

# Seafarers Happiness Index

Quarter 1 2024



The  
Seafarers  
Happiness  
Index



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# Seafarers Happiness Index Quarter 1

The Seafarers Happiness Index (SHI) is a quarterly survey by the Mission to Seafarers aimed at assessing the well-being of maritime workers worldwide. The survey comprises ten essential questions addressing different facets of their professional and personal lives.

This report sheds light on the insights gathered from seafarers regarding the factors influencing their overall happiness. The latest SHI report presents findings derived from data collected during Quarter 1 of 2024.

After the previous year, which saw a consistent decline in happiness, we viewed this first data of 2024 with some trepidation. We were naturally concerned about seeing yet further falls in happiness.

Thankfully, that is not the case. Indeed, we saw a rise across every question, and an overall increase from 6.36 in Q4 2023 up to a healthier 6.94/10 in Q1 2024.

We are pleased to see indications of some improvement, with seafarers reportedly feeling a little happier with their lot. It is to be hoped that these signs of optimism, reflect lessons being learned and of investment and compassion for those at sea. After a seafaring annus horribilis in 2023, perhaps that is the most we could expect or even want.

For this latest report, the focus is on those small changes which have made a big difference to the happiness of those on board. In doing so, we can learn what factors are having an effect, what lifts the mood and gives optimism for seafarers, rather than the relentless doom and gloom that is all too often pervasive.

## Two Faces of Seafaring

Once again, the Seafarers Happiness Index presents a complex portrayal of life at sea. We see both a profession offering opportunities to explore the world and attain financial stability, contrasted with problems of isolation, high workloads, and occasionally inadequate support systems.

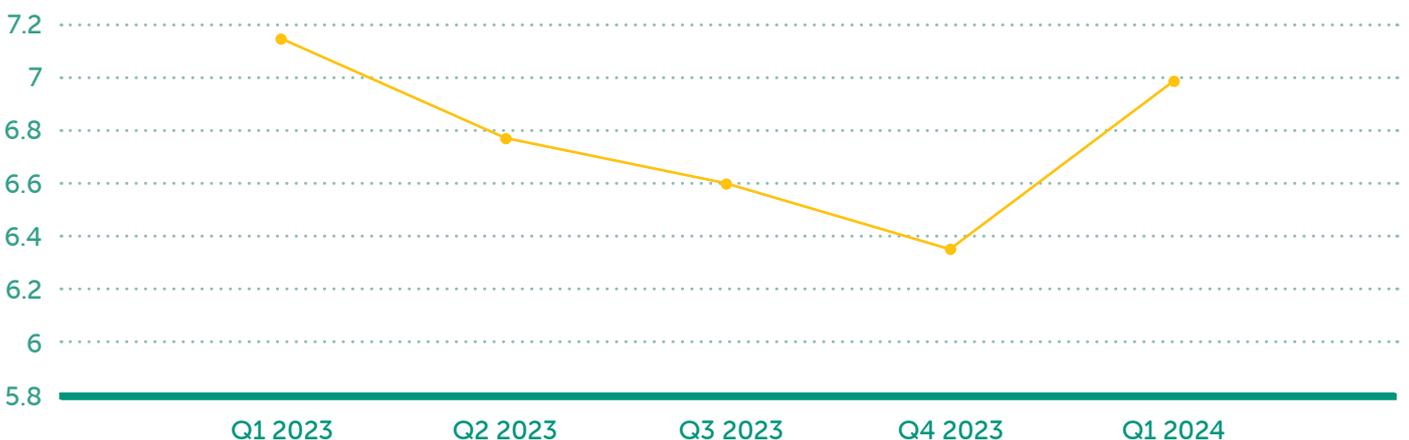
Despite the inherent challenges of a seagoing career, the resilience and determination of seafarers persist. There is an urgent need for systemic reforms to safeguard their mental and physical welfare whilst nurturing a culture of respect, inclusivity, and support both at sea and ashore.

Unfortunately, even a report which looks to focus on the positives raises instances of unjust treatment, predatory recruitment, discriminatory practices, and allegedly compromised safety standards.

Seafaring offers both rewards and challenges. By addressing the constant and consistent issues raised, companies can create a more positive and sustainable work environment for seafarers.

We are also hugely pleased to say that we have recorded our highest percentage of female seafarers completing the Seafarers Happiness Index. This time they made up just over 9%, which is a significant jump from previous reports.

## Overall Happiness Q1 2023 - Q1 2024



### Hopes of a rebound

2023 had been the year of declining seafarer happiness. Q1 2023 started with a relatively high average happiness rating of 7.12. However, from then on there was a hugely concerning fall in the average happiness level.

This decline was beginning to feel less of a trend and more of a constant, and so it is with enormous relief that we have seen the figures from the latest report, the first from 2024, show something of a rally. Whilst this does not imply that problems have been resolved, it is at least an opportunity to pause and reflect on some positives.

Q1 2024 showed positives across all question areas. There was a jump across every category, and some have even begun to show some positive air gap quarter-on-quarter.

### Q4 2023 v Q1 2024



# Making life at sea better – the fixes and flaws

## Fixes

Being able to explore the positives of a career at sea is crucial to building a better life at sea. From the stability of financial security, the thrill of global exploration, and the hopes of crew camaraderie, there is a wealth of reasons for seafarers to find fulfilment in their work.

Additionally, the support provided by forward-thinking companies, coupled with opportunities for connectivity, well-being, and personal development, underscores the potential for a more rewarding seafaring experience. These are the experiences of seafarers who report positively to us.

So, what are the top ten aspects of life at sea that can make a difference?

1. **Financial Security:** Seafarers appreciate the good salaries and financial independence provided by their jobs, which enables them to support themselves and their families. Fair salaries paid on time, and which reflect the work done, are what make the difference.
2. **Job Satisfaction and Teamwork:** Where we see the highest satisfaction levels are from seafarers who enjoy their work because of the positive relationships they build on board with their colleagues. When crews can foster a sense of camaraderie, there is a huge happiness boost.
3. **Company Support:** It seems there is at least a three-tier reality to shipping companies. From the good we hear so many positives about leadership, empathy, understanding and a genuine prioritisation of crew well-being. Companies that work hard to get their people on leave when they say, and who understand the knock-on impacts of not doing so, are well respected, even if things do go wrong.
4. **Staying Connected with Family:** There are concerns that access to internet can impact onboard relationships, but the message from the happiest seafarers is that when they can regularly communicate with their families, this reduces feelings of isolation and loneliness.
5. **Improved Well-being:** Building positive well-being takes many moving parts. Being well treated, connections to home, access to recreational facilities and shore leave are hugely significant contributors.
6. **Shore Leave:** You cannot have a sense of adventure, travel or well-being without occasionally getting off the ship to see some of the world. The happiest seafarers hammer home the message of the importance of shore leave. This is seen as a vital ingredient for stress relief, relaxation, and social interaction with people outside the ship's crew.
7. **Good food and Drink:** Seafarers value food, but the right food. Where we see the highest happiness levels, we hear from seafarers who have a diet attuned to their culture, where good ingredients are well prepared, and where there is the occasional treat too.
8. **Training and Development:** Seafarers are hungry for success and to climb the career ladder. The most satisfied seafarers appreciate comprehensive training programs that help them improve and develop. These seafarers feel more confident and motivated; they perform better and they progress.
9. **Positive Work Environment:** The feeling of camaraderie and support from ashore combine to give the happiest seafarers a sense of belonging. On such ships, mutual respect, manageable workloads, and clear distribution of tasks contribute to a positive work environment.
10. **The Right Mix:** The secret to seafarer happiness is really about the right combination of aspects. We hear consistently from the happiest seafarers that they feel their companies care, providing good accommodation, good food, cost-effective internet access, and access to shore leave.

