be to develop better systems for recording data around psychological wellbeing. These need to be sensitive to the stigma that can accompany mental health, and able to distinguish between fluctuations in mood and longer-term impacts that can impact personal and onboard safety.

Mental health should not be treated as an 'individual' matter, the authors suggest. Instead the approach should be grounded in how employees experience the ways in which work is organised. Mapping the organisational and social factors onboard which give rise to perceived inequalities will be critical.

The authors conclude: "Examples of good practice in relation to psychological wellbeing take a holistic and sustained approach that becomes embedded within long-term strategies across all levels."

### Looking ahead

Human beings are impacted by a multitude of environmental and physical factors that will affect their ability to perform their jobs as expected. There can be no doubt that seafarer mental health will determine their ability to operate safely and policies to look after psychological wellbeing are vital.

The gold standard for such policies is a holistic, long-term approach tailored to the uniquely challenging environment in which ship crews operate. The aim is to provide an onboard work life that reflects the duty of care maritime companies have for their teams. The result will be safer, better maritime operations across the global fleet.



## Section 2: Structural support for seafarer wellbeing

Onboard working conditions for seafarers can be optimised to be more supportive of wellbeing through changes to vessel design, contracts and scheduling.

“Some ships do not comply to international standards of work hours and rest leading to stress and fatigue for seafarers on board, which greatly affects them mentally.”

Anonymous seafarer

**Fatigue, often caused by stress, heightens the chances of both physical and psychological health issues. The causes of fatigue among seafarers – ranging from shift patterns to work conditions, from interactions with fellow crew to communications with management – are structurally entrenched and pose challenges to mental health.**

An [ongoing study](#) investigating the impact of fatigue pointed to brutal watch schedules as an important factor. The study, being undertaken by the Seafarers Hospital Society (SHS), Yale University and Lloyd’s Register Foundation (LRF), particularly highlighted the exhausting watchkeeping routine of “six on, six off”, which prevents crew from ever getting an effective seven hours of sleep. Increasing bureaucracy is another issue as ship management systems become more complex and unmanageable, contributing to cognitive overload.

It is noteworthy that the report included information gathered through a series of

roundtable discussions with ship owners, operators and other shipping stakeholders focused on fatigue and its causes. Seafarer feedback echoed concerns about the structure of the job being un conducive to wellbeing, with one person stating that “[restricted] shore leave, extended contracts, fatigue, long hours and lack of internet connectivity all have adverse effects”. Gender in-equality was also highlighted (with female crew members facing harassment and having to source their own uniforms), as was a feeling that shipping companies were unresponsive to these issues.

### Removing structural issues

The Yale-SHS-LRF report makes several recommendations for how crew can reduce fatigue and how companies can assist in this. It suggested avoiding long working hours and limited shift practices like ‘six on, six off’, where crew work and rest in alternating six hour shifts. It recommends fixed working routines to allow crew to settle into a schedule, a cap on contract lengths (six months is

“The company for which I work is trying to avoid any negative factors affecting work processes and life on board for the crew.”

Anonymous seafarer

suggested), and a maximum ratio of 2:1 for time spent at work and on leave.

Automation or outsourcing of tasks to colleagues onshore could help ease workload, and masters must be allowed to ‘stop work’ when they deem it necessary for the safety and wellbeing of the crew. However, it is worth noting that technology does not always lower the burden on crew. One seafarer interviewed for this report used the case of electronic chart display information systems (ECDIS) as an example. “ECDIS makes [working with charts] perfectly easy, but now most captains want to have more information and more alternatives. The ‘time saved’ is, in the end, still not saved.”

The LRF-SHS-Yale report noted that care must be taken to avoid influences that interfere with sleep. Comfortable mattresses should be prioritised. Accommodation areas should be cool, with the option of shielded daylight, and insulated from noise and vibration. The same care applies to recreational and catering facilities, to create an environment where seafarers can unwind calmly.

As some of these measures are costly and would necessitate redesigning vessels or hiring larger crews, there may be reticence to adopt them. However, they are an integral part of the structure needed to keep seafarers safe and healthy. A culture of care among all companies involved is needed to help alleviate fatigue and boost wellbeing among seafarers.

Other studies echo these views. In July 2021, a report from the Seafarers International Research Centre (SIRC),

commissioned by the LRF, made a series of recommendations on how to improve seafarer accommodation. Based on questionnaires canvassing the views of 3,000 seafarers and follow-up visits to 35 vessels, the researchers identified several accommodation factors that can adversely affect wellbeing and mental health:

- Inadequate storage space
- Insufficient control of light and temperature in cabins
- Inadequate provisions for recreation
- Noise and vibration disturbance in cabins

SIRC made a wide range of recommendations, from the minimum number of wall cabinets, coat hooks and electricity sockets in crew cabins to unrestricted internet access at speeds that allow video conferencing such as Skype – a recommendation that is slowly becoming part of the regulatory landscape.

### Regulatory progress

The Maritime Labour Convention (MLC) 2006 is a core element of the support network that can help improve the work and living conditions for seafarers. Passed into law in 2013, it sets minimum conditions for a range of factors around the employment of seafaring, from wages to access to medical treatment. The special tripartite committee, comprising representatives of governments, shipping companies and seafarers decide amendments. The most recent updates, announced in May 2022, recommend providing ‘mandatory social connectivity for seafarers’ – although it does not challenge shipowners’ willingness

to restrict bandwidth and charge for internet access.

Internet access was just one MLC amendment. Others include measures to make good quality drinking water available for free, to encourage states to facilitate prompt repatriation of abandoned seafarers, and to ensure that recruitment companies reimburse seafarers for monetary losses.

The amendments also address gender equality by stipulating that protective clothing and equipment be made available in a range of sizes suitable for the crew onboard, something that female crew have struggled with in the past. Another amendment, that all deaths of seafarers be recorded and the data be made public, could also offer a valuable indicator of progress on mental health.

