Seafarer's Well Being and Mitigation of Challenges in the Ecosystem

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Abstract: Oceans at the onset have been pivotal means of transportation of goods and services. World economy to a greater extent is dependent on the freedom of navigation and shipping. In this, the drivers of economies play a critical role to integrate and connect with other countries. The seafaring community contributes in the growth and development of international trade and commerce. Their safety and security is and should be the foremost priority for international community. With the absence of seafarers, the shipping industry would be most affected. To ensure their protection from threats, efforts have been made by organizations, individual countries, and so on. However, more needs to be done to protect and ensure well being of this international community. Through underlining cases of seafarers, the objective of this paper is to examine the state of seafarers in the maritime field, discuss the problems and measures to deal with the challenges of seafarers, and underline the role of international maritime organization in regulating seafarers, Philippine's and India's contributions. This study finds that it is required to strengthen the seafaring the confidence and trust in the shipping industry by providing them safety measures and protection with well equipped training to deal with prominent threats like piracy, natural disasters and geopolitical conflicts. Rather than leaving them abandoned, all stakeholders must take responsibility to ensure their safety and security in the maritime shipping industry by building a respectful culture for seafaring community as maritime asset.

*Keywords***:** Seafarer; Shipping; Protection; International Organization; Safety and Security

Introduction and Genesis

Shipping is the backbone of global trade and has gained high attention. It is because of its impact on global economy and international trade across regions. It has also been practiced by countries since ancient times, which accelerated during the period of colonialism and imperialism when the raw materials were exported from colonies to manufacturing

cities in the UK, etc. This cycle of subjugation of resources from raw to final goods were transported through sea based shipping carried by seafarers. The growth of this sector was witnessed in 1990s when the process of liberalisation began in the world. So the shipping sector, as per the International Chamber of Shipping, carries about not less than 90 per cent of international trade. Therefore, it is the life blood of international economy.[1] With the absence of it, inter-connected trade between countries via oceans cannot be conducted. It is underlined that "over 50,000 merchant ships trade internationally and transport every kind of cargo. The world fleet is registered in over 150 countries, along with manned by over a million seafarers of virtually every nationality".[2] As a result, the merchant shipping has evolved a multi-cultural and multi-racial industry. With the booming up of this sector, it has brought old and new challenges facing this sector having spillover effects.

Among others driving forces of shipping sector, the seafarer industry plays a substantive role in achieving targets and contributes immensely in the world economy. Noting the growing importance of seafarer, the UN Secretary General underlined that the community of seafarer operates globally which carry around 80 per cent of world trade. Therefore it is both vital and essential in ensuring a seamless flow of essential goods that make into markets, homes, and onto people's tables.[3] He further stated that attacks on shipping and piracy cannot be acceptable and tolerated, also hostages of hijacked ships and seafarers should not be held even during the geopolitical conflicts such as the Red Sea crisis.[4] Recent geopolitical conflicts in the Europe and the Middle East and their spillover effects on the global shipping have caused mistrust and tensions among seafarers as well. Safety and security of this community on ships have become a priority in divisive world. The unprecedented growth of modern economies require not only safeguard of national border, but also making international sea lanes of communication free from fear of death, mainly from terrorism, piracy and other disasters. It is forecast that roughly 1.9 million seafarers have the responsibility of navigating, maintaining and operating ships, that require safe passage for their free movement. It cannot be contested that they are the engine

on which the global maritime shipping industry is dependent.[5] However, several distracting factors, as mentioned above, divert their attention from the core areas of work which have wider ramifications. The demand and supply of seafarers is about to increase in next decades. Among other countries, the Philippines, Russia, Indonesia, India and China are the largest suppliers of officers working on merchant ships.[6] In spite of all these, seafarers face multifaceted challenges during and after service, such as recruitment, training, socially disconnects, shore leave, abondenment, harassment by foreign countries, etc. Social safety net and welfare of this group need to be augmented.

In the light of the above, the objective of this discussion paper is to examine the current state of seafarers' affairs in the maritime domain. It also analyses what research work has been carried out by scholarly community to address major challenges being faced by seafarers and discusses the mechanisms and initiative that provide normative safety measures to the welfare of seafarers. It also underlines the role of international organisations in the case of seafarers' living and working conditions, including accidents, etc. The study also deals with the two cases of major seafaring countries, viz. India and the Philippines.

The study is organised into eight sub-sections. Each section deals with the specific aspect of the research. The first section reviews literature on seafarers. It discusses multifaceted nature of work on seafarers by scholars as well as noted by international organizations. The second section looks at the contested nature of the term seafarers. It also discusses the importance of seafarers in the shipping industry. The third section underlines major challenges faced by the above mentioned maritime community, such as environmental disasters, health, abandonment, declining demand of seafarers, etc. The fourth section addresses the mechanisms and initiative unfolded for the well being of seafarers, such as the International Maritime Organization, International Labour Organization and Maritime Labour Convention. It decodes what sort of roles these mechanisms have played through the Maritime Labour Convention. The fifth section seeks to examine the well being of seafarers specially looking the Seafarers' Happiness Index. The sixth section

discusses the cases of the Philippines and its status as far as seafarers are concerned. The seventh section discusses the second case that is India. This section looks at how Indian case of seafaring exporting nation has evolved and provided initiatives for their welfare. It likewise underlines the recent initiatives taken up by India such as Sagar Mein Yog and Sammaan to give a new inclusive shape for seafarers' safety and security. Finally, the last section concludes by discussing about findings and recommendations for international community and India in particular.