These positive aspects contribute to a fulfilling and rewarding life on board for many seafarers, despite the challenges they may face. Seafarers do not expect all ten and are realistic and pragmatic, but they need enough of each to at least feel a sense of positivity and optimism.

## Flaws

Regrettably, the more problematic aspects of seafaring all too often overshadow the occasional glimpses of positivity. Even in a quarter which has shown cause for optimism, it is imperative that we confront and address the negatives of life at sea.

So, what are the top ten aspects of life at sea that can negatively impact the well-being of seafarers?

1. **Work-Life Balance:** The unhappiest seafarers complain of long contract durations, limited shore leave, and difficulties staying connected with family. A sense of unremitting stress, pressure and fatigue leads to feelings of isolation, loneliness, and missing out on important aspects of life at home.
2. **Workload and Stress:** High workloads, tight schedules, inadequate rest periods and strict compliance requirements create stress and fatigue for seafarers. Many dissatisfied seafarers complain that the hours or rest documentation they sign is often fake, an issue which needs to be more widely investigated.
3. **Living Conditions:** Poor quality of food, limited access to quality internet and entertainment, and lack of recreational facilities on board all negatively impact seafarer well-being.
4. **Management Issues:** Poor management, unsupportive/abusive senior officers, and a lack of career development opportunities make seafarers feel undervalued and demoralised.
5. **Financial Pressures:** Stagnant wages not keeping up with the cost of living increases financial strain. Some seafarers have paid to get jobs or promotions, and they are often left owing large sums to criminals. There are real pressures, especially if wages are late or do not get paid.
6. **Social and Cultural Challenges:** Potential for conflicts, discrimination, and negative attitudes among crew members, as well as challenges with hierarchy and communication breakdowns, all have negative consequences for seafarers.
7. **Health and Safety Concerns:** Long hours, heavy workloads, stress, and paperwork burdens contribute to fatigue, stress, and anxiety, with implications for seafarer well-being and ship safety. The promises of technology to ease such burdens do not seem to be delivering, especially on older ships or those of lesser owners.

8. **Limited Shore Leave:** Restrictions, time constraints, costs, and safety concerns limit opportunities for seafarers to go ashore, impacting their mental health and overall well-being.
9. **Connectivity Challenges:** Limitations in internet speed, data allowance, and connectivity make regular communication difficult, leading to feelings of isolation and disconnect from loved ones.
10. **Dependence on Company Policies:** Access to welfare facilities ashore depends on the priorities and budget of the company, with disparities in access between officers and crew.

Addressing these challenges requires concerted efforts, but for every negative which is improved, and for every positive which becomes a wider norm, then the good can begin to outweigh the bad. This is the direction of improvement which is desperately needed.

Life at sea can be improved by focusing on what motivates seafarers. Financial security through competitive wages, family time enabled by good shore leave policies, positive workplace cultures with strong leadership and team-building activities, reliable internet to stay connected with loved ones and access to shoreside facilities can all significantly improve seafarer well-being.

By building upon the positive aspects of life at sea and addressing the challenges through concerted efforts and collaboration, it is possible to create a more supportive and fulfilling environment for those at sea.

## General Happiness

6.86 ↑ from 6.07

In the first quarter of 2024, the SHI witnessed an increase in general happiness among seafarers.

Those happier seafarers expressed a good degree of contentment in their work, deriving most satisfaction from the fact that they were able to travel while supporting their families.

Where we saw increases across the board, we especially saw the importance of camaraderie among crew and a supportive working environment. The power of others to lift the mood or raise a smile cannot be underestimated.

Amidst the positive aspects, however, several challenges seem to persist. Foremost is the struggle to maintain a healthy work-life balance, compounded by prolonged contract durations and limited opportunities for shore leave, leading to feelings of isolation and disconnect from family life.

Additionally, the demanding nature of work, coupled with stringent compliance requirements, appear to be exacerbating stress and fatigue among seafarers. There were also concerns raised over inadequate rest periods.

Furthermore, issues such as substandard living conditions on board, lack of access to quality amenities, and instances of poor management and mistreatment by senior officers contribute to a sense of disillusionment and demoralization among seafarers. Financial pressures and concerns about stagnant wages further add to their woes, alongside pervasive problems like racism, corruption, and incompetence within the industry.

While we heard more positives this time, there is a fragile nature to any recovery. We need to work hard to ensure that the fixes are applied and the flaws managed, and eventually designed out of the system.



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**I have got so many responsibilities on my shoulders. I need to be on my toes all the time. I need to pass my Class 2 ticket and at the same time take care of my family. And most of the time I am always thinking about making money.**

## Contact with family

7.22 ↑ from 6.99

The responses reveal the different aspects of the connectivity problems faced by seafarers. On the one hand, there is a strong sense of the importance placed on Wi-Fi services on board. Having regular communication with families is vital.

The lifeline nature of connectivity has driven an uptick this Quarter. It was stressed that such provision eases feelings of homesickness and loneliness and has the power to improve overall well-being.

There seems to be far more optimism about the future of shipboard connectivity. The introduction of newer technologies like Starlink, offering faster and more reliable connections, are seen as further enhancing communication possibilities. Even those who do not yet have the service feel a sense that it will not be long coming.

However, significant hurdles persist. Limitations in internet speed, data allowance, and connectivity in certain areas pose obstacles to seamless communication. The high cost of additional data can strain finances, whilst the inability to physically assist family members or be present for important events generates stress and emotional distress. Furthermore, some companies impose restrictions on internet access, further impeding communication.

Technology can never fully substitute physical presence. Nevertheless, prioritising affordable and reliable internet access by shipping companies can significantly enhance the quality of life for seafarers, reducing feelings of isolation and bolstering crew well-being. Addressing these connectivity issues remains crucial in fostering a supportive and fulfilling work environment at sea.