### Changing landscape

Many research papers have stressed the importance of using regulations to mandate a minimum threshold of care for seafarers, giving some operators the option to do more. There is growing support for a formal requirement for mental health training to be included in revisions to the International Maritime Organization’s International Convention on Standards of Training, Certification and Watchkeeping (STCW) for seafarers. This has been driven by growing awareness of the pressures crew face – in particular the issues that arose around crew changes during the COVID-19 pandemic.

Training seafarers for greater resilience is welcome, and support in this area is growing thanks to the initiatives of unions and maritime charities. But focusing on individual responsibility for psychological wellbeing can only be one side of the equation. It should not be seen as an excuse for inaction in the many other ways that companies can improve conditions and alleviate stress and fatigue for crew.

## Section 3:

# A need to improve assessments of seafarer wellbeing



More research and development is required to better assess and protect seafarer wellbeing including the use of innovative technologies as supportive tools.

**A holistic approach to protecting seafarer wellbeing and safety is crucial. Two important pillars to achieve this (as previously outlined in the report) are to acknowledge the link between wellbeing and safety, and to provide structural support systems for crews. However, without the ability to monitor and eventually predict decreased mental health among seafarers, these measures will have little impact.**

To date, there has been little focus on how mental health issues can be identified in the workplace. A report by TU Delft commissioned by Lloyd's Register Foundation (LRF) found that, while the impact of health on safety is well studied, the psychological component is often overlooked.

In the *Value of Safety* report, researchers reviewed studies around occupational health in safety critical areas. Researchers found that "there is little assessment of the impact on mental health of accidents, or the role of mental health in preventing accidents". They recommend that future studies should attempt to address this gap to improve how safety is currently valued and measured.

A later report by Nottingham Trent University researchers, also commissioned by LRF – (read more in Section 1) – came to a similar conclusion. *Psychological Wellbeing and Safety in a Global Context: A Rapid Evidence Assessment* recommends several factors to include in future research to enable better understanding and assessment of mental health in seafarers and the link between safety behaviour and incidents.

Personal issues are compounded by lack of communication ashore, the lack of sleep and latent mental pressures.

Anonymous seafarer

LRF has now commissioned a second report from the university to improve industry understanding of 'what works' in identifying and minimising mental health impacts on safety. The report, which will be published later this year, will conduct a rapid evidence assessment of existing industry/academic published literature on successful interventions to support the wellbeing of people working in maritime sectors.

The 'what works' methodology employed by the new study recognises that to create positive change and action to improve wellbeing in maritime research evidence on its own isn't enough. Instead, the report will provide industry with a greater understanding of how and why interventions work and how to implement them effectively.

### The role of technology

Despite the gaps in current research, industry is advancing its understanding of how to manage the risk of poor mental health, in particular in the area of fatigue. A report written by Thetius and LR's Safetytech Accelerator examines how the maritime sector can learn from other safety-critical industries to deploy the latest fatigue risk management strategies.

The report notes: "Fatigue in the workplace is a long-standing issue and much has been done to address it but new data-driven approaches combined with advancements in fatigue science can take the management of risks due to fatigue to another level."

Technology has a "direct potential" to help avoid incidents, the report finds, but stresses that maritime lags behind other sectors such as aviation and rail and more can be done.

LR's Safetytech Accelerator is supporting maritime's advancement in this field. It has identified fatigue management as an important aspect of safety at sea

Understanding the human, labour, and dignity needs of seafarers will result in the best, safest and most efficient operation of the ship.

Anonymous seafarer

when selecting technology startups to support.

One example is Senseye, a recent participant of Safetytech Accelerator. The developers noted a lack of feasible objective means to determine the psychological and emotional status of a seafarer before he or she is assigned to an important task or scheduled watches. Senseye, a Texas-based neuroscience startup, has developed a technology that uses high-resolution video footage of the eye to quantify previously inaccessible cognitive insights about fatigue.

During the Safetytech Accelerator challenge, Senseye won a competition to work with one of the world's largest containership operators, Pacific International Lines (PIL). The operator was

looking for innovative methods to assess the psychological and emotional wellbeing of individual crew members in real-time whilst they are onboard and before they are about to go on duty.

### Safetytech pilot

Senseye uses high-resolution video footage of the eye to quantify previously inaccessible cognitive insights. During a three-month pilot with PIL, Senseye drew upon their experience working with US military training fighter jet pilots, applying their expertise in cognitive psychology, computer vision and machine learning technology.

In collaboration with PIL, Senseye built and deployed an Operational Risk Management solution on top of its existing

Emotional Intelligence Engine and camera, modifying the hardware to allow for the system to run from a ship. The solution involves a camera and computer vision-based pattern recognition, scanning a crew member's eyes and assessing in real-time if they are 'fit for duty'. Three criteria of fitness are used: impairment from alcohol or drugs; psychological risk factors such as depression or stress; and fatigue.

The Senseye solution was deployed on a PIL container ship that travelled between two US ports, to China, then back to the US, over a six-week period. During this time, most of the 23 PIL crew members used the system twice daily and provided extensive amounts of detailed feedback to Senseye.

"This has been an exciting journey for us in the management office ashore and for our floating colleagues on board," said ChuXing Peng, Assistant General Manager, QSSD, Fleet Division, Pacific International Lines. "We truly appreciate the amazing technologies Senseye has developed, and in given time, will be perfected to address the pain point of the industry."

Senseye has now been contracted by Harwich Haven Authority to undertake a fatigue risk study using its cognitive insight tools.

The role of technology in assessing crew wellbeing will continue to evolve as a result of such pioneering projects and growing research into understanding mental health indicators. LRF will continue to play a leading role in fostering this development through its commissioned research and programmes like the Safetytech Accelerator.