Review of Literature

Literature on seafarers suggests that for a long time they have been a neglected group in the domain. Not much work has been done by the scholarly community as far as safety, security and well being of seafarers are concerned. It is also seen that the welfare of seafarers' community has not been addressed and redressed properly. They face several challenges to maintain proper living conditions in spite of the Maritime Labour Convention's safeguards, viz. social isolation, fatigue, stress, and even fear of criminalization of job (Exarchopoulos *et al*. 2018; Global Maritime Forum 2021).[7] Georgios Exarchopoulos *et al*. (2018) also raise this concern that the Maritime Labour Convention lacks provisions related to well-being of seafarers' security, which is equally important for maritime safety. Cleopatra Doumbia Henry (2003) underlines the achievements of the International Labour Conference's historic efforts in the form of adopting 2003 Convention on Seafarers' Identity Document. This identity document convention (No. 185) ensures the basic amenities to the seafarers and consists of guidelines to the ship owners and governments stakeholders. Capt. Deepak Mantoju (2021) provides seafarer's perspective and explains the lacunas of the Maritime Labour Convention. He argues that although the convention is significant, which provides safety nets, still underlying loopholes in its implementation have not led to the expectations of seafarers.[8] Therefore, seafarers' related issues and mechanisms to achieve their holistic well being through normative framework are essential keeping in view the long term interests of seafarers.

Organisational culture and self-efficacy are important variables that play effective role in the quality life of seafarers. If the culture of organisation is exclusive not friendly and cordial, it will not achieve inclusive growth and integrity of seafarers in the industry (Kim and Jang 2018). Jae Hee Kim and Soong Nang Jang (2018) find that organisational support to create a win-win situation could be a substantive intervention in the well being of seafarers. Besides, Erol Kahveci (2007) catches major requirement of port based welfare services given to seafarers. They are basic facilities, such as international telephone facilities, transport to shops or town, internet access, personal counseling, spirituality, medical clinic, etc. Some of these services were considered more important but not recognized in the 1996 MORI report. Likewise, reading room, library, local interaction, sport facilities, sightseeing and onshore accommodation services were declined. There is need to have shore leave for the well being of this group.[9] In the light of the challenges and basic amenities to be provided to seafarers, India's initiatives called the Sagar Me Yog (practicing yogas in the ocean) and Hum Sath Sath Hai (we are all together) would provide stimulus in the growth and moral development of seafarers by creating an atmosphere of happiness and fraternity on ships (PIB 2024 and Marex Media).[10] Besides, the industry faces diverse challenges since historically it has been controlled by men. Increasing the female presence in the industry is still a pertinent challenge as female seafarers face various barriers in their employment (Mission to Seafarers 2024; Kitada 2021).[11] To make seafarers' industry inclusive and resilient, it is essential to place focus on the induction of female seafarers with special safeguards to ensure their safety and security on vessels.

The growing shortage of seafarers is seen a potential concern for the shipping industry, especially countries supplying crews such as Vietnam. The issues related to recruitment of skilled people and hiring trained crews than fraudulent inductions is a global issue (Nguyen *et al*. 2024).[12] Likewise, in the age of information and communication technology (ICT) and Industry 4.0 automation has had an impact on seafarers and employment, as number of crews is reducing, but it cannot match the skills and training of human resources (Talmor and Kitada 2022).[13] MD

Manjurul Kabir (2014) examines the role of maritime education, skills, and building capacity in Bangladesh, a small seafaring nation, in the enhancement of their employability.[14] Likewise, as major contributor in global shipping and as one of the largest ship builder carrying global maritime fleet, seafarers have played a crucial role in the growth and rise of China since it introduced economic reforms in the system. Pengfei Zhang and Minghua Zhao (2015) discuss the relation between China and its efforts to ratify the MLC 2006 a mechanism to look at the affairs of seafarers' community.[15] Understanding the state of seafarers is imperative for all entities involved to address factors influence their lifestyle, etc. Victor Oyaro Gekara and Helen Sampson (2021) outline the life of seafarers before their joining and being at sea. What makes their life at sea critical when they are on vessels to carry forward their different functions, involves different entities in the cargo shipping sector.[16]

The review of literature tell us that well being of seafarers has been compromised in spite of the measures adopted by the Maritime Labour Convention and the International Maritime Organization. Yet, the increasing demands of seafarers in general and the Indian seafarers in particular are about to increase in next few decades. To protect this community and shipping industry, there is a need to focus on creating an atmosphere of shared prosperity by bringing together diverse nationalities and ethnicity for global common.

In view of the above background, this paper addresses following research issues: What is the importance of the role of seafarers in the global economy? Is there any acceptable definition of a seafarer? What are the different challenges affecting the safety and security of seafarer community? Are there any initiatives adopted to deal with challenges facing the seafarers and their concerns? How much international organisations play effective roles through providing guidelines to participating nations. What is the role of seafarers supplying countries in the well being of seafarers, namely, the Philippines and India? What could be the future prospect of seafaring industry in changing international geopolitics and economy?

Understanding Seafarers and Their Important Role

The term 'Seafarers' denotes to persons who travel by oceans. These people are on the ships of different kinds, such as cargo, cruise, etc. Historically, people have been travelling across oceans for explorations and trade, which after liberalisation period have expanded. The shipping industry alone is responsible for more than 90 per cent of international trade, which has to be seen in the context of industrialisation and liberalisation of economies that integrated economies and pushed for free trade with efficiency.[17] This industry is largely relied on man power, which is commonly known as seafarer, to conduct their affairs in the maritime domain. At present, more than 1.89 million seafarers are there in the world who spend months in the sea and far away from family, friends and other loved ones.[18]

Table 1: Country-wise Trend of Seafarers: 2015 and 2021

Country	2015		2021	
	Volume (No.)	Share* (%)	Volume (No.)	Share* (%)
Philippines	215500	13.08	252393	13.33
Russia	97061	5.89	198123	10.47
Indonesia	143702	8.72	143702	7.59
China	243635	14.79	134294	7.10
India	86084	5.23	113474	6.00
Ukraine	69000	4.19	76442	4.04
USA	33218	2.02	59586	3.15
Malaysia	35000	2.12	35000	1.85
Vietnam	32445	1.97	34590	1.83
Myanmar	26041	1.58	33290	1.76
Poland	32189	1.95	31222	1.65
Greece	9325	0.57	30507	1.61
Turkey	38985	2.37	28587	1.51
Brazil	28746	1.74	26631	1.41
Nigeria	5760	0.35	25610	1.35

Continued...