**Due to Starlink technology, it is easier and faster to receive news from home. However, not all news are positive and uplifting.**

## Shore leave

6.56 ↑ from 6.14

There was a rise in satisfaction regarding shore leave this Quarter, which was a little surprising given the usual poor results. This may be due to an increasing number of seafarer welfare centres encouraging visitors to complete the survey, allowing for feedback from those who were off the ship at the time and thus benefiting from shore leave.

The responses reveal the pivotal aspect of shore leave in the lives of seafarers. Shore leave is celebrated as a significant release, a sanctuary for relaxation and escape from the monotony of ship life. It can provide cultural immersion, culinary exploration, and social interaction, fostering personal growth and well-being.

However, there are challenges and limitations. Seafarers bemoan bureaucratic hurdles, tight schedules, financial barriers, safety concerns, and inadequate facilities at certain ports, making shore leave difficult or expensive. Many ports and terminals are far from towns or cities, further complicating access.

Despite these obstacles, the consensus remains clear: shore leave is not merely a luxury but a necessity for seafarers' well-being. Companies that prioritise accessible and affordable shore leave options can significantly enhance crew morale, fostering a healthier and more sustainable maritime industry.



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**Every time I go shore, I feel so relaxed, stress-free for little time, sometimes I try to explore, seeing more people, places and the culture as well on that country.**

## Wages

6.81 ↑ from 6.05

Once again, there was a spread of sentiment regarding seafarers' salaries. The responses revealed heightened levels of satisfaction, with some citing timely payments as a real driver of positivity.

Some went further and reported feeling that their salaries are competitive, especially among senior positions. This is hugely significant and suggests that some companies are awakening to the need to ensure their most experienced seafarers are rewarded to keep them from moving elsewhere, whether at sea or even to shore.

Getting a fair wage on time fosters a sense of financial stability and security and heads off the issue of stress back at home.

It was not, however, all good news. Underlying the fundamental positives are recurring themes of stagnant wages, perceived inequity, disparities compared to shore-based employment, and late or delayed payments. The happiest seafarers, as we have heard, get their money on time, whilst the least satisfied have to stress, worry and fight to get theirs.

For those facing financial woes, it is often not just bureaucracy which is the problem. They also report feeling that their salaries do not adequately reflect the demanding nature of their profession. This is perhaps one of the cruellest financial ironies, that those who earn least and who often do not get paid on time are the ones having to work even harder on substandard vessels. Their satisfaction then spirals downward, as one might expect.



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**Never thought I would ever see the day when unskilled labour on the docks or unlicensed crew would make more money than a ship's Master or Chief Engineer.**

## Food

7.23 ↑ from 6.85

The quality of meals on board continues to present a mixed set of responses. On the positive side, we heard from seafarers who felt fairly satisfied with the food they were served, describing it as “delicious, healthy, and just what I want”.

The availability of familiar cuisine is greatly appreciated, whilst regular replenishment of fresh provisions helps ensure quality ingredients. In addition, the skills of competent, creative chief cooks are highly prized. The people who prepare an everchanging board of tasty meals are highly valued, perhaps even revered by some, and the companies that recognise the importance of food on board are praised.

Away from the good, we continue to hear that budgetary constraints are a major source of frustration. Third-party providers overseeing all aspects of catering also come in for criticism. Seafarers are adamant that fixed food budgets are failing to keep pace with rising costs. Indeed, we heard from catering crews who categorically state that this is happening.

This limits the quality and quantity of provisions, leading to monotonous, less healthy meals. Meanwhile disenchanted, untrained or disinterested cooks who are unable to prepare satisfactory food also undermines seafarer satisfaction. This can lead to real problems on board. Meals and morale and intrinsically linked.

Any lack of cultural diversity in menu options also has a big impact. Pleasing all on board is especially hard with multinational crews, but there needs to be the scope to explore and work with those on the ship. We also heard many complaints about management ashore exerting strict control over food selection and preparation, with little crew input. This is a point of contention and annoyance.



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**Food on board is now very generic... With food provision being handled by a third party, the cost is higher but the quality and the quantity can sometimes be substandard.**

## Ability to keep fit and healthy

7.18 ↑ from 6.52

Seafarers reported that access to gym facilities, good food, proper rest, and a positive work environment can have a massive impact on their feeling of overall well-being.

The positive uptick for health and exercise can seemingly be attributed to several factors. We heard from seafarers who noted that their shipping companies had given more priority and focus on promoting health and fitness, raising awareness about the importance of exercise and maintaining a healthy lifestyle.

Poster campaigns and encouragement from those working ashore have been good motivators, leading to more focus on the issue from those at sea.

Seafarers praised companies that encourage and support health and fitness initiatives. We also heard positive feedback regarding the availability and quality of gym equipment and recreational facilities, which

suggests some companies have invested in improving onboard amenities. Such investments make a difference and are very well received by crew.

However, many challenges remain. Hectic work schedules, long hours, and limited time for exercise and proper meals present obstacles to maintaining optimal health and fitness. Inadequate or poorly maintained gym facilities on some vessels further hinder seafarers' ability to stay active.

Additionally, factors like stress, fatigue, and limited recreational options contribute to a sedentary lifestyle and take a toll on both physical and mental well-being. While some seafarers are proactive in prioritising healthy habits when they can, a more holistic approach from shipping companies is needed to promote a healthy work-life balance and provide necessary resources and support for seafarers' well-being.



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**We have activities on board like basketball and now as a Captain, I have a 100-day fitness challenge for all crew.**

# Training

7.23 ↑ from 6.49

It appears that the training and development opportunities provided to seafarers can make a real difference to morale.

Seafarers appreciate regular, well-organised, and comprehensive training covering both competency-based and broader theoretical and practical aspects. The opportunity to learn from experienced trainers and senior crew members is highly valued, contributing to improved confidence and motivation.

Tailored training programs addressing specific needs and challenges are particularly appreciated, as seafarers value improving their competence and ability to progress, as well as feeling safer, more skilled, and in step with a rapidly changing industry.

Yet challenges persist, with concerns about time constraints, irrelevant training content, and ineffective delivery methods. Training sessions cutting into rest or vacation time and the financial burden of self-funded courses all contribute to negativity.

The availability of training opportunities is essential, but the effectiveness and relevance of these programs require constant attention and re-evaluation. As the industry experiences rapid change, prioritising well-designed, engaging, and practical training will be vital to ensuring seafarer satisfaction, competence, and professional growth.

Despite the uptick in satisfaction, the message is clear that the industry needs to bring seafarers closer to the mechanisms of change, understand the barriers at sea, and address any potential concerns or fears about new fuels.