### Accelerating safety

LR's Safetytech Accelerator has initiated 25 Innovation Challenges between industry leaders and global startups in the marine, energy and food sectors. Winning startups go on to receive funding to test their technology in live industry environments, alongside leading companies.

The programme engaged with more than 600 startups across 18 countries in its first two years, with over 20 companies partnering with the programme in that time, including Wallenius Wilhelmsen, DP World, Shell, and Phillips.

## Section 4: Enablers of seafarer wellbeing

Employers in maritime can utilise a myriad of initiatives and guidance that have been set up to improve seafarer wellbeing and signpost commitment to staff and the wider industry.

“ Education is always the start of improvement. Why not get a minimum number of the crew to undertake formal mental health and wellbeing training?”

Anonymous seafarer

A Lloyd’s Register survey found that at the height of the COVID-19 pandemic many seafarers felt isolated and abandoned. While these issues are not new, they were exacerbated amid the global crisis and new initiatives with a focus on wellbeing were developed during this time.

One example is the Global Maritime Forum’s Neptune Declaration on Seafarer Wellbeing and Crew Change. The declaration, signed by more than 850 companies, including Lloyd’s Register Foundation (LRF), recognised that COVID-19 was affecting the daily lives and wellbeing of seafarers in unprecedented ways, causing a humanitarian crisis at sea (see Sections 5 and 6 for more analysis of the impact of COVID measures on seafarers).

The declaration acknowledged that the signatories had shared responsibility to address the crew change crisis, and called for four main actions:

- Recognise seafarers as key workers and give them priority access to Covid-19 vaccines;
- Establish and implement gold standard health protocols based on existing best practice;
- Increase collaboration between ship operators and charterers to facilitate crew changes;
- Ensure air connectivity between key maritime hubs for seafarers.

The Neptune Declaration’s monthly Crew Change Indicator provides some insight into the extent to which these pandemic

issues have been resolved. Based on data from ship managers collectively responsible for more than 90,000 seafarers across all the major segments, the indicator shows the number of seafarers onboard vessels beyond the expiry of their contract, the number of seafarers onboard for more than 11 months and the percentage of seafarers vaccinated against COVID.

Figures for May 2022 showed that 4.5% of seafarers remain onboard despite the end of their contracts, while only a marginal number – representing 0.3% of the sample population – have been onboard for more than 11 months. Around 84% of seafarers have been vaccinated; a higher proportion than in many countries in Europe, North America and Asia.

### Challenging structural obstacles

If the COVID implications on seafarer welfare appear to be ‘stabilising’, as the Neptune Declaration Crew Change Indicator suggests in June 2022, there are plenty of other structural issues that remain as obstacles to wellbeing. Initiatives with a wider scope than the pandemic are either putting greater pressure on organisations to resolve ongoing wellbeing issues or are offering support to research and address these concerns.

Born as a response to the clear risks to mental health posed by COVID crew change concerns, the Institute of Marine Engineering, Science and Technology (IMarEst) has established a permanent Special Interest Group on Seafarer Mental Health and Wellbeing. The group’s aim is to encourage discussion on practical solutions, with a focus on interventions and exploring best practice of implementation, monitoring results and identifying what more can be done.

Established in May 2021, the group has formed an expert committee including LRF representatives to address issues covering a variety of workstreams, including reducing stigma, improving life onboard, building resilience and promoting wellness. Outputs include a programme of industry events and community building to support positive changes and raise the importance of addressing mental health.

Other projects seek to commit shipping companies to a standard of care on wellbeing issues. One such project, from the Sustainable Shipping Initiative, links wellbeing commitments to a certification that is visible to business partners, in

“ We are really prisoners here. I finished my contract two months ago. All the programmes for mental health are just paper. I hope you can help us.”

Anonymous seafarer

particular charterers, in the hope of providing a commercial incentive to improve wellbeing policies. The project, named Delivering on seafarers’ rights, is co-organised with the Institute of Human Rights and Business and features involvement from SSI members Forum for the Future, Louis Dreyfus Company, Oldendorff Carriers, RightShip, South32, Standard Chartered Bank, Swire Shipping, Wilhelmsen Ship Management.

It centres around a code of conduct that goes beyond the minimum standards set in the International Labour Organization’s Maritime Labour Convention. It focuses on a range of issues from fair terms of employment and crew protection to availability and appropriate management of grievance mechanisms. Accompanying the code of conduct is a self-assessment questionnaire, which provides guidance on how to adopt the Code of Conduct as well as how to track progress.

Once a company completes the self-assessment, a Crew Welfare indicator appears on the company’s vessel page within the RightShip platform, which aims to provide visibility on vessel performance across several parameters. The RightShip Crew Welfare Tool offers charterers the opportunity to identify operators who have prioritised seafarer wellbeing.

### Wellbeing and diversity

Showcasing support for wellbeing prompts greater discussion and highlights its importance to the industry. The Maritime UK Charter on Diversity and Inclusion seeks to achieve this by making mental health commitments more visible. The charter promotes diversity in the widest sense and recognises that part of attracting and retaining a wide pool of talent to the shipping industry is by making a commitment to wellbeing.

Companies seeking to comply with the charter are required to agree to an action plan that sets out individual targets for each participating company. A member of senior management must be nominated to implement and distribute a survey to

staff on workplace culture. Performance against action plans is self-assessed and industry performance published in an annual report.

The Mental Health in Maritime pledge included in the charter is broadly worded and is intended to cover the mental health of maritime employees beyond those serving on vessels. It commits companies to “enabling people to have the skills, knowledge, and education to promote wellbeing, protect good mental health through welfare and the environment and ensure they have access to support when it is needed, thereby fostering a thriving culture of care”.

