



The  
Seafarers  
Happiness  
Index

# Seafarers Happiness Index

Quarter 3 2023



NorthStandard

IN ASSOCIATION WITH

IDWAL

SUPPORTED BY





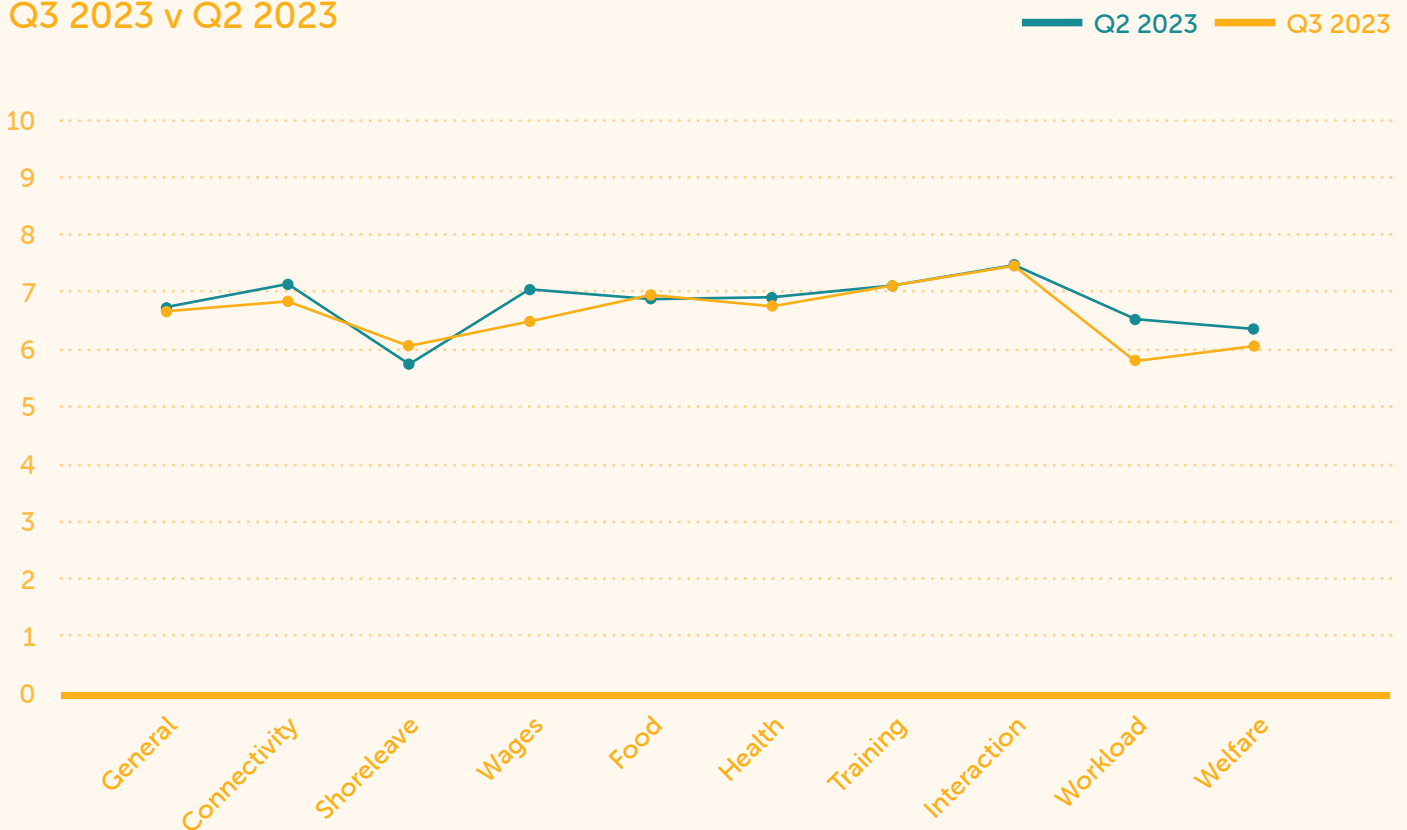
# Seafarers Happiness Index Quarter 3

The Seafarers Happiness Index (SHI) is a quarterly survey conducted by the Mission to Seafarers to gauge the sentiment of those working at sea. The survey asks seafarers around the world ten key questions about various aspects of their life and work. Their anonymous answers provide valuable insights into the challenges and opportunities facing seafarers.

The most recent SHI report covers data from Quarter 3 2023, and we unfortunately report yet another drop in overall happiness. This time happiness was down to 6.6/10 from 6.77 in Quarter 2.

Happiness levels fell across most question areas, with only shore leave, training and food bucking the negative trend. The most significant drops were in wages, workload and connectivity.

## Q3 2023 v Q2 2023



We saw a mixed set of responses, featuring the highs and lows of life at sea. From a positive perspective, we heard that the seafaring life still holds an alluring promise of adventure and steady income, yet it also demands substantial sacrifice. This Q3 2023 report explores seafarer sentiment on the key issues impacting their happiness and well-being.

Connectivity and communications were seen to represent a double-edged sword in this quarter's feedback, enabling constant contact with loved ones but also potentially facilitating micromanagement from ashore. There were calls to develop guidelines to promote a healthy work-life balance through technology.

Shore leave offers respite and bonding opportunities for crews, but barriers to it persist. The industry must recognise shore leave's importance and facilitate time away from ship. There were calls in this quarter's feedback for ports to improve their response to seafarers in this regard.