**Most of the training is useless and has no relation with the work on board, it's more of a harassment.**

## Interaction with crew

7.68 ↑ from 6.97

This question explores the complex dynamics of crew relationships. It highlights the elements that foster a positive work environment and the challenges that impede crew unity and welfare.

Looking at the positives, we heard about strong camaraderie and a familial atmosphere on board, with crew members developing close bonds and supporting each other. Open communication, teamwork, and mutual respect contribute to a positive work environment and can smooth operations.

However, challenges arise from the confined ship environment, such as cultural differences, and personality clashes. Limited social life, lack of privacy, and the strict hierarchical structure can lead to feelings of isolation and communication barriers.

Negative aspects include conflicts, discrimination, negative attitudes, and ego clashes, leading to a toxic work culture. The disconnect between officers and crew, along with limited recreational opportunities, further compounds these issues.

It seems there are persistent problems that are proving difficult to resolve. The psychological impact of working at sea, including the sense of seafarers feeling “alone together,” is a significant concern.

There is also an apparent trend of younger respondents adapting less well to the industry’s hierarchical and power structures, suggesting the need for the industry to adapt to a changing demographic.



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**Because I like smiling faces around me. So, I met everyone with a full heart and always received the same greeting from them.**

## Workload

6.11 ↑ from 5.41

The workload experienced by seafarers presents unique challenges that impact their well-being and the safe operation of vessels. The responses in Q1 reveal both progress and concerns.

When the workload is manageable and allows the crew to fulfil their responsibilities while having free time, all is well. A clear distribution of tasks and a sense of satisfaction contribute to efficient vessel operations.

However, seafarers often endure long hours, excessive shifts, and repeated work periods, leading to fatigue and safety risks. Factors like fewer crew, security demands, regulatory requirements, and administrative burdens contribute to an overwhelming workload, which can have detrimental effects on mental and physical health.

Achieving a balanced workload is essential, but regulations are not always effectively implemented. Seafarers report pressure to adjust records and fear repercussions for reporting violations. Inspections and record-keeping need to provide transparent evidence of actual vessel operations.

"No one seems to be able to spot non-compliance even though it is obvious," ran one comment. Another asked, "How can the system be so ineffective?"

It seems clear from the responses that record-keeping and inspection need to change, and seafarers need to feel safe reporting concerns or breaches. There were even suggestions that "Port State inspectors feel scared to act, they know that there will be big problems for ships and so for them too".

As one respondent stated, "The manual process of completing hours is just asking for fraud. We need a system about what ships are doing, where they are and what we are experiencing." We were also told, "Inspectors treat sea and port time the same, but they are very different".

The strong suggestion is that without context the checks are useless. Tangible and transparent reporting needs to be a priority.



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**Do you routinely get called in the middle of the night to get up and go to work? Can your task performance and job skills potentially kill you and everyone aboard if you lack the alertness required for overall safety? At sea they do.**

## Access to welfare facilities

6.58 ↑ from 6.06

Seafarer access to welfare ashore plays a crucial role in supporting the well-being and morale of seafarers during their time off the vessel. Where crew can access essential amenities such as toiletries, food, and internet access, seafarers are far happier.

Facilities which offer recreation, communication, and support services enable seafarers to de-stress, rejuvenate, and reconnect with not just their loved ones, but to meet other people with whom to have conversations and interactions. They can provide an escape from the confines of not just a ship, but the people they may want to have time away from.

We were pleased to note that this question, like the others this quarter, showed an uptick. It was especially pleasing to note that seafarers' centres were singled out for praise and gratitude.

That said, challenges exist in ensuring consistent and equitable access to welfare provisions ashore. Welfare facilities may not be available in all ports. Seafarers may also incur additional expenses when utilising shoreside facilities, with some ports being notorious for expensive taxi provisions. Port restrictions, such as immigration rules or port security measures, can also limit shore leave opportunities. We even heard instances of COVID-19 restrictions still being in force in some ports, or even shipping companies.

Enhancing access to seafarer welfare ashore requires a concerted and joined-up approach. By working together, we can ensure that seafarers receive the support and amenities they need to maintain their health, happiness, and connections.



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**I don't expect too much when it comes to facilities, but when I go to Seafarer Center, I feel so happy and amazed, because they built that only for us.**

# Conclusions

**Q1 2024 presents a mixed but cautiously optimistic picture. Whilst the Index saw a significant increase from the previous quarter, reaching 6.94/10, this report highlights both the positive and negative aspects of seafaring life.**

On the positive side, there were improvements in several key areas that contribute to seafarer well-being and satisfaction. It appears that seafarers have experienced increased financial security and fair wages paid on time, providing a sense of stability. There were also reports of strong camaraderie and teamwork among crew members that foster a positive work environment.

Seafarers reported the benefits of supportive company policies and leadership that prioritises crew well-being, as well as improved connectivity and the ability to stay connected with family. Access to recreational facilities, shore leave, and other amenities seem to have supported seafarer mental and physical health, whilst comprehensive training programmes have enhanced seafarer competence and professional development.

However, the report also highlights the persistent challenges that continue to impact seafarer well-being. Work-life imbalance, with long contract durations and limited shore leave, remains a significant concern. Seafarers are facing excessive workloads, stress, and fatigue due to staffing issues and regulatory demands. Substandard living conditions and a lack of quality amenities on some vessels further compound the difficulties.