### Safety impact

Other initiatives explicitly tie seafarer wellbeing to improved safety. One example is the non-regulatory industry consortium Together In Safety, backed by more than 20 companies in the maritime industry. Together In Safety encourages ship owners and operators to recognise the challenges and support needed to maintain good mental health and wellbeing among seafarers through the adoption of several guiding principles.

The consortium has developed a range of mental health resources, including a standard for seafarers’ mental health awareness and wellbeing. The standard contains suggested criteria for the development of a training course concentrated on seafarers’ mental health and wellbeing.

It is worth noting that while initiatives such as the Neptune Declaration rallied close to 1,000 signatories around the flashpoint of the COVID crew change crisis, other initiatives campaigning for reform of longer-term challenges to seafarer welfare have not yet drawn similar levels of support.

While the growing number of projects indicates that the pandemic spurred greater awareness of wellbeing and gained it a higher place on the maritime agenda, it is vital that companies continue to accelerate their support to avoid stalling progress that has been made since 2020.



## Section 5:

# The impact of COVID-19 interventions on seafarers

Measures to address wellbeing introduced during COVID-19, such as greater connectivity and ability to communicate regularly with loved ones, should be adopted long-term.

**The COVID-19 pandemic posed great challenges for seafarer wellbeing. Border closures, strict quarantines and uneven vaccine programmes led to a significant crew change crisis. At its peak 400,000 seafarers were stranded at sea, with many having to stay on their vessels for well over a year. The result was a seafaring workforce reporting heightened levels of stress, anxiety, depression and fatigue.**

Companies, maritime organisations, UN bodies, charities, and governments all enacted measures to alleviate the stresses faced by seafarers, and today the worst structural implications of the crisis are receding. According to The Neptune Declaration Crew Change Indicator published in May 2002, just 4.5% of seafarers remain onboard beyond the end of their contracts, while around 84% of seafarers have been vaccinated, compared with just over 30% in September 2021.

While the worst of the pandemic impacts may be over, a study funded by Lloyd's Register Foundation (LRF) and published in 2022 reveals the kinds of support that seafarers and key stakeholders considered to be most beneficial to crews' mental health and wellbeing during COVID-19. The maritime industry should consider adopting the interventions and policy recommendations outlined in the study permanently to improve conditions for seafarers long-term.

The investigation, titled [Mental health interventions for international seafarers during the COVID-19 Pandemic: a pilot study](#), was conducted by World Maritime

**The company provided financial assistance during prolonged vacation and incentives to those crew who had their contracts extended.**

Anonymous seafarer

University, the University of Plymouth and the University of the Philippines Visayas Foundation, Inc. (UPVFI). It started with 25 in-depth interviews of key stakeholders, including seafarers, their spouses, chaplains and representatives of maritime administrations, shipping or crewing companies and maritime schools. Having identified a list of interventions provided to seafarers, an online survey on seafarer perception of these measures was published, running from early July to mid-September 2021 in English, Chinese, Tagalog, and Japanese. The survey drew 1,412 responses from seafarers.

The interviews identified 22 different types of support divided into two categories: support provided by companies, and support provided or used by other stakeholders including seafarers themselves, their families, colleagues on board, charities or NGOs and governments.

### Multiple resources required

The online survey revealed that all types of support were welcomed by seafarers. The most commonly experienced company interventions were all directly linked to the specific challenges caused by COVID-19's impact. They included updates on crew change and COVID-19 (72%), facilitating timely crew change (57%), and providing sufficient and high-quality personal protective equipment (53.1%).

The least commonly experienced interventions provided by companies – provision of family support (21.9%) and increases in recreational allowances (26.2%) – also highlight the challenges of the pandemic restrictions. Access to family support was seen as particularly crucial by seafarers. Nearly 70% of respondents cited this as the most welcomed measure, a proportion only exceeded by timely crew changes (79.8%).

Seafarers also declared strong appreciation for increases in Wi-Fi data allowance (63.5%), although this was



not a measure that was widely adopted – something that should change once the latest amendments to the Maritime Labour Convention are in force (read more in Section 6).

Often the most appreciated support was provided by their own crew mates. A positive collegial atmosphere on board (76.7%), physical exercise (70.4%), casual counselling amongst crew members (70.3%), and group recreational activities (67.3%) were the most widely accessed.

However, by far the most positively perceived measure from stakeholders was being able to communicate with their family. The authors of the study noted: “The results confirm the importance of family life among many seafarers. Company support of seafarers’ family, as well as adequate data allowances to enable frequent communication are seen as extremely valuable for seafarers’ mental health and wellbeing.”

### Recommendations

Based on the questionnaire data, the study goes on to make several recommendations for companies to improve welfare and mental health on board. Some are specific to the COVID-19 and other emergency scenarios – such as flexibility in adapting to the needs of seafarers during crisis situations, and the provision of adequate, high quality personal protective equipment.

Researchers also recommended governments should ensure that seafarers

**We were not granted second dose vaccines onboard when we were at US which we expected to have since we saw it from other fellow seafarers.**

Anonymous seafarer

are fully vaccinated against COVID-19, and should be classed as essential, or front line, workers by governments to encourage vaccine uptake. As mentioned above, there has been rapid progress in these areas but continued efforts must be undertaken, particularly if further outbreaks or new pandemics emerge.

The researchers also recommended that companies prioritise the following key interventions:

- Facilitate timely crew changes
- Provide immediate family support
- Increase Wi-Fi data allowance
- Reduce overtime hours

These kinds of measures are critical to maintaining wellbeing on board even in normal circumstances. Seafarers should also be given resources to better understand and act on the factors that can improve their own well being, “such as but not limited to videos, books, or other materials on psychological resilience, self-support, peer counselling, or good mental health”.