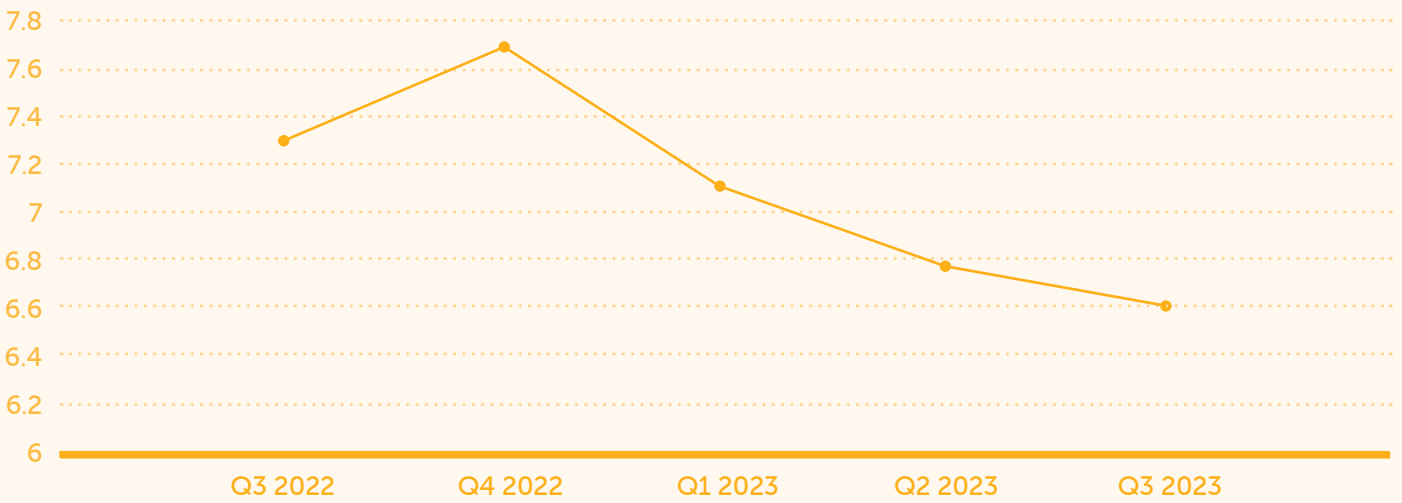
Concerns emerged around salary inadequacy, especially for senior roles. We also heard how catering budget constraints can force nutritional compromises, underscoring the need for well-provisioned ships and skilled catering crews. Maintaining onboard gyms and exercise equipment was also seen as an issue.

Sadly, we also heard how prejudices and misunderstandings can impede social cohesion. There are cultural issues at play and pressures from home that are not always fully explored. Fostering open communication and overcoming biases is essential.

There were some troubling insights into gender disparities and barriers to diversity and inclusion. Male seafarers expressed the tensions they felt with family back home when working with female colleagues. Female seafarers in turn face challenges, including feeling stressed due to negative perceptions of their presence. There were reports of a lack of acceptance and inclusivity for women on board, leading to discomfort and exclusion.

Yet again the issue of overwhelming workloads came to the fore. This was felt to be driven by expanding regulations and administrative tasks, and these take a toll on mental health. There is a growing sense of unmanageable responsibilities, which is causing a huge amount of stress.

### Overall Happiness Q3 2022 - Q3 2023



Based on average response data over the past five quarters, there has now been a consistent downward trend in the Index. While overall seafarer happiness improved towards the end of 2022, it dropped from 7.12 in Q1 2023 to 6.77 in Q2 2023 and is now down to 6.6 in Q3 2023. These results imply that seafarer satisfaction and happiness have been steadily worsening in 2023.

This represents the longest sustained decline in seafarers' happiness since the Seafarers Happiness Index was founded. The trend should be an area of serious concern for the industry.

This report brings together seafarer perspectives to highlight the major factors impacting happiness. Key recommendations centre on facilitating shore leave and engaging with ports globally, addressing remuneration concerns, promoting diversity and inclusion, managing workloads, and leveraging technology to enhance work-life balance.

The Mission to Seafarers is committed to working with the shipping industry to address the challenges facing seafarers and to improve their welfare. We hope the SHI is an important tool in this work, and the Mission to Seafarers is grateful to all who have participated in the survey. To all seafarers, please keep sharing what is on your mind.

## How happy generally when at sea?

6.66/10 ↓ from 6.71

The general satisfaction level of seafarers remained relatively stable from the second to third quarters of 2023, however, we did see yet another drop in sentiment down from 6.71 in Q2 to 6.66 in this reporting period. While only relatively small, this decline indicates yet again the persistence of negative issues impacting morale and happiness for those working aboard ships.

Life at sea can hold an allure for many seafarers, and there are some who still see it as giving them a chance to explore the world and earn steady pay. Some enthusiastic voices described seagoing as a “rewarding adventure” that allows them to provide for their families back home. However, extended periods away can lead to profound homesickness and isolation.

The camaraderie of a supportive crew can help foster enjoyment and fulfilling relationships during long voyages. Yet, as we have heard so many times before, when overwork, stress, and outdated conditions prevail, satisfaction quickly deteriorates.

Dissatisfaction frequently stems from demanding workloads. Long hours performing physically strenuous tasks can cause mental and physical exhaustion, and stagnant wages fail to compensate for such rigour. Outdated accommodation and poorly maintained ships raise severe safety concerns and only increase stress.

At the same time, restricted access to connectivity and limited onboard leisure time and facilities can breed boredom and loneliness. Harassment and discrimination between mixed nationality crews can all too easily generate an uncomfortable social environment.

Enhancing seafarer happiness requires giving crews adequate shore leave, rest, and contact with loved ones to support their mental health. Upgrading onboard amenities and infrastructure can improve daily working and living conditions. Treating seafarers with dignity and care beyond their role as workers could significantly boost morale. While the seafaring life inevitably involves sacrifice, improved policies around leave, connectivity, workload, and shipboard culture could better sustain this critical workforce physically and emotionally.

The impact of these factors is of course deeply personal. While some thrive at sea, others struggle deeply with the hardships. Efforts to enhance seafarer well-being could substantially improve happiness.



**Great job but getting the balance between home and work is not easy.**

## How happy about contact with family when at sea?

6.81/10 ↓ from 7.11

We heard that connecting with loved ones has the power to alleviate the challenge of long separations. Hearing family voices and seeing their faces can provide profound comfort during trips, relieving stress and sharpening focus. However, faced with limited data, poor signals, and cost constraints, seafarers are often forced to ration communication. Having such brief, sporadic connections amid endless work can be extremely detrimental to seafarer well-being.

Truly supporting seafarers requires facilitating regular, high-quality contact. Companies that boost airtime allowances understand crews have emotional lives beyond productivity. Ports must also provide fast, free Wi-Fi, focusing on seafarer needs.