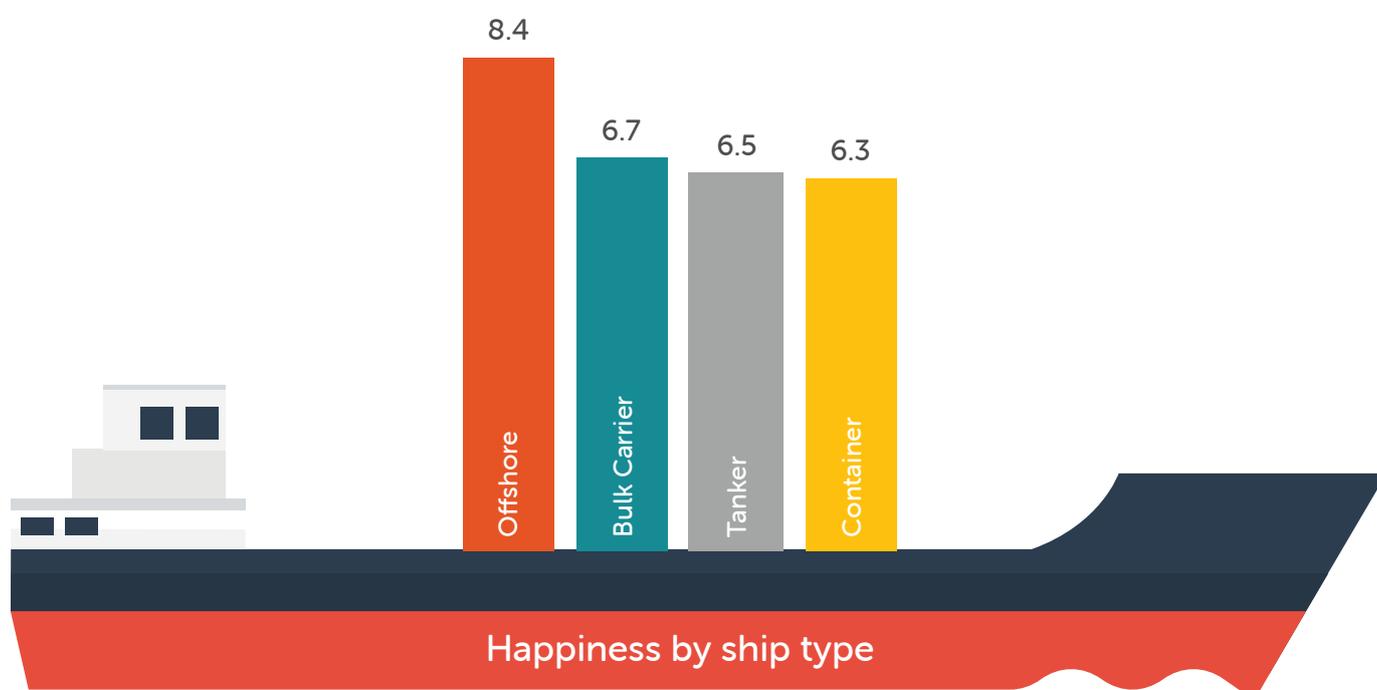
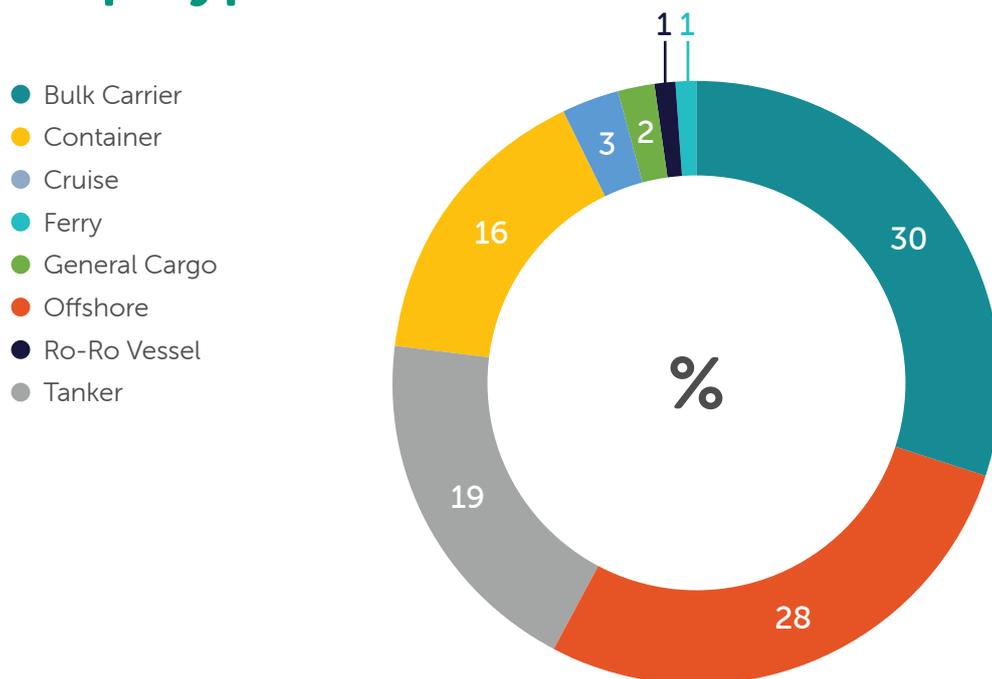
Management issues, including poor leadership, discrimination, and limited career advancement opportunities, continue to impact seafarer satisfaction. Financial pressures due to stagnant wages, wage discrimination, and predatory recruitment practices add to the woes of many seafarers. Social and cultural tensions within diverse crews, along with communication breakdowns, present additional challenges.

Inadequate rest periods, compromised safety standards due to non-compliance with regulations and persistent allegations of fraudulent working hours reporting further undermine seafarer well-being.

This report highlights the need to build on the positive aspects of seafaring and resolve persistent issues so the industry can create a more supportive and fulfilling work environment for those at sea.

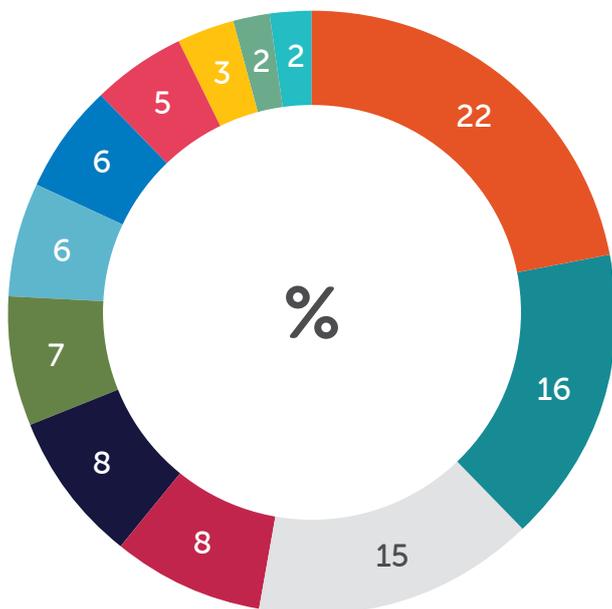
The cautiously optimistic tone of the report suggests that there are signs of some part of the industry moving in the right direction, but there is still a long way to go to ensure the well-being and happiness of seafarers. Continued effort, investment, and a genuine commitment to seafarer welfare are essential to sustain the positive momentum and create a more sustainable and resilient maritime industry.