Other support interventions can have a positive impact long beyond the pandemic, many of which come from

the benefit of greater WiFi access on board. The study recommends that NGOs and other seafarer organisations should review and update how they provide spiritual, pastoral and guidance counselling services, prioritising the usage of virtual platforms to effectively deliver support. They should also find ‘creative and robust strategies’ to improve the awareness of, access to, and use of mobile mental health apps. Companies should better facilitate ‘communication with family’ for seafarers.

Finally the review recommends that all stakeholders should support companies to make, implement and strengthen policies to encourage the creation of ‘a positive and collegial atmosphere on board’ and ‘casual counselling or support among crew members’.

The report underscores the major role that families and colleagues can play in maintaining wellbeing onboard. However, companies can either facilitate or hinder these supportive relationships. To focus on positive crew wellbeing, industry must enable good, frequent communication with seafarers’ families on land, and foster a supportive atmosphere for their crew at sea.



## Section 6:

# Lessons learned from COVID-19 by maritime employers

Maritime employers should recognise the value of retaining practical changes first implemented amid COVID-19 to make long lasting, structural improvements to seafarer wellbeing.

The company now has a greater respect for individuals' personal circumstances as to length of contract and travel logistics.

Anonymous seafarer

**The COVID-19 pandemic spurred maritime employers to make a number of changes that have improved working conditions and these should remain in place as industry good practices.**

Seafarers, like many employees thrive in environments that they perceive to be supportive of them. For seafarers, this perception has suffered heavily during the COVID-19 pandemic. At its peak in 2020, the crew change crisis saw 400,000 seafarers stuck on board, with a similar number unable to join ships to relieve them – heavily impacting mental and physical health. A Lloyd's Register [survey of seafarers](#) launched 25 June 2020 shed a spotlight on a struggling workforce that felt undervalued and was suffering from low morale. When asked whether they agreed with the statement 'I feel valued in my role', only 8% of seafarers strongly agreed, and just 13% felt they were performing an essential role.

Prompted by travel restrictions, fatigue and lack of access to vaccines and healthcare, employers introduced an array of measures to protect crew wellbeing. This included greater or unlimited WiFi access, in-house mental health services and greater support to seafarer families while their loved ones were stranded at sea. However, when Lloyd's Register Foundation (LRF) went out to seafarers to ask which of the measures were still being implemented by employers, some indicated positive changes had been rolled back, while others largely noted that it was only practical health measures that remained, such as COVID-19 tests and body temperature checks, isolation before embarkation, improved hygiene practices on board and access to personal protective equipment (PPE).

### Added benefits

Employers should consider the added benefits of continuing with measures introduced during the pandemic as it improves both seafarer wellbeing and safety. Findings from [Psychological](#)

[Wellbeing and Safety in a Global Context: A Rapid Evidence Assessment](#), a report from Nottingham Trent University, funded by LRF, shows evidence confirming that psychological wellbeing has a significant impact on the productivity and safe behaviour of employees.

One of the recommendations is that employers should identify and model the psychosocial factors within the workplace setting, and interventions should be focused and sustained over time, rather than treating psychological wellbeing as a temporary or low priority issue. Employees must feel their wellbeing is of "genuine concern" rather than something considered as secondary to other business concerns.

Meanwhile, the LRF-funded report, *The Impact of COVID-19 on Psychological Wellbeing in Occupational Contexts*, by Nottingham Trent University, reveals how there is a shift in how wellbeing is viewed and should therefore be tackled in a post-pandemic world.

It notes that the wellbeing agenda prior to the COVID-19 pandemic, while rapidly evolving had competing frameworks around the relationship between wellbeing and safety, a lack of common terminology shared across stakeholders, a wide variability in awareness and action along with a tendency towards reactive rather than proactive approaches. The report provides a 'maturity framework' based on a review of the existing literature. This framework describes a range of different dimensions through which wellbeing and safety might be considered. It outlines what organisations at basic, mid and top levels might be expected to do in relation to wellbeing initiatives and can be used to develop priorities for organisations, depending on how far along on their wellbeing journey they are.

The researchers stress that, just as there is a physical condition of 'long COVID' there can also be a 'long psychological COVID', with indeterminate, long-term changes

in how employees perceive wellbeing and safety in the wake of the pandemic. "The expansion in what constitutes safety may come to include issues that would traditionally be treated under the remit of 'values' on the part of employees and organisations," it says. This could cover psychosocial factors such as gender, ethnicity, age and sexuality but also how companies approach issues such as sustainability or climate change.

### Focus on mental health

The pandemic has placed more value and attention on discussing mental health issues and providing support: 50% of respondents to the LR Seafarer Wellbeing survey stated they had access via their company to a professional person, such as a counsellor or welfare officers. However, just 30% of respondents made use of the professional services. This support is vital for seafarer wellbeing and the stigma around mental health and the uptake of support services on board must be removed.

The Seafarer Wellbeing survey recommended continued signposting to crews of seafarer charities, more general mental health charities and other organisations that provide confidential support. It also suggested ongoing initiatives and training for seafarers, shore staff, employees and managers alike, such as the provision of mental health first aider training, regular updates on the importance of mental and physical wellbeing and providing e-learning about mental wellbeing.

### Good practice needed

Numerous studies – including research by Seafarers Hospital Society (SHS),

Yale University and LRF mentioned in section 2 of this report – have shown that the current structure of work at sea creates a very challenging working environment. Employers seeking to improve onboard morale, create a human-centric environment and support crew to be more effective at their jobs must make structural changes to existing operational priorities.

Best practice cited by various studies has identified the importance of providing high quality, culturally appropriate foods, suitable accommodation and recreational facilities, and minimising bureaucratic workload. More mental health training for crew, leaders and ship-shore interface' training are important and feasible.

Contract length, timely relief of crew and the importance of communicating with crews and managing expectations on relief continue to be issues that require attention, particularly when operating in pandemic or geo-politically fraught conditions. There is also a need to align owners and charterers in support of seafarers' health and wellbeing, which would allow owners to challenge 'no crew change' clauses in charterer contracts.