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Japan	25458	1.55	25458	1.35
Panama	25141	1.53	25141	1.33
Cambodia	20057	1.22	20057	1.06
World**	1647494	100.00	1892725	100.00

Source: Author's compilation from the UNCTAD (2024).

*Share in world total

**The Total for World includes remaining countries.

Table 1 shows worldwide distribution of seafarers in 2015 and 2021. In these two periods, the shipping industry witnessed not much growth in terms of volume. In 2015, the total volume of seafarers accounted for around 1.64 million wherein China recorded highest number of seafarers followed by Russia, Indonesia, the Philippines, India and other countries. Table 1 also presents the data of major contributing states. It consists of both the developed and the developing countries share in the world. The trend shows seafarers from the USA recorded around 33,218 in 2015, which almost doubled (59,586) in the year 2021.

Besides, some of the countries by 2021 witnessed negative growth in seafaring exports, like China, Poland, Turkey, and Brazil. It was because of the impact of the COVID-19 and geopolitical situations on seafarers as countries imposed restriction on entry. The decline of seafare's volume in overall growth can be seen from the Chinese case. China was the largest exporter of seafarers, of 2, 43,635 in 2015, which saw a drastic decline by 2021; which came down to 1,34,294. Some of the countries did not update the data of seafarers as shown in Table 1. In the year 2015, the top five contributing countries in percentage were China (14.79 per cent), the Philippines (13.08 per cent), Indonesia (8.72 per cent), Russia (5.89 per cent), India (5.23 per cent) and Ukraine (4.19 per cent). However, these trends of seafaring nations witnessed a change by 2021. In 2021, top five nations were the Philippines (13.33 per cent), Russia (10.47 per cent), Indonesia (7.59 per cent), China (7.10 per cent), India (6 per cent) and Ukraine (4.04 per cent). China came down from first position

in 2015 to fourth position in 2021. However, India consistently was at fifth position in both the years in terms of growth in seafarers' total volume. Indian growth in seafarers' from 86,084 in 2015 to 1, 13,474 in 2021 was dramatic. As per the latest report of PIB (2024), as of 2023 volume of Indian seafarers number rose to 280,000 and it has aspired to become one of the major exporters of seafarers by establishing world class standards in training and education.[19]

Studies define seafarers from different vantage point of view. According to the Mission to Seafarers, "a seafarer is being someone, who is employed to serve aboard any type of marine vessel, which is referred to active seafaring workers with a long history of serving in the same industry".[20] This definition includes all vessels with long voyages. On the other hand, Victor Oyaro Gekara and Helen Sampson (2021) looked this community in a distinct way. They argued that given the growth of shipping industry over time, required workers are termed as seafarers, who are employed on different vessels in the cruise and the cargo. However, people working for the military are not classified as seafarers.[21] The Seafarers' Identity Documents Convention No 185, which was adopted in 2003, defines the sea based group in its Article 1, which states that seafarer is "any person who is employed or engaged or works in any capacity on board a vessel, other than a ship of war, ordinarily engaged in maritime navigation" (Henry 2003:135).[22] The IMO defines that the minimum age of a seafarer who is employed or engaged should be 16 years old.[23] From the above understanding of seafarers, it can be pointed out that the term seafarers is contested one, whether it includes all crew and vessels travelling by sea, including war ships or mainly cargo and cruise ships. However, one thing is quite significant is that all vessels require manpower to drive shipping industries. Seafarers perform various tasks while at sea, underlined in the guide to seafarers rights and regulations (2023): "navigators of the deep, engage in safe transport of cargo, operators of maritime assets and protectors of environment", while facing challenges like "isolation, harsh maritime environment, safety, mental and physical well being" (Seafarers Rights and Regulations 2023).

In the words of IMO Secretary General Kitack Lim, the seafaring community and personnel are "lifeblood of shipping and unsung heroes of international economy who ensure goods and food are shipped and delivered safely and effectively around the globe, and especially during COVID-19 they played a frontline role and responsibility" (IMO Secretary General Nov 2023).[24] Seafarers and their significance lie in its role to facilitate not merely shipping industries, but also in the global economy. Their multidimensional roles, being as captain, engineers, technicians, or others on board facilitate various activities at sea.[25] They spend around seven to eight months on board a vessel in a year. During their stay in the oceans, they perform various functions as underlined above. Without their participation, the shipping industry would face major challenges in carrying forward inter-state business and trade. As a maritime community, they often come from diverse background. In spite of that, they work as a team to collectively achieve the objectives of transporting goods. So, seafarers' community plays vital role for the well being of world economies. Oceans provide cheap way to transfer materials. Along with the challenges they face their relevance and contribution, even during the COVID-19, cannot be overlooked. Besides, in the developing countries the most of seafarers come from humble economic background. Through this profession they seek to improve their socio-economic conditions in their country. Shipping industries' health is dependent on the wellbeing of seafarers.

Geopolitics and Seafarers

Geopolitics is a terminology that became popular in last few decades. It is not incorrect assumption to state that the geographical features affect choice of nation states in their foreign policy. It is the state of play by countries that maximize their gains by collaborating with other countries. Its relation with seafarers is something new invention that has been poorly understood by strategic community. As a major element in geopolitics, seafarers have contributed immensely in protecting geo-economics and international trade. However, their stakes are often in flux. The international Chamber of Shipping (2024) believes that in

geopolitical tussles their wellbeing remained under threat as seen in the conflicts of Red Sea, etc.