# Ship Type



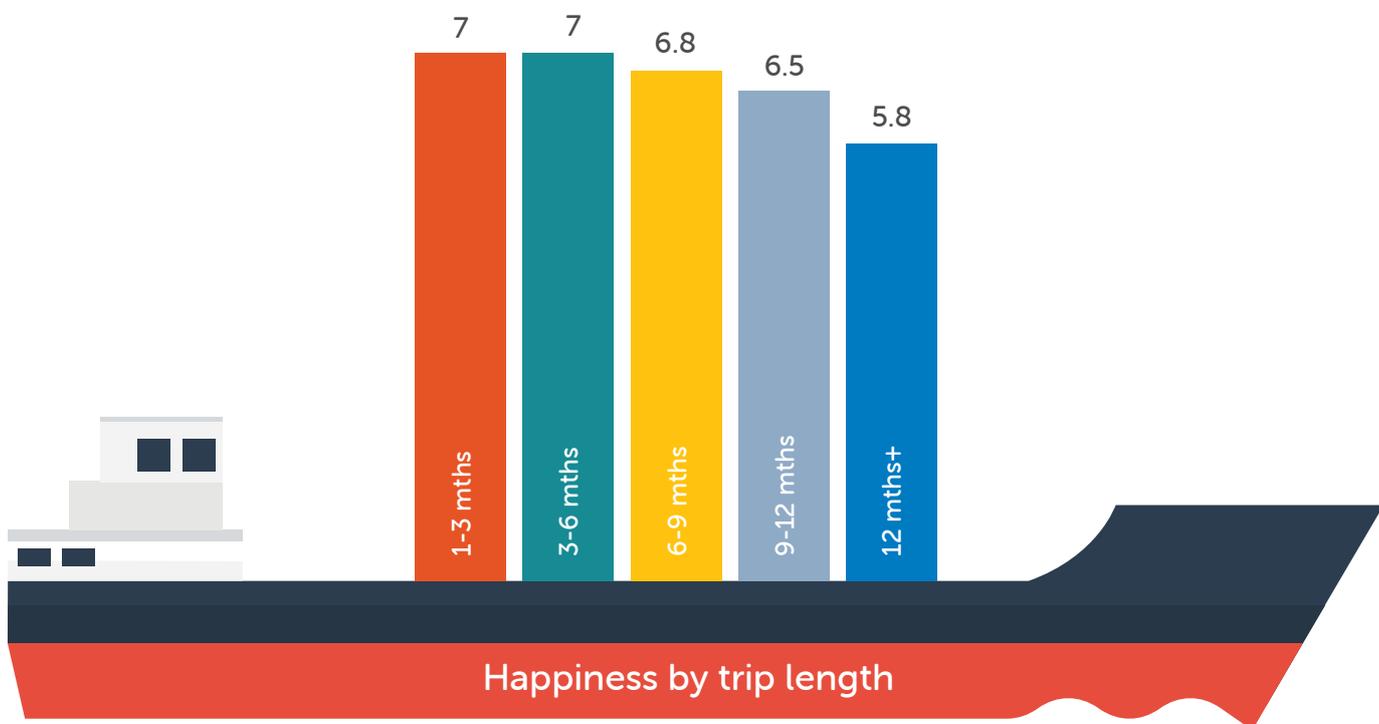
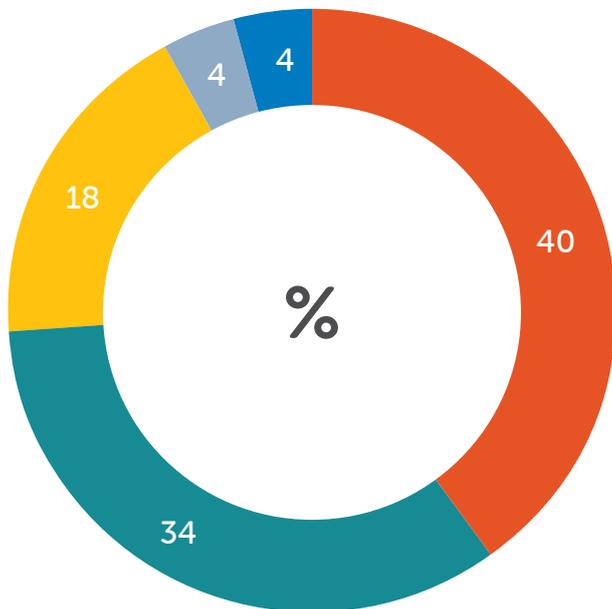
# Rank

- Captain
- Catering Department
- Chief Engineer
- Chief Officer
- Deck Cadet
- Deck Crew
- Electrical Department
- Engine Cadet
- Engine Crew
- Fourth Engineer
- Second Engineer
- Second Officer
- Third Engineer
- Third Officer



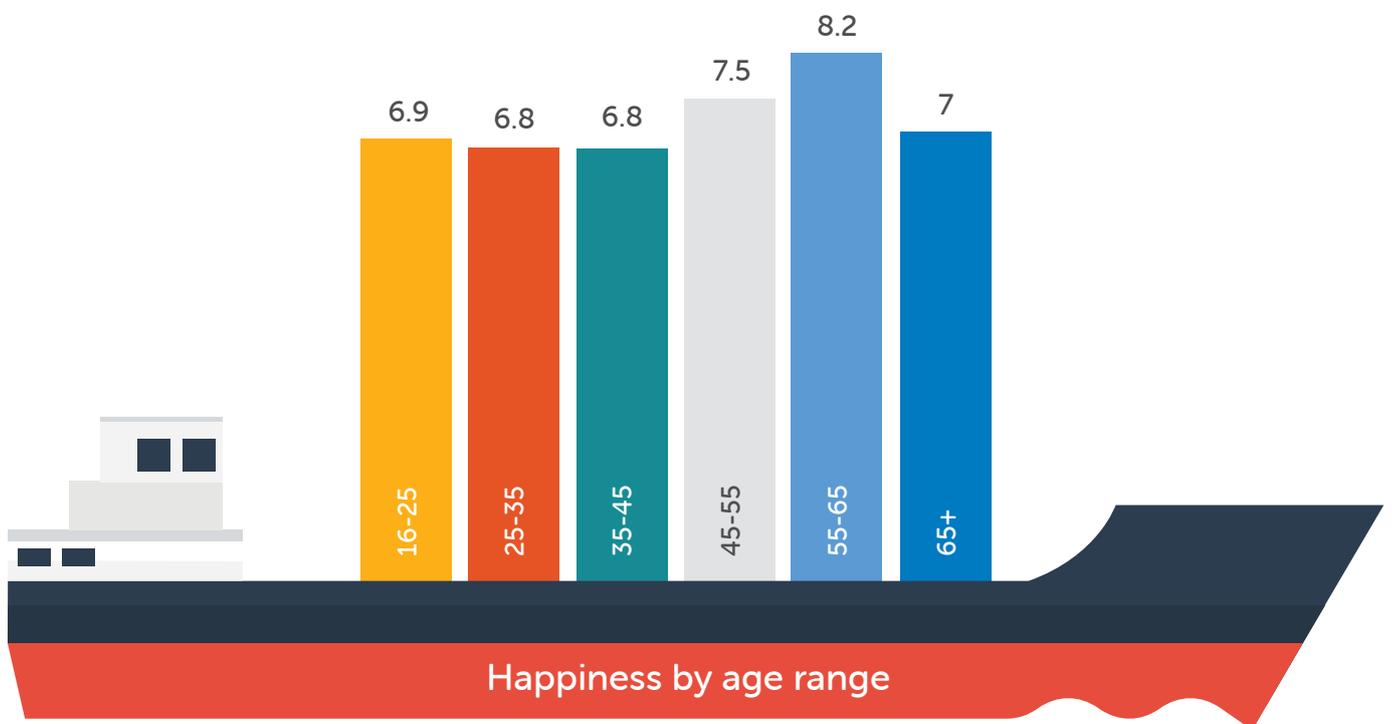
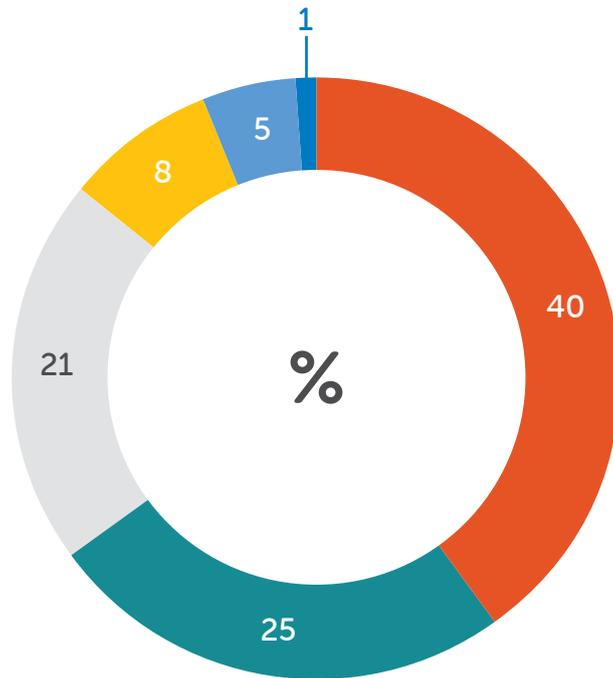
# Trip Length