Conversely, while connectivity enables seafarers to feel closer to the normalities of home, with benefits like media streaming and regular conversations, downsides of “always on” connections have emerged.

Constant messaging facilitates micromanagement and administrative demands from shore, which can breed tension. “Starlink has been great for recreation, but meetings with the office have massively added to work and stress,” said one respondent.

With enhanced connectivity, it was also stressed that pressure to engage with family issues is challenging, despite distance. Encouraging families to manage their expectations would help maximise benefits while mitigating risks. As technology shrinks distance and time, we must protect seafarer mental health.

An empathetic, considered use of communication tools is key to empowering seafarer happiness. Reliable access through robust maritime internet and unlimited data will facilitate seamless communication no matter where crew are. This access to services is seen as vital to seafarers.



**Family is everything for a sailor. After a day's hard work, a call to loved ones is like a quick energy booster.**

# How happy about access to shore leave?

6.06/10 ↑ from 5.74

Shore leave serves as a valuable respite from the challenges of life at sea, a precious chance to relax and rejuvenate away from the confined routine on ship. Time and time again it was stressed that seafarers truly cherish the fleeting opportunities to explore new ports and to see new cultures. This is about going to sea as a real career with benefits, not just a relentless slog.

It was also stressed that time ashore fosters camaraderie among crewmates. Sharing meals, touring sights and having enjoyable experiences strengthens the bonds that sustain crews during voyages. There is much made of the difficulties in generating positive social bonds on board, and that is perhaps because so few seafarers now have a chance to relax and get to know each other away from the demands of the ship.

Time alongside is getting ever shorter it seems, and quick turnarounds severely limit shore leave opportunities. There is barely time to leave the port before returning. The reality of work is also a barrier, as when alongside, crews are often asked to manage surveys, inspections and visitors.

This rush impedes relaxation and the reality is that with the costs and stresses of getting ashore most simply do not bother. Unless it is a familiar port which can be navigated and exited quickly, and where seafarers know where they are going, then usually they will not feel compelled to visit.

We have heard many responses about how strict security regulations often prohibit access entirely. There are many ports which are adept at building barriers to shore leave, as they appear to see it as a problem for them, rather than an opportunity for seafarers. This must change if we are to see progress.

There was a marked increase in general happiness levels of those seafarers who have access to shore leave, versus those who do not. This underscores the significance of shore leave in the lives of seafarers.

The erosion of shore leave, possibly exacerbated by the COVID-19 pandemic, has led to services ashore becoming less empathetic and less tailored to the needs of seafarers. Many seafarers have encountered issues with medical and dental treatment due to a lack of understanding from onshore providers. This erosion of support has left seafarers feeling like they are treated poorly and misunderstood. One commented, "I had to have a tooth removed because the dentist was unable to provide a treatment plan I could take away with me".

It seems there has been an evaporation of support structure ashore. Seafarers feel they are "treated like freaks" when they try to access services ashore. It seems there is a significant gap in awareness of the demands and challenges of maritime life.



**Even if port authorities allow it, our captain won't allow shore leave, citing COVID and the load of paperwork.**

## How happy about wages/salary?

6.49/10 ↓ from 7.02

Seafarers' salary satisfaction showed a drop in Q3 as prevalent issues remain. Stagnant wages over many years without adjustment for inflation or rising costs is a common grievance, eroding real wages over time.

Seafarers want periodic salary reviews, such as every two years, to align pay with economic conditions and account for cost-of-living increases. The decline in purchasing power due to persistent inflation amid stalled wage growth negatively impacts quality of life. Calls were made to index salary increases to inflation.

Seafarer salary satisfaction remains hampered by stagnant real wages over time, erosion of purchasing power, and perceived imbalances between pay and workloads. Targeted adjustments and regular reviews pegged to economic indicators could improve satisfaction.

Economic and cost of living differences across seafarers' home countries also impact satisfaction. There were calls for compensation to be adjusted by region to remain competitive.

Concerns exist over salary adequacy for workloads and responsibility, especially for senior roles. There is a perceived mismatch between pay and job demands. Higher-ranking seafarers feel under-compensated for experience based on marginal salary growth over time.

An industry pay equity analysis was felt to be needed to align remuneration with role requirements and experience. Some desire performance bonuses or incentives to reward dedication and supplement base pay.



**Wages can always be better, especially for the hardship which we encounter.**



# How happy about the food on board?

6.93/10 ↑ from 6.87 in Q2

Food satisfaction on board increased slightly in Q3, with written responses suggesting meals were generally satisfactory and that some praise for catering crews was warranted.

Of course, opinions on food quality vary, with many expressing overall contentment but also some areas of concern. There were positive comments about the quality of meals and availability throughout the day. The skills of the chief cook and collaboration with leadership are seen to impact food quality.

Challenges were noted in catering to individual preferences within budget constraints, potentially forcing compromises. Some observed insufficient provision budgets that reduce meal quality. Requests were made for more fresh fruits and vegetables to supplement frozen options for balanced nutrition.

Catering to a multicultural workforce regarding food preferences can be sensitive but is important to address frustrations.

Once more, as in Q2, we received reports of problems accessing drinking water. It was stated by some respondents that their vessels were no longer using plastic water bottles. While this was positive from an environmental perspective, unfortunately, no alternative for drinking was given. Indeed it seems that many water tanks are not deemed as safe. There were complaints about bad-tasting water and even some vessels which had experienced contaminated water.

Food satisfaction is relatively stable but quality provision within budget constraints remains vital for morale. Enhancing access to fresh options and drinking water, while accommodating diverse preferences, would further improve satisfaction.



**Needs to be greater awareness of the influence of differing nationalities on food habits.**

# How happy about your ability to keep fit and healthy on board?

6.74/10 ↓ from 6.9

The responses collected from seafarers highlight key themes related to gyms, exercise equipment, physical health, and the challenges they face in maintaining their well-being while at sea.

Crew members showed a strong awareness of the value of a healthy lifestyle, but their experiences with onboard gyms and exercise equipment varied widely. Some reported having access to well-equipped gyms, while others described gyms as small and lacking essential exercise equipment.

Weather conditions were also identified as a hindrance to using gym facilities, limiting opportunities for physical activity. This means that in bad weather, not only is rest impacted, but recreation too. This was especially the case on smaller vessels.