These issues can and must be addressed as part of structural improvements to the sector.

### Securing seafarer rights

Amid the pandemic, the maritime industry came together to demand key worker status and access to vaccines for crews. Major shipping and transport bodies, including the International Chamber of Shipping, International Transport Workers' Federation, and the International Maritime Organization

Proper and strict hygiene is a continued requirement.

Anonymous seafarer

(IMO), made calls and submissions to the UN, governments and the World Health Organization, to make seafarers exempt from overly restrictive travel rules and allow crew changes to occur.

These efforts led to changes at an international level. The United Nations General Assembly adopted a resolution that called on UN Members in December 2020 to designate seafarers and other marine personnel as key workers and to implement measures for crews to be repatriated, for others to be able to join ships, and to ensure access to medical care. Meanwhile the International Labour Organization (ILO) ratified a resolution that called on states to recognise seafarers as key workers "without delay". To date, 63 IMO Member States and two associate members have designated seafarers as key workers.

Positive change continues from lessons learned during the pandemic. In May 2022, the ILO Special Tripartite Committee agreed to strengthen the Maritime Labour Convention (MLC 2006) with eight major amendments. Changes include stronger legal requirements for seafarers to be able to access medical care ashore and ensuring health and safety PPE policies are provided in sizes that suit all seafarers onboard, including women. Crucial changes to food and catering rules include improved access to free, good quality drinking water and the provision of quality food needed for balanced, healthy diet.

Significantly, changes to the MLC make it a mandatory right for seafarers to social connectivity, including internet access onboard. The LR 2020 Seafarer Wellbeing survey found that during the pandemic many crews had limited access to Wi-Fi: 13% of ship staff strongly disagreed that internet connections enabled them to talk to friends and family, and 19% strongly disagreed that internet connections enabled them to complete work tasks.

One seafarer speaking anonymously to LRF said, "While these changes [to the MLC] should have been implemented years ago, they will make a considerable difference to the average seafarer."

## LRF research into covid wellbeing measures

LRF's ongoing work with the UK's Nottingham Business School has gathered insights relating to organisations' experiences of supporting their employees' psychological wellbeing during the pandemic. Findings inform a report launched in June 2022 providing actionable learning for industry.

Questions in this study include:

- What psychological wellbeing support for employees instigated during the pandemic has worked and how has this varied across employee groups and demographics?
- How has rapid transitions to new ways of working impacted employee mental health and how are safety-critical systems being ensured?
- How can the increased focus on psychological wellbeing during the pandemic be embedded into effective practice, longer-term?

## Section 7:

# A Just Transition for a sustainable future

A Just Transition in maritime must support workers and communities – including vulnerable coastal communities – through development, renewal and economic opportunities as green transformation takes place.

“ Seafarers need to be given a better social status rather than being mistreated.

Anonymous seafarer

**COP26 saw both the international community and the maritime industry highlight the importance of a just transition. Learn what this means for industry and the actions being taken to protect workers and those most vulnerable to the impact of climate change.**

Maritime will experience a rapid transformation as it moves towards a sustainable ocean economy. Decarbonisation conversations are often dominated by discussions over alternative fuels and technologies required for the massive scale of change that lies ahead. However, efforts to address climate change must include a human-centred approach. After all, it will be people that handle

new green fuels and operate zero-emission vessels.

To ensure the maritime workforce is prepared, the industry must deliver unprecedented upskilling and re-training of its existing employees and attract new kinds of diverse talent into the industry. Ultimately, it is a chance for this sector to create better, safer work and opportunities for all.

Important steps are already being taken to ensure seafarers, workers across the maritime global supply chain and local communities will be protected and supported on the journey to decarbonisation. During COP26, the Maritime Just Transition Task Force was launched by the International Chamber

of Shipping (ICS), the International Transport Workers' Federation (ITF) and the United Nations Global Compact (UNGC). The first of its kind for any industry, this Task Force brings together employers and social partners to push forward shipping's climate goals while protecting its workers and their communities.

The International Labour Organization (ILO) and the International Maritime Organization (IMO) are founding members of the Task Force, and Lloyd's Register Foundation (LRF) joined in 2022 as a funding and industry partner of this important work.

The Task Force's core goals are to coordinate just transition efforts with governments, industry, workers and their representatives and promote social dialogue and engagement between all parties. It will also shape and provide thought leadership on what a just transition means for maritime, and produce new knowledge and research to inform all these activities.

Underpinning this work are fundamental goals that any just transition should aspire to. Industries must take coordinated action to support workers and communities who are moving away from a carbon economy, and create opportunities rather than job losses or economic disadvantage. This necessitates addressing inequalities through investment, infrastructure, education and supporting skills development and dignity of work for all. For maritime, support should also be provided for vulnerable coastal communities to ensure they benefit from development, renewal and economic opportunities as green transformation takes place.

Occupational safety and health must be at the core of any just transition, in addition to actively doing more to address unique challenges faced by vulnerable groups, with a focus on diversity and inclusion. In particular, inequalities between the global north and global south must be addressed, with efforts made to ensure there is sufficient investment, capacity building and sharing of knowledge, best practice and access to quality education, training and upskilling for both developed and developing economies.

The Just Transition will also be linked with digital transformation taking place in the maritime sector, with new technologies such as AI and greater use of

“ Seafarers are subjected to blame within the industry and treated like second grade citizens whenever and wherever they travel.

Anonymous seafarer

sensors to monitor and streamline green operations. All countries should be able to reap the technological, educational and financial gains of a sustainable ocean economy.

### Maritime leads the way

Such enormous change will require a truly collaborative approach, and is fundamental to how the Maritime Just Transition Task Force operates. But above all, words must translate into action. After an initial scoping exercise with its founding members and industry partners, the Task Force is working to assess and quantify the green skills required for maritime to reach its 2050 emission goals.