Likewise, they have also become victims of geopolitical rivalries between great powers and the regional tensions. The Red Sea is a strategic maritime route that connects Asia to Europe and, which is also known as busiest shipping route. However, in times of Middle East conflict, as mentioned above, the commercial ships and seafarers were most affected. It increased costs of transportation and disrupted global supply chain (Gateway house 2024).

India is cautious about geopolitical incidents unfolding around the world. It issues directives to Indian seafarers and ask them to practice "utmost caution, limiting movement and refrain from facilitating the engagement or deployment of Indian national seafarers" to the affected region or country as seen during the Middle East conflict between Israel-Palestine and Iran (DGS India 2024).

Moreover, their multidimensional roles such as "economic, humanitarian and security actors"[26], have made them a relevant "geopolitical seafarer" carrying non-living resources such as oil and gases (Grey 2019). It is also often a point of concern when seafarers find themselves blacklisted merchant shipping. The State Department of the United States had warned seafarers on September 2019 from engaging or carrying Libyan oil on board a ship (Ibid.). Seafarers are also a strategic player in the ecosystem to defend shipping industry and international economy.

Global Regulations

As the subject of seafarers has gained currency in international political economy, the monitoring and regulations of their works and conditions need to be ensured. This has been mandated by the International Maritime Organization (IMO). To treat seamen fairly, this organization provides several measures and guidelines to ensure their well-being to be protected by stakeholders, from training to work culture. It creates a conducive environment by protecting the life of seafarers and integrates all entities

concerned with the affairs of seafarers. The International Seafarers Welfare and Assistance Network (ISWAN) is a significant effort that deals with the complaints of seafarers and try to sort them out through. The Seafarer Help Network, which is run by the ISWAN, deals with complaints such as repatriation, abandonment, bullying, unpaid wages, piracy or seeking employment.[27]

On the other hand, the IMO provides mechanism through establishing the International Transport Workers' Federation (ITF) to raise issues facing seafarers and helping them out in difficulty. The objectives of the ITF are: to promote respect worldwide for human rights and trade union; to achieve social justice for peace; facilitate its sister unions in order to defend their interest; provide information service to its affiliates and provide assistance to transport workers in difficulty.[28] Another major effort was the creation of Seafarer Crisis Action Team (SCAT) body under the IMO, whose task is to deal with individual seafarers cases in cooperation with the other stakeholders. It was evident during the last pandemic when around 400,000 seafarers were stranded on ships that were unable to be repatriated; SCAT played vital role by contacting entities linked with seafarers and so on.[29] Through the international convention on Standards of Training, Certification and Watchkeeping (STCW), the IMO has set high standards for entry of seafarers through regime building of training and certifications. More will be discussed in the later section.

Major Challenges

As seafarers contribute immensely in the conducting of international trade and smoothly running world economies, they also encounter challenges at different stages which affect their working environment, productivity and well-being. The issue of seafarers has not been addressed by scholarly community. The job of seafarers is considered as 'dangerous' in the world as they navigate through open ocean and face unpredictable obstacles including varying weather conditions like hurricanes, storms, typhoons, etc.[30] This often leads to death of seafarers. The fatalities of seafarers during the course of their service suggest that there is much more that needs to be done for their safety on the part of the shipping industry.

Figure 1: Fatalities at Sea during Maritime Operations in Commercial and Non-Commercial Ships
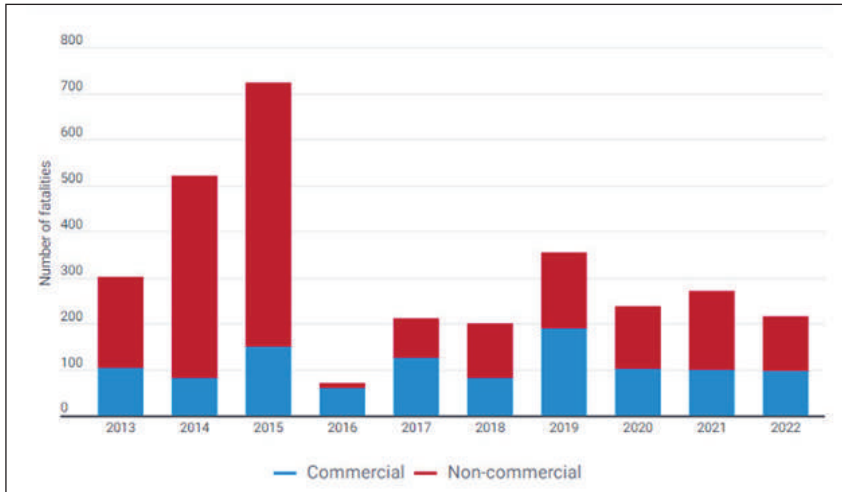
Several cases of fatalities between 2013 and 2022 were reported in the Llyod's List (Figure 1). Figure 1 presents the number of fatalities occurred on the commercial and non-commercial ships during the maritime operation. Non-commercial ships witnessed most of the fatalities during 2014 and 2015, which declined in 2016, but again had grown up in later years. On the other hand, the fatalities were on an average less that 200 since 2013 to 2022 in case of commercial ships. Besides, the Gard's 2024 Crew Claims study shows more than 11 per cent of seafarers died because of suicide during the period 2019-2023, which was one of the highest causes of death among seafarers, a worry for international society.[32]