Many seafarers highlighted time constraints as a significant challenge to maintaining a regular exercise routine. Long working hours and irregular schedules were cited as major obstacles to engaging in physical activity. The demanding nature of their roles often leaves limited time for exercise and relaxation.

Several respondents emphasised the importance of maintaining good health: stress, physical activity, and nutrition were recognised as key factors influencing overall well-being.

Calls were made for companies to provide basic exercise equipment. The maintenance of existing facilities was also seen as crucial. Some respondents mentioned issues with outdated or poorly maintained gym equipment, and there was a report of tensions when it was not clear who should be maintaining the equipment. Disagreement as to whether this fell under the engineering or deck department had rendered one gym unusable.

With regard to mental health issues, respondents acknowledged significant concerns. Stress, isolation, and limited recreational activities were cited as factors affecting mental health. Respondents emphasised the importance of maintaining mental and emotional well-being while at sea. They also called for better training and awareness to help them support each other.



**Facilities should be made available for all ships. Companies should provide all the basic equipment for the crew and keep in good condition.**

# How happy about the training you receive?

7.1/10 ↑ from 7.09 in Q2

This marginal improvement in satisfaction levels highlights the need to better understand seafarers' perspectives on training. A key theme in this quarter's results is the importance of relevant, applicable training aligned with onboard responsibilities.

Seafarers reported that some programmes seem excessive or redundant. There were concerns about the applicability of certain courses, with suggestions that some training is just for formality. Targeted programmes with direct relevance to seafarers' roles could improve engagement and outcomes.

The financial burden of training is a significant frustration, especially when costs are paid out-of-pocket for mandatory certificates and renewals. Seafarers highlight the steep expenses associated with continuous training requirements. Reducing costs through company-sponsored programmes or financial assistance could relieve this burden.

Seafarers expressed concerns about limited time for training during vacation periods and the subsequent impact on family and recreation. Conducting excessive drills and training on rest days also reduces downtime. Finding a balance between mandatory training and reasonable recreation time could help address this issue.

While some training is deemed effective, seafarers mention issues with repetitive online modules, lacklustre drills, and questions about the seriousness of exercises. Enhancing quality through engaging delivery methods, practical drills, and instructor competency could improve outcomes.

For senior officers especially, language differences can inhibit understanding of training materials and instructions. Supporting language skills development alongside technical training could overcome this barrier.

Seafarers recognise the value of company-supported training initiatives that identify and provide relevant courses. However, some report insufficient guidance and opportunities from their companies. Clear career development frameworks combined with financial support could enhance skills.

Despite concerns, most seafarers acknowledge the ultimate importance of training for expanding experience, knowledge, and safety awareness. Every contract offers invaluable learning opportunities to become better professionals. Maintaining this focus on enrichment alongside enhancements could steer training in the right direction.



**We mostly spend our time on training, not with our family during vacation. And it is so costly.**

# How happy about interaction with crew on board?

7.42/10 ↓ from 7.47

The feedback for this question provides insights into the complexities of interactions and relationships aboard vessels. While some seafarers praise the bonds of camaraderie, others cite challenges that can diminish satisfaction.

Life at sea involves unique social dynamics as crew members live and work together in close quarters for extended periods. Seafarers describe a spectrum of experiences based on factors like rank, attitude, and personal preferences. Some cherish the family-like environment and strong friendships formed at sea. However, tensions can arise from cultural differences, generational gaps, and occasionally conflicts build.

Ensuring positive relationships requires effort and understanding from all crew members, but it also requires a conducive environment for the value of these relationships to be recognised.

Many seafarers emphasise unity and mutual support as essential for safety, efficiency, and a harmonious environment. They speak of the teamwork and common purpose that enables them to operate as a cohesive unit. Maintaining this spirit of collaboration and the ability to work together remains vital.

Some seafarers, however, observe attitudes and behaviours that hinder interactions. Younger seafarers reported drawing criticism from senior crew due to supposedly differing work ethics. Meanwhile, self-containment within nationality groups can also limit cross-cultural exchange.

We heard responses from seafarers who feel they are “losing the ability to speak to each other”. The concern about saying the “wrong things” is seemingly hampering relationships and team building on board. This was cited by some respondents as being a barrier to dealing with people of different faiths, nationality and gender. Rather than say something unwittingly offensive that may be held against them, one stated that they just “prefer to stay quiet and pass time before going home”.

Crew cohesion and positive interactions boost morale, happiness, and overall well-being, but it is far from easy to build these bonds. Promoting tolerance, addressing grievances, and fostering community can cultivate an environment where all crew members feel accepted and valued.



**Sometimes it's really good, sometimes it's terribly lonely.**

# How happy with your workload?

5.81/10 ↓ from 6.5

Workload remains a foremost concern for seafarers that can significantly impact their well-being, performance, and job satisfaction. The latest feedback highlights the demanding nature of their responsibilities and the need for improvements. This section examines the key factors driving workload pressures and the importance of managing workloads effectively.

Seafarers consistently describe their workloads as overwhelming, driven by expanding regulations, administrative tasks, and safety requirements. Evolving environmental and technological demands add further complexity, while there were also concerns raised about the growth of micromanagement from ashore. Companies must recognise that the sheer volume of responsibilities is becoming unmanageable.

Excessive workloads also negatively affect seafarers' health, causing fatigue and burnout. Insufficient rest, sleep loss from manning shortages, and relentless paperwork take a toll both physically and mentally. Safeguarding seafarers' health must be a priority.

Proper manning levels, planning, and effective workload management are imperative. Companies must provide adequate personnel, resources, and support to complete assigned tasks. Simply demanding more output without addressing workload can harm seafarers.

Finding solutions to manageable workloads is vital for the well-being of seafarers and the efficiency of maritime operations. Companies must critically examine workload drivers, address shortcomings in management and manning, implement better planning, and provide fair benefits. Valuing seafarers and minimising excessive work burdens will lead to a happier, healthier, and more productive maritime workforce.



**It is overwhelming, as the regulations became more strict, the paperwork consumes almost all of our time.**

## How happy with welfare facilities when you are ashore?

6.06/10 ↓ from 6.33

The latest data indicates a concerning decline in satisfaction with shore-based welfare facilities. This underlines the value of welfare access in providing respite and enhancing seafarer wellbeing.