A report will be produced in 2022 to assess the re-skilling and up-skilling seafarers will need to safely operate zero-emission ships and handle zero carbon fuels. Set to be launched at COP27, it will also provide actionable recommendations for the revision of existing international legislation governing training and social standards for seafarers, such as the IMO's Standards of Training, Certification and Watchkeeping (STCW) Convention. The Task Force will also engage with

employers, unions and training providers who can utilise the findings to inform training policies and plans, and develop curriculums and skills provisions.

Real-world implementation of the report findings will be essential and LRF will support Task Force activities to disseminate its recommendations and share best practice. This will include stakeholder workshops and sessions with the Task Force Global Industry Peer Learning Group to demonstrate the findings, discuss best practice and help determine the steps needed to ensure the industry can provide seafarers with the necessary green skills in a just and equitable way.

This work is only the beginning for the maritime industry. In the coming years the Task Force will support its decarbonisation efforts with work expected to focus on green jobs and skills across the zero emission vessel lifecycle, the zero carbon fuel value chain, and green supply chains as well as to further develop understanding of safe and decent work and green job potential on board ships. Work streams will also cover issues related to industrial policy to help ensure equal economic opportunities for developed and developing nations.

## A duty to protect

At COP26, 55 of the world's most climate-vulnerable countries called on world leaders to do more to protect communities and included a specific focus on maritime. Calls made by the Dhaka-Glasgow Declaration of the Climate Vulnerable Forum included:

- **Maritime emissions:** A mandatory greenhouse gas (GHG) levy on international shipping to ensure that emission measures are aligned with a 1.5°C pathway, with revenues supporting urgent climate actions, particularly in vulnerable developing countries.
- **Workers and jobs:** To scale up capacity, finance, technology and other support to protect workers in regions most exposed to the impact of climate change. To prioritise support for reskilling and up-skilling of workers and social safety net support to enable a just transition and promote green jobs, particularly through women's and youth empowerment, as their countries move towards low-carbon and carbon neutral futures in line with the Paris Agreement.
- **Ocean and seas:** For the UNFCCC and COP26 to incorporate oceans into the UNFCCC agenda and for increased investment to better observe, understand and mitigate the impacts of climate change on the ocean.

## Just Transition Declaration

More than 30 nations signed a Just Transition Declaration at COP26 committing them to strategies that ensure that workers, businesses and communities are supported as countries transition to greener economies.

In the Declaration countries commit to:

- Support workers, communities and regions that are particularly vulnerable to the effects of the move away from carbon-intensive economies.
- Promote social dialogue and engagement between governments, employers' and workers' representatives, and other groups affected by the transition to green economies.
- Implement economic strategies that support clean energy, foster resource-efficient economic growth, create income and decent jobs, and reduce poverty and inequality.
- Create decent jobs for people in their local areas, coupled with reskilling and training, and social protection for those in need.
- Ensure that existing and new supply chains create decent work for all, including the most marginalised, with respect for human rights.

## Section 8:

# Proactive steps to improve seafarer wellbeing



The maritime industry is making steady progress towards a more supportive and human-centric working environment for seafarers – but still has a long way to go.

This section summarises learnings and recommendations from studies and research commissioned by Lloyd's Register Foundation (LRF) that have been showcased throughout this report. Some suggestions for best practice are focused and specific while others can be used as a jumping off point for further research and to initiate conversations. Although these recommendations are not comprehensive, they are a suitable starting point to help maritime employers implement best practices to improve crew wellbeing.

## 1. Implement mental health interventions

“When you are psychologically distressed you don't want to work because it decreases the safety level and therefore it will lead to catastrophic scenarios.”

Anonymous seafarer

The recent report, funded by Lloyd's Register Foundation (LRF), *Psychological Wellbeing and Safety in a Global Context: A Rapid Evidence Assessment*, demonstrates that maintaining psychological wellbeing plays an important role in maintaining safety standards. The report findings suggest that to improve crew safety, psychological wellbeing should be treated as equally important as physiological health.

Researchers found that holistic and sustained interventions are most effective and should be tailored to the specific relationships between structural and psychosocial factors on board.

Companies can provide greater access to in-house mental health support, sign post external resources, initiate training and ensure open and regular communication around mental health across all levels of an organisation to better support struggling employees and help reduce stigma that can prevent seafarers seeking help.

## 2. Fight fatigue

“Some ships do not comply to international standards of work hours and rest leading to stress and fatigue which greatly affects us mentally.”

Anonymous seafarer

Seafarers' shift patterns, contract lengths, the physical nature of their work and poor living conditions on board can all lead to fatigue and have adverse effects on crew's physical and mental wellbeing. Companies can introduce successful interventions, outlined in the *Psychological Wellbeing and Safety in a Global Context: A Rapid Evidence Assessment*.

These interventions include reduction of work overloads by simplifying procedures and increasing crewing levels; improved focus on scheduling and task demands; better monitoring of fatigue levels and reviewing periods of maximum continuous service at sea.

## 3. Improve on board accommodation

In July 2021 a report from the Seafarers International Research Centre (SIRC), commissioned by the LRF, surveyed 3,000 seafarers and made 35 follow up visits to vessels to uncover issues with onboard accommodation that can adversely affect wellbeing and mental health. From those findings researchers recommended maritime employers focus on the following improvements on board:

- Air conditioning on all ships
- Better lighting in cabins
- Storage space including wardrobes, bedside cabinets and cupboard units
- Better protection against noise and vibration.

## 4. Explore technological solutions

“New digital systems make work onboard easier and have a positive effect on the mental state of a person.”