Besides, Helen Devereux (2021) looks at the life of seafarers and the challenges during their stay at sea by employing cyclical method of change, transition and readjustment to understand their profession and experiences.[33] She describes the experiences and challenges of seafarers in the beginning of vessel tour, such as difficulties and lack

of familiarity with the ship and crews. In the middle of tour seafarers undergo various obstacles, namely, routine, time zone change with lack of proper rest and other physical and psychosocial environment that affect well being of seafarers. During the end of the tour the extension of contract by industries without prior notice cause further worry and impact their transition process of going to home.[34] These vast challenges from beginning of job to leaving are imperative to monitor and resolve by entities. There shall not be any compromise on seafarers well being, which has a role to play in the productivity of shipping sector. Therefore, it is imperative to understand these challenges of seafarers in the shipping industry for the health of economies. The challenges seafarers face vary and relate to awareness, recruitment, contract, and training of sea crews. Likewise, when seafarers enter into their working environment at sea they face adaptation, environmental, lack of fraternity on vessel, wars and so on. Discriminatory behavior is between different ethnic groups create toxic environment in the shipping sector, especially crews of diverse culture working on board, which has to be cordial and establish social harmony by mutual learning. Also, the shipping industry's abandonment of seafarers, contract policy, extension and late wage payments become critical concerns for seamen. Along with that, environment, shortage of skilled seafarers in the time of technological change, and political unrest affect the seafarers' life (Safety4sea 2024). These issues are pivotal to address the obstacles they face in order to build a culture of harmony not merely on the vessel but also between stakeholders for a common future.

Fatigue and loneliness are other challenges being faced by seafarers. It is the outcome of prolonged periods of work, disrupted sleep cycles and the pressure of ensuring safety at sea.[35] Stylianos Mourtzanos (2023) finds it a pervasive issue which is caused by "extended working hours, environmental stressors, social and psychological, disrupted sleep patterns, and operational pressures of meet timelines in delivery and reducing cost".[36]

<div align="center">

Table 2: Cases of Abandonments Based on Flag States

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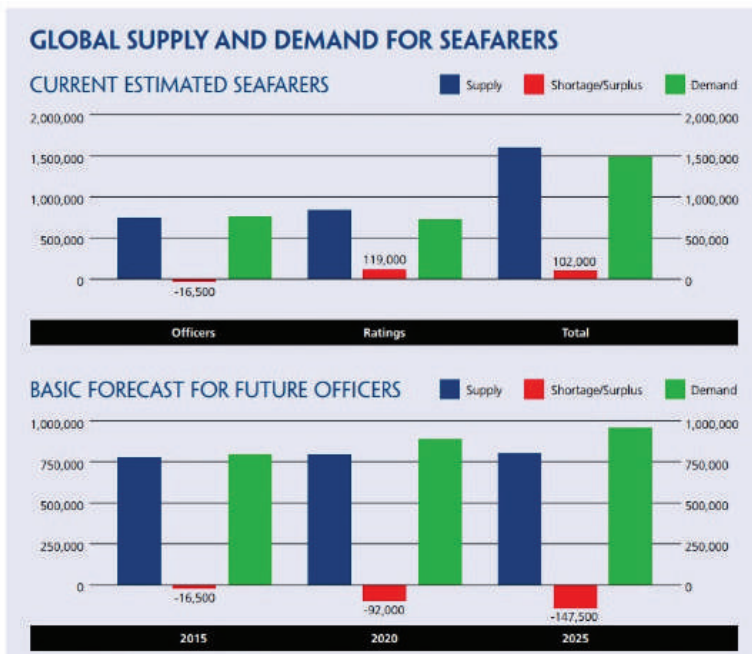| Flag State	Number of Abandonments
Panama	23
Palau	12
Cameroon	11
St. Kitts & Nevis	8
Unknown	8
Comoros	6
Tanzania	6
Togo	6

Source: ITF Seafarers, 11 Jan 2024.[37]

As far as abandonment problem is concerned, it has evolved as a major challenge for the entire international community. Table 2 shows the abandonment cases which were left by the flag states till 11 January 2024. Panama is at the top in the list with 23 abandonment cases, whereas Togo has six cases. Likewise, there are also some eight cases of not with claiming of the ownership. The unknown cases are peculiar here where the ownership and responsibility of ships are abandoned by entities, which left seafarers in a situation of tense.

Given this issue and its spillover consequences, international organizations and countries have expressed concerns about ramifications of abandonment. This discourages new generation of people who want to join this industry. According to the IMO, this situation has wide implications on people's livelihood including loss of wages, which impacts their family members and children. Their health could suffer without proper medical assistance, shortage of foods, etc.[38] As per the International Transport Workers' Federation (ITF) data, in the year of 2023 alone the total number of abandoned vessels were 132, which was higher than that in 2022. Till May 2024 more than 116 vessels and 1,672 seafarers were abandoned that might cross the record of 2023 as well (ITF 2024 and Times of India 2024).[39] With respect to dealing with the abandonment issue, there is need of collective efforts involving all

stakeholders to address and cooperate on issues that obstruct the welfare of seaman, such as international organizations, NGOs, flag and port states and other industry groups.[40] This is one of the inhuman events leaving seafarers in between of the sea without wages and other amenities, etc.

It does not look like an encouraging profession and industry. Therefore, the declining demand of seafarers or workers has been recognised as a major concern, which has serious implication on economies. The less trained and low skilled people entering into industry, such as in Vietnam has evolved as a pertinent challenge.[41]

Figure 2: Global Supply and Demand of Seafarers: 2015, 2020 and 2025

GLOBAL SUPPLY AND DEMAND FOR SEAFARERS

CURRENT ESTIMATED SEAFARERS   Supply   Shortage/Surplus   Demand

	Officers	Ratings	Total
Shortage/Surplus	-16,500	119,000	102,000

BASIC FORECAST FOR FUTURE OFFICERS   Supply   Shortage/Surplus   Demand

	2015	2020	2025
Shortage/Surplus	-16,500	-92,000	-147,500

Source: Safety4Sea.[42]

With advancement in technologies and Industry 4.0 revolution, the limited skills of seafarers could be problematic as industries focused on technology centered approach, will influence the work force and

employment. Therefore, focus has to be renewed on building future maritime skills because machine as a whole cannot replace human mind and work.[43]

The above Figure 2 demonstrates the global supply and demand of seafarers. In the upcoming years by 2025, the total shortage of seafarers is forecast to the extent of 147,500, including officers and ratings. Annually, it has been increasing. In the year 2020, there was shortage of 92000 seafarers, which was higher than that in 2015, in which shortage of 16500 seafarers was underlined. It is forecast that Green future requirement for the seafarers is projected roughly around 0.9 million by 2025 (Figure 2).