- 1-3 months
- 3-6 months
- 6-9 months
- 9-12 months
- Over 12 months



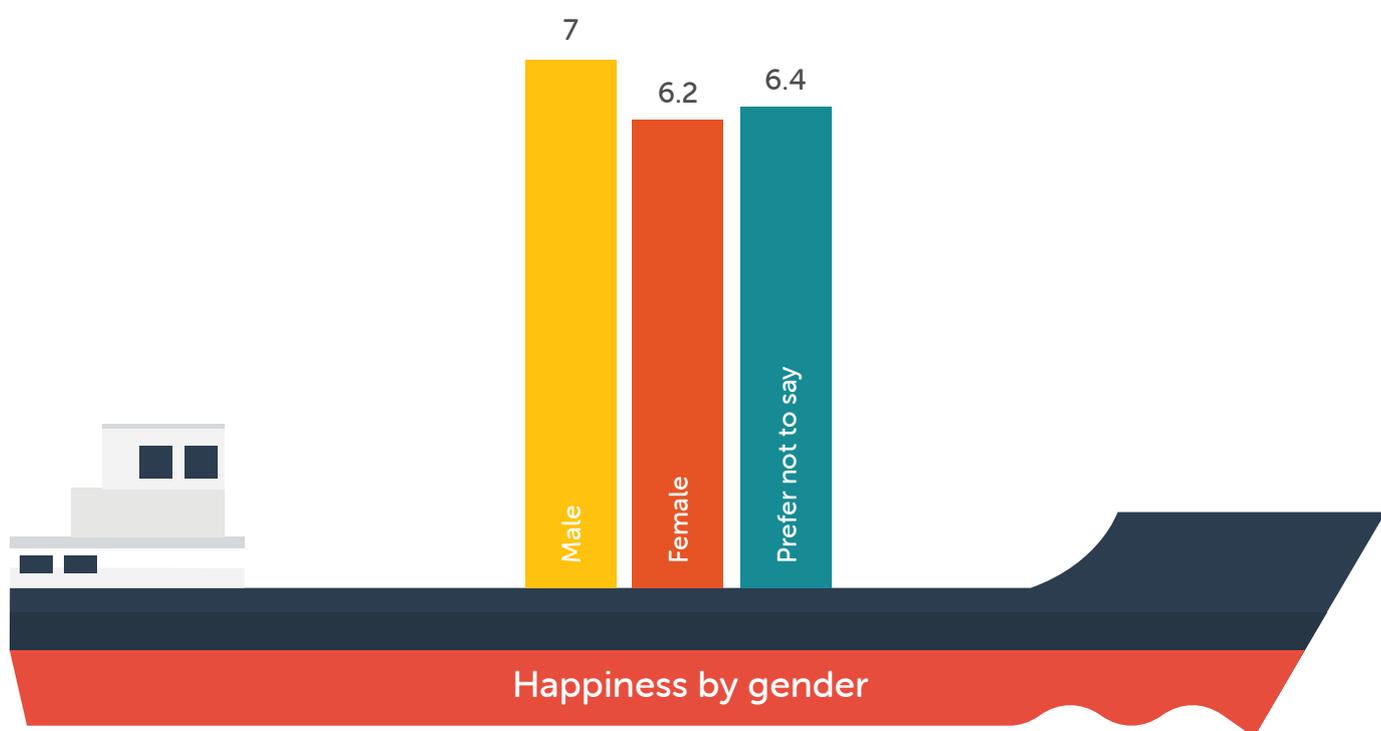
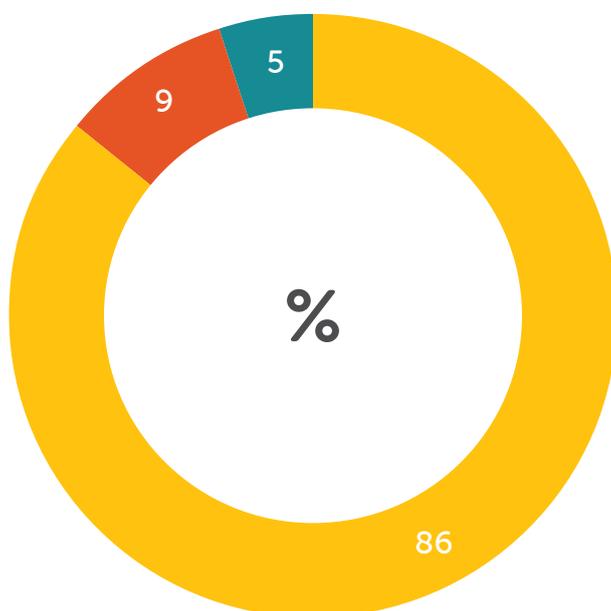
# Age Range