Anonymous seafarer

Rushing to introduce technology on board that promises to improve operations can create inadvertent negative impacts on crew safety and wellbeing, particularly if it adds to stresses or workload on board. However, digital technology, from telemedicine and online mental health awareness training, to Internet of Things sensors that monitor seafarer fatigue, can all work to help improve our knowledge and understanding of the issues seafarers face. They can also provide greater tools and support for crews with limited access to onshore medical and mental health care.

As outlined in the LRF report *The safetytech market*, the benefits of digital technology that improves safety, or safetytech, on wellbeing, and the security it offers to quality of life, are “immense and critical to the quality of our future”.

## 5. Continue to improve seafarer rights

“We need greater rights to protect seafarers against bullying, harassment, sexual assault and sexual health issues, as well as improved diversity.”

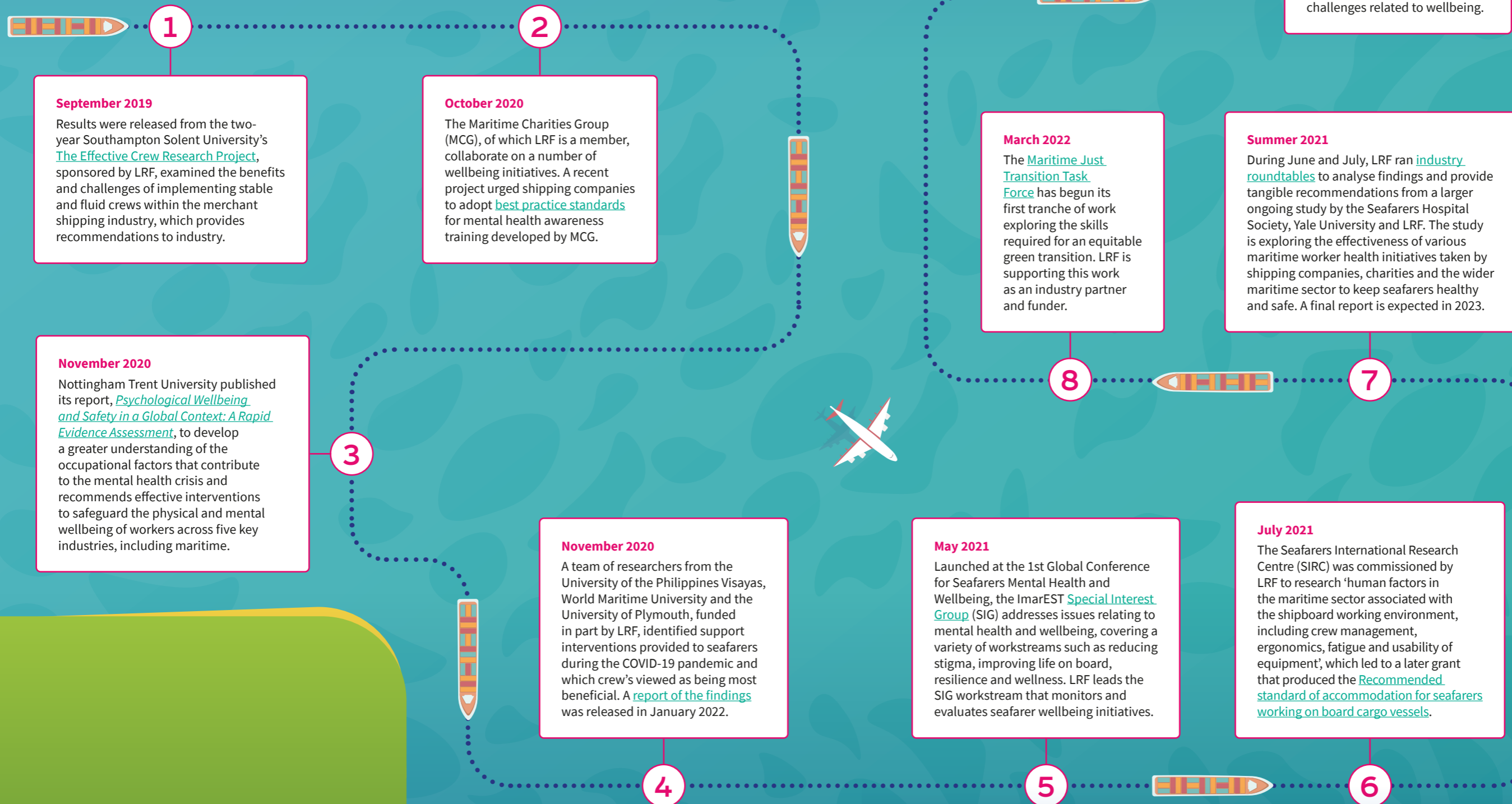
Anonymous seafarer

The COVID-19 pandemic highlighted the need for greater rights to protect seafarers, particularly in times of crisis. To date, 63 IMO member states have ratified an ILO resolution to designate seafarers as key workers. It is hoped this will prevent further crew change crises occurring during future pandemic lockdowns. Better access to WIFI will also be provided to crews thanks to updates to the Maritime Labour Convention, 2006 regulation as well as greater access to safe drinking water.

As shipping moves forward on its decarbonisation journey, it is vital that industry continue to lobby governments and work with the IMO and other UN agencies to ensure seafarers rights are upheld and protect seafarer wellbeing. This includes work being done with the Maritime Just Transition Task Force.

# The ongoing journey to better wellbeing

LRF is committed to improving Safety at Sea and over the last decade has issued 52 grants worth a total of £23,428,218.27 that have been invested into programmes, many of which have a strong focus on improving seafarer wellbeing. Below we list some of the latest LRF funded projects and activities LRF is involved with that seek to elevate industry understanding and awareness of important issues impacting wellbeing and recommendations to create positive change.



## Get in touch

Please visit [www.lrfoundation.org.uk](http://www.lrfoundation.org.uk)  
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