Apart from that, in the offshore shipping industry, which is well known for oil and gas exploration, seafarers face abundant challenges. When there is boom during the high prices of oil and gas, the demand for seafarers also increases simultaneously. Seafarers encounter unpredictable challenges from nature, different weather condition, winds and most importantly the visibility issue as mentioned (in the Appendix 1).

So to deal with above challenges much more as per the recommendation for policy making community:

- *Prevent Fraud Contract:* It is the duty of the seafaring nation to keep monitoring the process and contract between private entity and seafarers, who often choose this job, among others, to improve their socio-economic condition. There must be strict guidelines and preventive norms to check fraud induction and stop fraud contract. Seafarers are not well educated, although they speak English as part of their job requirement. Their induction agencies and broker need to be monitored to control institutional malpractices.

- *Building and Encouraging Job Culture for Retention:* The growing demand in seafaring market in upcoming decades is essential. However, various episodes, like conflicts and environmental disasters, discourage seafarers to come back in this industry, although there is no monopoly of any seafarers in the shipping sector. People from diverse nationalities work together on board a ship. Building an encouraging and motivational job culture could change "dangerous

job" image for seafarers. Retention of seafarers requires their issues to be sorted on time and provide a harmonious working condition.

- *Minimising Fatalities at Sea:* During their service seafarers die due to several causes, such as natural or non-natural. The non-commercial vessels reported largest fatality rate than commercial vessels. To minimize this fatality rate, it is imperative that seafarers should be treated fairly by vessels and they should be provided all suitable living and working facilities.

- *Dealing with the Ship Abandonment Issue:* Abandoning any sort of vessel has become a critical issue of for all stakeholders, especially people working on a ship, often without wages for months, food, etc. In this situation, although the IMO and ILO related departments get engaged, however, some effective enforcement mechanisms must be in place that is enforced by all stakeholders.

- *Pro-Activeness in Dealing with Complaints by the Concerned Entity:* It is seen that the complaints registered by the seafarers are taken not seriously.which later become even worse. The slow and laziness of concerned authorities need to change into a pro-active reactionary response to deal with working and living challenges faced by the community. The Seafarer Help initiative under the IMO, which is operated by the International Seafarers Welfare and Assistant Network (ISWAN), needs to be strengthened for timely response and effective resolution of problems.

- *Create a Legally Binding Mechanism for Seafarers Internationally:* Seafarers are not just a group of workforce that is there to work for the shipping industries through navigating complex water. They are international community travel across continents. Their safety and security should be a major priority by for all countries, to protect them from piracy and other threats.

- *Collective Efforts:* Seafarers issues involve multiple parties, such as workers, seafaring state, insurance companies, shipping owners, port states, flag states, international organisation (both ratified member or not), civil society groups and independent working people. They all

play a substantive role in the welfare of seafarers. All these entities need to work together to address the issues of seafarers and work for the wellbeing of the shipping industry, which is not in an ideal situation. Various mechanisms and initiative that have been taken up for the safety and security of seafarers, and some of which will be examined in the following section.

Mechanisms and Initiative

The shipping lines present both challenges and opportunities for the seafarers' community. They work on vessels around the clock in different capacity. To ensure their well beings several international organisations, namely, the International Labour Organization (ILO) and International Maritime Organizations (IMO) have worked in this direction. Likewise, the Maritime Labour Convention (MLC) is important for the welfare of seafarers. Individual countries have also established regulations to preserve and protect them from threats. These efforts are vital for strengthening seafarers' well beings.

International Maritime Organization

The International Maritime Organization (IMO) was established in 1948 as the inter-governmental maritime consultative organization (IMCO). The objective of IMO is to address the issues related with the safety and security of maritime domain. Seafarers' community has been at risk from the beginning their maritime navigation. This organisation has been playing a pivotal role through guidelines for ensuring their security and addresses issues of discrimination for wellbeing of the entire industry. The IMO believes that "seafarers are a key part of the shipping industry and they are at the heart of IMO's activities".[44] It is through different guidelines that the IMO monitors the seafarers' community.

In 1978 when the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) was adopted to deploy minimum standards with respect to their training and certification. According to the one of the major provisions of STCW, it is imperative for the parties "to provide information to allow others to check the validity and authenticity of seafarers' certificates of competency as unqualified

seafarers holding fraudulent certificates of competency are seen a clear danger to themselves, others on board and the entire marine ecosystem" (IMO, STCW).[45] Moreover, the IMO also collaborates with the ILO on several seafarer issues, such as abandonment, fair treatment, bullying and harassment, personal injury or death, hours of work and rest and fatigue.[46]

Seafarers face discrimination and harassment by entities. To stop these issues, there is the need to have guidelines which could protect the safety and individual liberty at sea. Both IMO and ILO through their joint efforts adopted the guidelines on the Fair Treatment of Seafarers in the event of a maritime accident in 2006. Under this guideline, a seafarer acknowledged as "special category of workers" and incorporated provisions that ensure fair treatment during investigation and detention in the event of accident or any such incidence.[47] The significance of this document is that it provides directives to all stakeholders involve in the mis-treatment of seafaring community, such as port state, flag state and seafarer states. According to these guidelines, these states need to cooperate with mutual respect and communicate with all interested states and parties, ship owners, and other representatives whenever a maritime accident occurs and conduct all processes in a fair and expeditious manner.[48]

International Labour Organization
Seafarers' well being and condition are directly and indirectly concerned with the labour or workers issues. They also fall in the domain of International Labour Organization (ILO). It has played, among others, a pivotal role in the mitigation of challenges facing by the seafarers in the maritime zone. The establishment of ILO can be traced back to the post-first world war and peace process under the Versaille treaty in the year 1919. Headquartered in Geneva, Switzerland, it is one of the United Nations specialised agencies which works for the global justice of workers.