The feedback received in Q3 reveals discrepancies in services across ports and the pivotal role of welfare organizations. Seafarers recognise the vast differences in available amenities depending on the port's location and resources. As one respondent stated, "well-funded welfare services exist in some places, but in others there is nothing".

Facilities such as port chaplaincies and seafarer centres provide a crucial lifeline for seafarers in ports with minimal welfare support. They offer community, recreation, communication with loved ones, and other services that maintain seafarer health and morale. Their work warrants greater recognition and support.

Even in some developed ports, seafarers reported difficulties obtaining shore leave to access facilities. Excessive restrictions, remote locations, and lack of transportation all pose hurdles. Welfare access policies and infrastructure require re-evaluation.

Shipping companies play a key role in provisioning onboard amenities and enabling shore leave. Some firms actively invest in recreation, gyms, and leisure activities, but others do the bare minimum, neglecting seafarers' needs. Adoption of welfare best practices industrywide could drive positive outcomes.

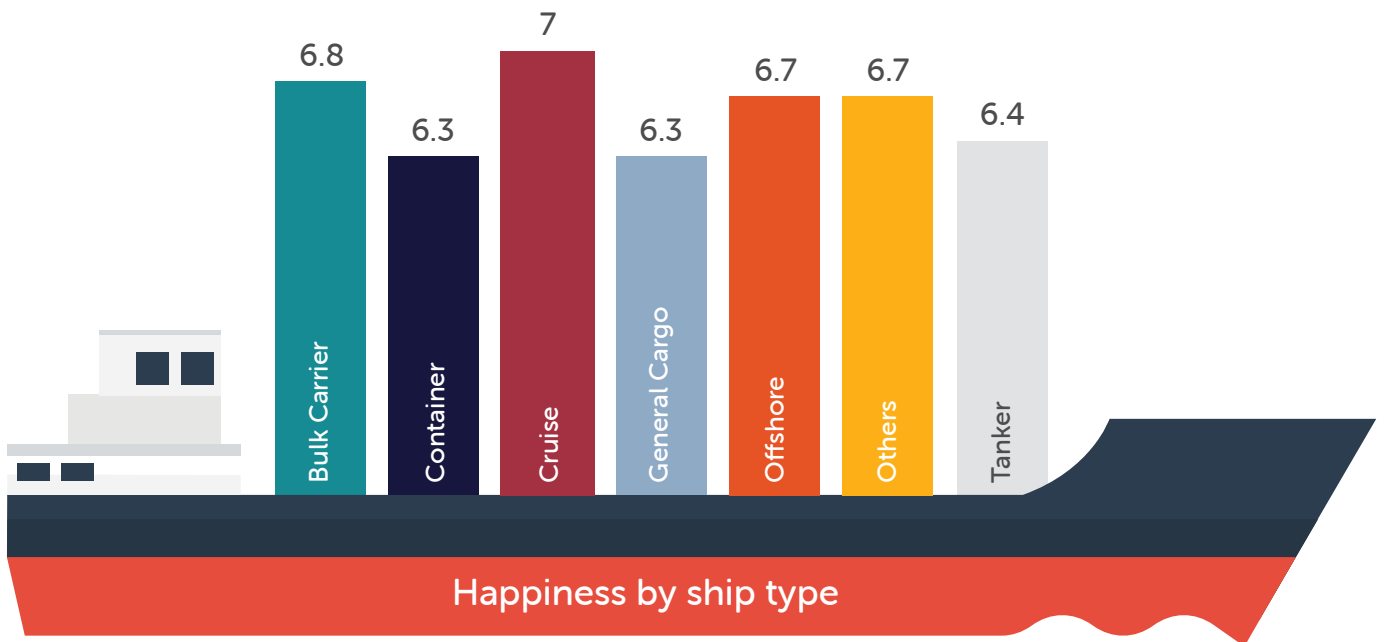
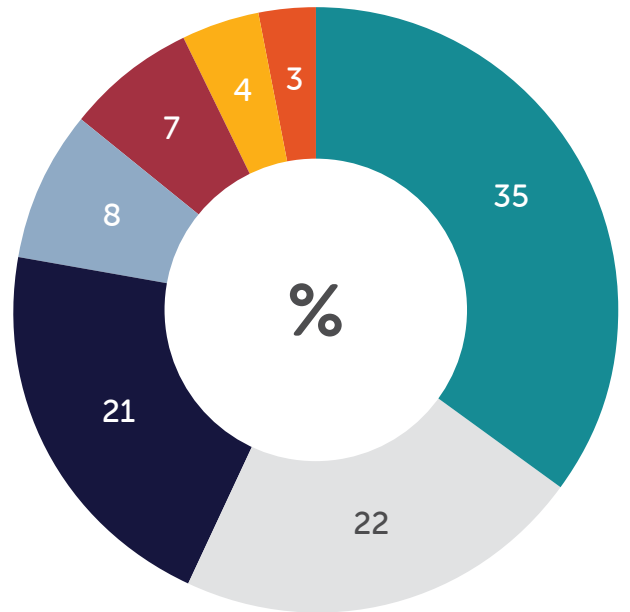
The feedback makes clear that universal access to welfare facilities remains an unfinished goal. Concerted efforts by port authorities, welfare organizations, and shipping companies could help bridge existing gaps. Guaranteeing seamless access wherever seafarers dock is imperative for their health, morale, and overall well-being.