- 16-25
- 25-35
- 35-45
- 45-55
- 55-65
- 65+

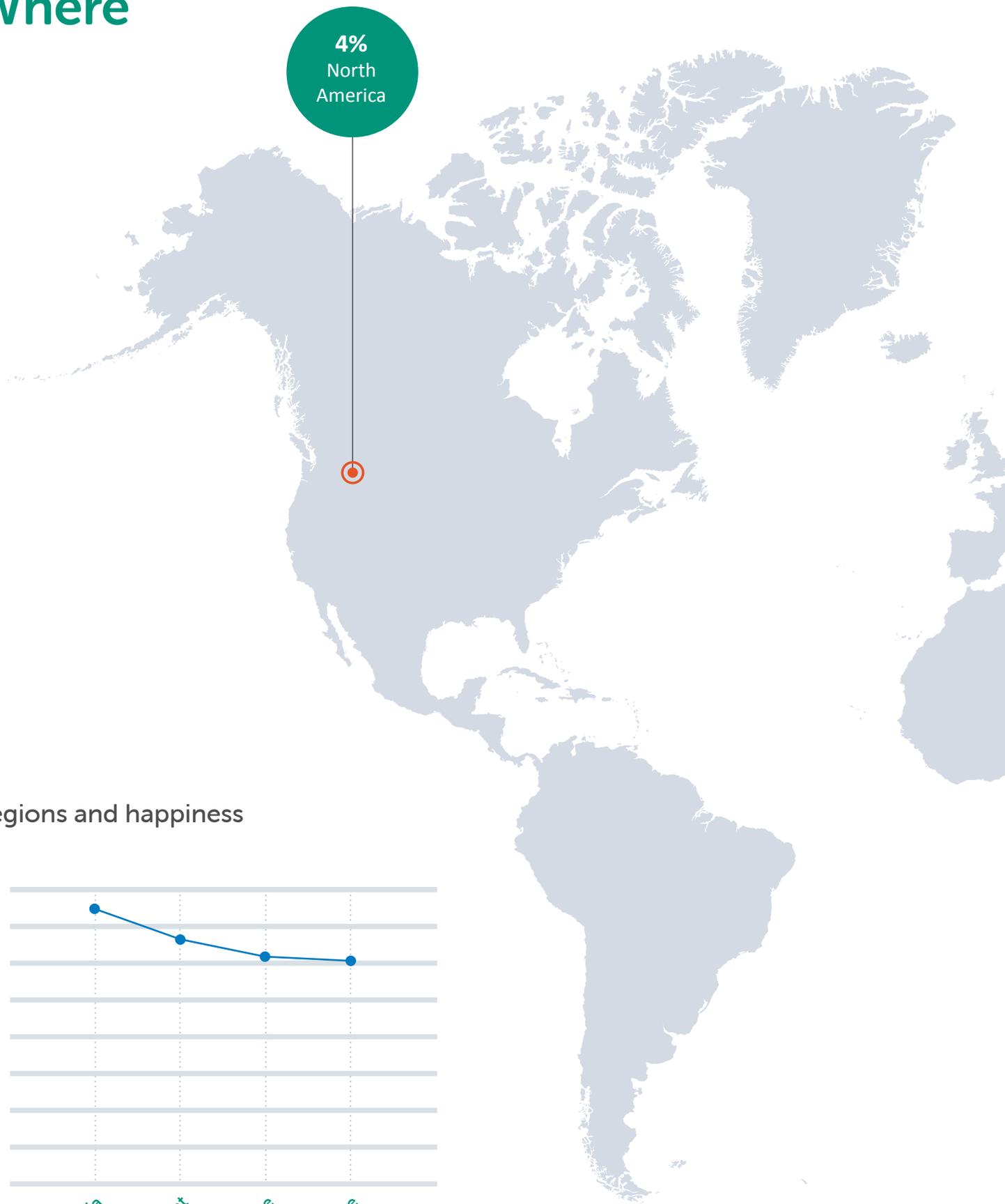


# Gender

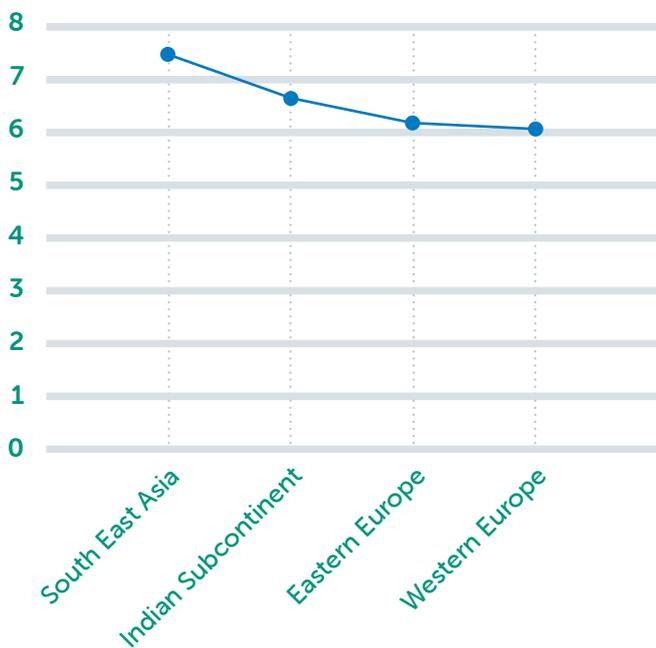
- Male
- Female
- Prefer not to say
- Other



# Where



Regions and happiness





# Thank you

The long-term sustainability of the entire maritime industry depends on rebuilding and then maintaining seafarer happiness. As part of that process, we express our deepest gratitude to the seafarers who have generously shared their experiences and thoughts with us. Their insights are incredibly valuable, playing a crucial role in deepening our understanding and addressing the challenges they face.

Our appreciation also extends to the shipping companies and shore managers who have encouraged their seafarers to participate and provide feedback. We encourage more seafarers to step forward and share their experiences, as their contributions are fundamental in driving positive changes within the industry. Shipowners or operators, we kindly ask for your continued support in empowering your crews to participate in the survey. The more comprehensive our data collection, the better equipped we are to implement meaningful improvements.

Let us continue our collaborative efforts to support seafarers by actively listening to their voices, learning from their experiences, and striving to create a profession that wholeheartedly acknowledges their significance and unwavering dedication in the face of such widespread and varied challenges. The maritime industry's success and resilience depend on the well-being and happiness of those doing such vital work at sea.

To take part in the survey, visit:  
[www.seafarershappinessindex.org](http://www.seafarershappinessindex.org)



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