Seafarers are vulnerable sea workers who are subject to subjugation during their service, including their detention and harassment. The ILO is part of the broader peace process, whose aim can only be achieved when

the welfare of workers live in harmony and happiness.[49] This organisation recognises the importance of seafarers in the global economic system. Therefore, it has put in place major provisions that are essential for the integrity and overall development of seafaring community, such as minimum wage, medical fitness, training, hours of work, rest, wages, leave, social and welfare security protection, and so on.[50] Moreover, one of the significant efforts made by the ILO with respect to the protection and providing security to the seafarer is the Seafarers' Identity Document Convention (SIDC), adopted in 1958 and revised in 2003. The preamble of SIDC precisely underlines the aims and objectives of this document. According to the preamble of SIDC, the organization will work "to promote decent conditions of work, facilitates the entry of seafarers through identity document regime into another territory for the purposes of shore leave, transit, transfer or repatriation and to combat terrorism and protect international human rights".[51] The Seafarers' Identity Document was a historic initiative that tightens the identity regime of seafarers and protects them from terrorism and piracy in order to achieve free movement of navigation.[52] The 9/11 terror attacks had impacted on seafarers and their movement, especially shore leave. Earlier, seafarers used to go to shore without restriction and treated leniently in shore leave.

So it has sought to create an atmosphere of cordial working condition at sea by underlining basic facilities given to seafarers and co-exist with multicultural ethnicities for well beings of all crews on the vessels. In the joint efforts last year in November 2023, the IMO and the ILO organised a sea conference to focus on seafarers and fishing rights. This conference played an important role by respecting the importance of seafaring for future global development and called upon all stakeholders to protect seafarers and ensure their safety.[53]

Maritime Labour Convention

For a long period of time, the seafarers and their conditions have had not been recognized internationally. Therefore, there were no regulations and regulatory body that could address the issues and welfare of this maritime community. It is claimed the process of evolving a framework for the seamen began after the World War One, which was recognised

in the efforts of International Labour Organization's first initiative in the form of National Seamens Code Recommendation (1920).[54] This National Seamens Code talks about duties and rights of the concerned group. Several issues ranging from natural, technical and social led to discuss their concerns since then. The process accelerated after 1990s and it was to have a legal body, under which issues and concerns could be addressed and resolved through building a normative framework.[55] After several rounds of negotiation and discussion among stakeholders, there emerged a ground for adopting the instrument of the Maritime Labour Convention.

The Maritime Labour Convention (MLC), after series of efforts, was introduced on 23 February 2006 by the 94th Session of the International Labour Conference, which revised and consolidated 37 existing conventions and related recommendations.[56] It came into effect on 20 August 2013. It has been described as being a comprehensive code and documents that comprise broad range of issues of both ships and seafarers than previous attempts.[57] The MLC document includes almost all aspect of seafarers' working and living issues including their employment and social rights, minimum requirements to work on a ship, wages, hours of work and rest, repatriation, compensation for the loss of ship, food, accommodation, health protection, liabilities of ship owners, responsibilities of flag state and port states, etc.[58] With its vast scope of seafarers issues and as security provider, the MLC has been regarded as the "seafarers bill of rights" that tries to obtain social and labour rights for seafarers and fair competition for ship owners.[59] It can also be termed as a written constitution of seafarers.

The preamble of the MLC states that it seeks to create a "single and coherent" instrument that promotes decent conditions of seafarers' work.[60] Around 107 ILO members have ratified this convention. The MLC is unique and effective instrument because it consists of both soft and hard approaches to the issue of shipping and seafarers industry. It also codifies labour standards for entire maritime industry has received unanimous approval from all stakeholders with enforcement instrument.[61]

Moreover, the aims of MLC are to establish rights and principles with the reference to the seafarer through articles and regulations. It is a flexible instrument that allows members to implement rights and principles mentioned in the convention and their enforcement shall be complied by parties.[62] As seafarers face workplace issues, among others, the MLC in its Article 4 gives guidelines, according to which, "every seafarer has the right to a safe and secure workplace that complies with safety standards, ensure fair terms of employment, decent working and living condition and health protection, etc".[63] Condition of a workplace plays an important part in the overall productivity of seafarers, shipping industry and other stakeholders. The MLC and its governing norms have led it to be described as fourth pillar of maritime regulatory regime concerned with the seafarers and industry.[64] The other three pillars are the 1974 International Convention for the Safety of Life at Sea (SOLAS), the 1973 International Convention for the Prevention of Pollution from Ships (MARPOL) and the 1978 International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW). The MLC substantiates the above mentioned three instruments which focus on different aspect of safety and security of shipping industry from accident, pollution and building training and certification regimes. Their inter-connectedness reinforces the safety of seafarers and shipping industry to achieve sustainable future in the maritime domain. Therefore, it is the shared responsibility of all members to ensure the effective implementation and enforcement of this convention.[65]

Nonetheless, in spite of the broader regulations to govern the affairs of seafarers community in the shipping industry, several issues still are under consideration but there is lack of desired focus. Among them, the small vessels face significant challenges in implementing the MLC as being vulnerable entity where even basic safety nets are not provided such as the PPE. The seafarers are exploited by small companies on account of repatriations and nutritious food.[66] This demands that no favorite treatment is to be given based on the larger size of vessels as all ships matter and their seafarers' safety is the prime responsibility. The

relevance of MLC needs to be maintained as it ensures that seafarers, who are working on board of a ship would have access to shore based facilities and other services to secure their health and well being.[67]

Seafarers Wellbeing

Seafarers have been recognised as important in the world. The challenges they face in various areas also need to be mitigated for the community wellbeing of this community. To ensure their well beings, all concerned stakeholders need to collaborate on the issues that require urgent attention. Implementations of the welfare measures need to be monitored. They are also key workers who are underappreciated for the works they do. Therefore it is relevant to help them and support whenever it is required.[68] Given their working conditions during the service and the post service conditions, the seafarers' issues and concerns should not be taken as low profile issues, though various institutions have worked on the mitigation of their issues.