**In many larger ports, there are opportunities to connect to various resources.**

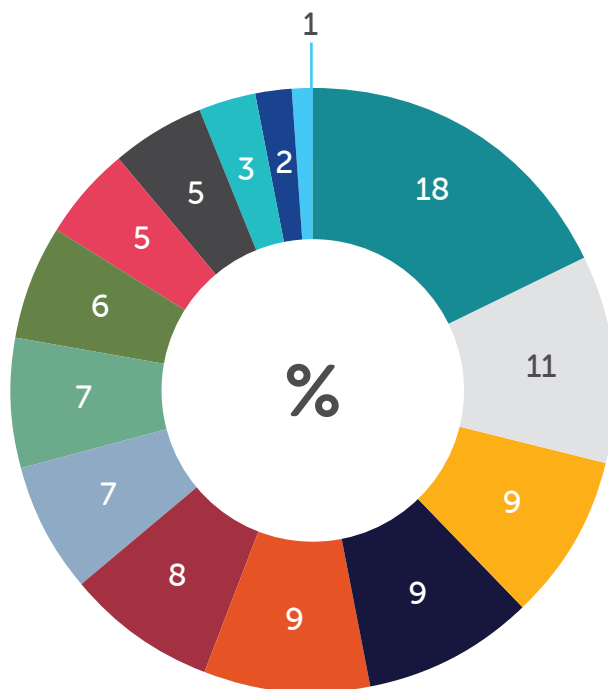
# Ship Type

- Bulk Carrier
- Container
- Cruise
- General Cargo
- Offshore
- Others
- Tanker



# Rank

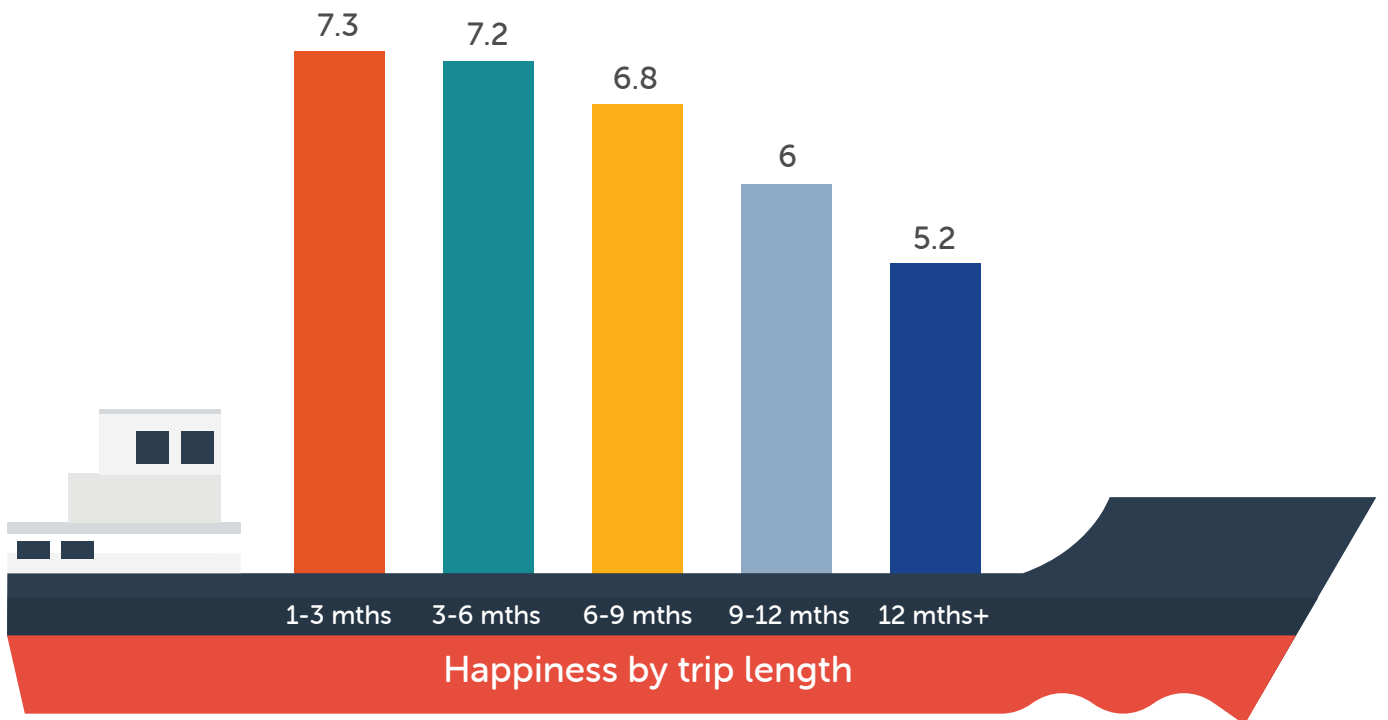
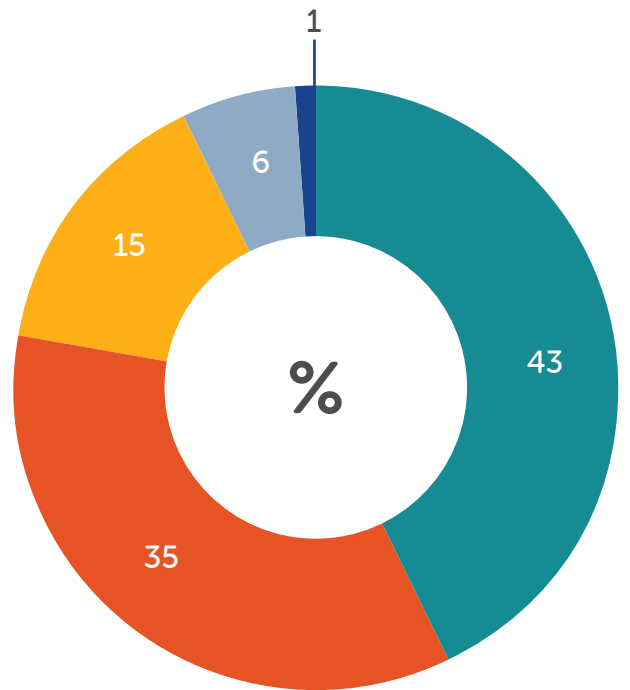
- Captain
- Catering Department
- Chief Engineer
- Chief Officer
- Deck Cadet
- Deck Crew
- Electrical Department
- Engine Cadet
- Engine Crew
- Fourth Engineer
- Second Engineer
- Second Officer
- Third Engineer
- Third Officer





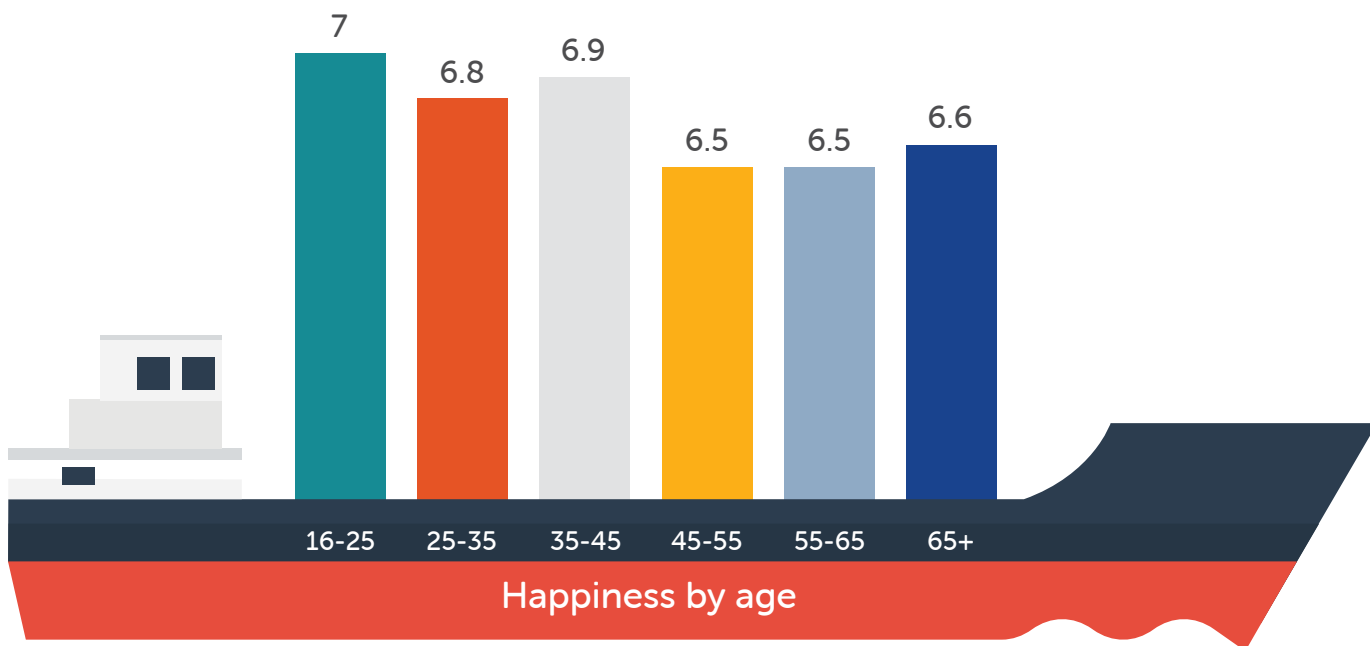
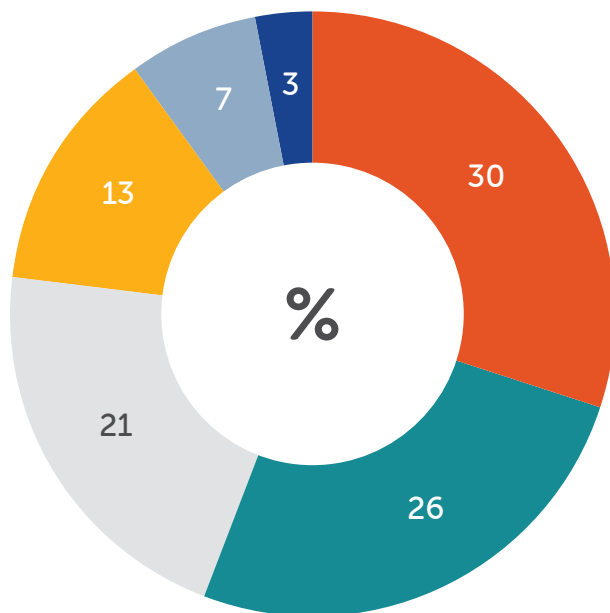
# Trip Length

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



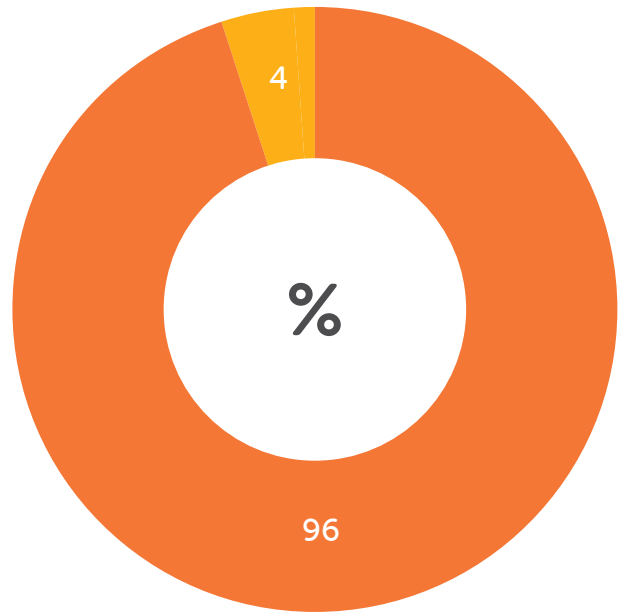
# Age Range

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



# Gender

- Male
- Female



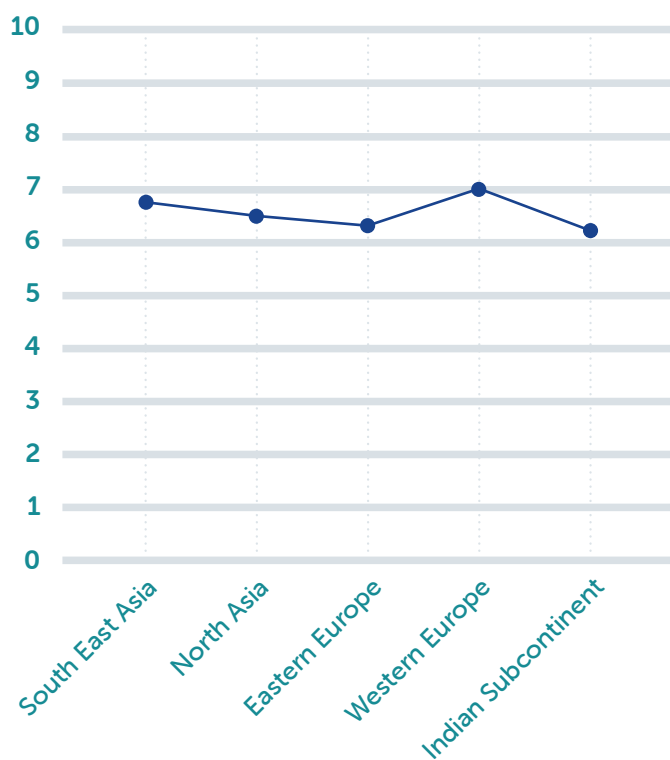
“

How can I do my work and be myself when colleagues are constantly stressed about my mere presence? ”

# Where



Regions and happiness





# What is on your mind in Quarter 3?

The Seafarers Happiness Index encourages seafarers to share whatever is on their minds and to explore various aspects of their work, well-being, and overall satisfaction with their maritime careers. With the launch of the new Happy At Sea app from the Mission to Seafarers, crews now have even easier access to the SHI survey, as well as resources and services to support their wellbeing.

Seafarers' candid impressions provide invaluable insights into the modern realities of life at sea. Their feedback reveals a nuanced tapestry of the rewards and challenges of maritime careers. This section explores seafarers' sentiments regarding work demands, sacrifices, connectivity, welfare, and mental health in Quarter 3.

## Self-Reliance and Adaptability

Many seafarers emphasise the need for self-motivation and positivity to cope with life at sea. They recognise that individuals who cannot find fulfilment in their shipboard lives often opt for shore-based careers. Developing internal resilience is seen as essential, though it is also important to recognise when resilience cannot be strengthened, and things have to change.

## Sacrifices and Challenges

Seafarers acknowledge the difficulties of extended separation from loved ones and intense work demands. They hope for improved leisure amenities and work-life balance to ease these burdens. The sacrifices they make underscore the importance of companies taking the welfare of their seafarers seriously.

## Significance of Company Support

There is often feedback that employers focus solely on profitability and neglect employee wellbeing. Seafarers desire companies that invest in happiness and welfare as this uplifts crews and raises standards on vessels. Valuing seafarers as more than commercial assets is considered vital. As one respondent stated, "Companies should not forget their employees who help them with the cause. A good company invests in people, ensuring their happiness."

## Connectivity and Mental Health

Better internet access for contact with family is a prevalent request. Seafarers also emphasise the importance of adequate rest, recreation, and mental health support to manage stress. Enhanced connectivity and wellness resources could elevate onboard life. While seafaring involves rewards, seafarers want broader acknowledgement of its challenges. Companies optimizing welfare, connectivity, work-life balance, and mental health support can demonstrate their commitment to seafarer fulfilment. This human-centred perspective is essential for attracting and retaining maritime talent.

## Gender Balance

In this quarter, we received some troubling insights into the gender divide at sea and the barriers to diversity which exist. There were reports from male seafarers of the difficulties they face from home if they are serving with female seafarers. As one respondent commented, "My wife at home is very angry that I am working with women on this ship".

The seafarer went on to state that he had no problem with women seafarers, and respected and enjoyed them being on board. However, it seems this progressive attitude is not shared by all.

We heard from female seafarers who have experienced discrimination on board. As one respondent stated, "How can I do my work and be myself when colleagues are constantly stressed about my mere presence?" There were also troubling accounts of male crew members requesting women seafarers not to share information with people ashore about shipboard and shore activities. These situations reveal just some of the challenges faced by female seafarers, such as feelings of discomfort and exclusion.

# Conclusion

**Seafarer happiness and satisfaction fell once again during the third quarter of 2023. Whilst some areas showed marginal improvements, concerning declines emerged in other areas, and worryingly there has now been an extended downturn across three consecutive reporting periods.**

Overall happiness remains hampered by persistent challenges including limited shore leave, extensive workloads, insufficient connectivity, and stagnant wages. These issues point to larger systemic shortcomings in supporting seafarer welfare.

Targeted efforts to address these pain points through enhancements to leave policies, workload balancing, modernised infrastructure, and salary benchmarking could significantly boost morale.

By optimising welfare provisions, connectivity, training, diversity, recreation, and mental health support, maritime stakeholders can demonstrate their dedication to fulfilling careers. Whilst trade pressures and regulations may multiply, companies must not lose sight of their duty to ensure decent working lives for seafarers.

With vision and progress, seafaring can be transformed into a more sustainable, equitable, and fulfilling profession. This requires heeding seafarer voices and allowing them to shape policies that empower happier lives at sea. By working together, we can chart a course towards improved welfare for the maritime workforce worldwide.

The data and responses reveal a passionate yet strained workforce. While financial security and adventure draw many seafarers, separation from loved ones and pressing work demands take a toll. Prioritising human needs through upgraded policies, connectivity, ship maintenance, and welfare provisions is key to supporting this essential workforce and improving onboard life.

## THANK YOU

We want to convey our heartfelt appreciation to the seafarers who have generously shared their experiences and thoughts with us. Their valuable insights are instrumental in helping us enhance our understanding and response to the challenges they encounter. We deeply respect the significant role seafarers play in sustaining the maritime industry and facilitating global trade and prosperity.

We also want to extend our gratitude 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 input is pivotal in driving positive changes within the industry. If you are a shipowner or operator, we kindly request your support in encouraging your crews to take part in the survey. The more data we collect, the better prepared 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 working towards creating a profession that fully acknowledges their significance and unwavering dedication.

## The Mission to Seafarers

1st floor, 6 Bath Place, Rivington Street, London, EC2A 3JE

Tel: +44(0)20 7248 5202

Fax: +44(0)20 7246 4761

Email: [HappinessIndex@missiontoseafarers.org](mailto:HappinessIndex@missiontoseafarers.org)

[www.missiontoseafarers.org](http://www.missiontoseafarers.org)



 @FlyingAngelNews

   The Mission to Seafarers

**JustGiving** [JustGiving.com/themissiontoseafarers](https://www.justgiving.com/themissiontoseafarers)

Registered charity no: 1123613 (England and Wales) and SCO41938 (Scotland)