The well being of seafarers would determine the prospect of this industry may generate negative impact to the economy if not cared. It was alluded that improving working and living conditions at ship will attract young people. Even during the last pandemic it became obvious that seafarers are key workers.[69]

Figure 3: Happiness Index Data of Q1 2023 and Q 1 2024
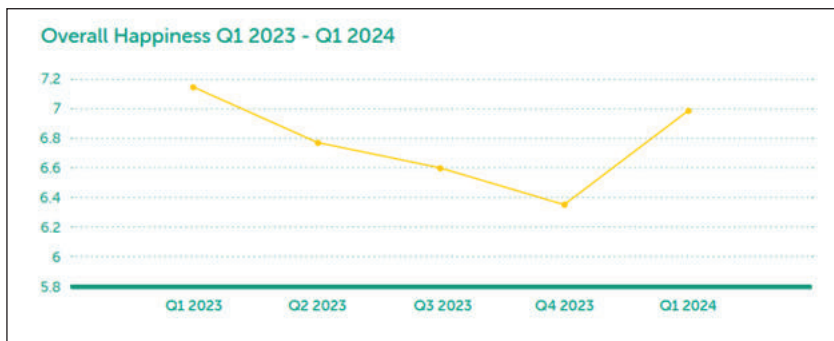
Source: Seafarers Happiness Index.[70]

The Seafarers Happiness Index (SHI) tells about the state of happiness of seafarers through addressing ten sectors worldwide that cover multifaceted issues of their personal and professional lives. Figure 3 of SHI compares the overall happiness of seafarers from Q 1 2023 to the first quarter of 2024. The trends show the happiness graph has declined consistently after Q1 2023 till Quarter four 2023, which then improved in the first quarter of 2024. According to the Seafarers' Happiness Index, the happiness score of people in this industry has improved which has gone to 6.94 from 6.36 out of 10 in the first quarter of 2024.[71]

Figure 4: Happiness Index Data Sector Wise: Q4 2023 and Q1 2024

Source: Seafarers Happiness Index.[72]

Moreover, Figure 4 underlines the progress in the all Seafarers Happiness Indexes. It demonstrates a holistic picture of how in all ten sectors the growth and progress of seafarers were illustrated from the period of 2023 Q4 to Q1 2024. The figure reveals a slight improvement in the shore leave from initial 6.0 to 6.5. In wages, a dramatic progress was witnessed, which grown in this period from 6.0 to 7.0 that shows the satisfaction of seafarers are slowly being met. In the areas of food, health and training, the constant growth was recorded with the points of 7.0 in the Quarter I 2024. In the welfare index, it was seen a growth from 6.0

to 6.5 points. Overall, a marginal improvement in Seafarers' Happiness with steady growth could be said the outcome of the comparison between two quarters, which has to be continued for well being of seafarers.

The role of an organisation, such as the Mission to Seafarers plays an important role in assisting seafarers' life during and after service. The formation of the Mission to Seafarers is to help out seafarers' community who face challenges emanating from disaster at sea or shipwreck by assisting this community through various means, such as connecting home, stress care after trauma and arrange counseling for their well beings.[73]

The Philippines

The Philippines is one of the major countries in the world that contributes to the seafaring industry. Since 1987, it has been the leading provider of seafarers'. Their role in the growth of country's GDP cannot be overlooked, notably in economic activity, trade, employment and so on.[74] As the Philipino seafarers started growing up, it impacted and replaced other countries' seafaring industry too, such as, India and China. Earlier there was a phase in when seafarers were seen as indisciplined and alcoholic. This image has undergone a drastic change since a worldwide demand has been growing up for them in the last three decades. They became disciplined and professional as underlined in the (Appendix 1). The future of Shipping Summit 2050, which was held in 2023, examined the different aspects of seafarers and their contributions and also reminded the stakeholders that investment is required at all levels to improve the process of recruitment, training and retention of seafarers through a collaborative approach of international organisations, such as the International Chambers of Shipping, International Maritime Employers' Council and International Transport Workers' Federation.[75] In this summit, the President of the Philippines stated that to strengthen and maintain the pace of Filipino seafarers in the world "the Maritime Industry Authority and the Commission on Higher Education need to work closely with the shipping industry on the upskilling and reskilling of Filipino seafarers" for a new era (President Marcos June 2023).[76]

Moreover, in the last couple of decades, the dramatic growth of Manila's seafaring industry in the world has been possible only because of deregulation of the shipping industry in the 1970s.[77] This gave a stimulus to the booming up of seafaring sector in the country. In 2022, Manila had deployed around 385,240 seafarers, which were affected because of pandemic and war in the Europe.[78]

Table 3: Classification of the Filipino Seafarers: 2021-2022

Major Category (Seafarers)	2021	2022
Officers	74,304	80,868
Rating	135,370	140,041
Non-Marine	135,800	164,291
Others	43	39
Total	345,517	385,239

Source: Maritime Industry Authority (MARINA), Govt of the Philippines, Maritime Statistics Report 2022.[79]

Over the years, the export of seafarers from the Philippines witnessed a drastic transformation and fluctuations. In the year 2016 the total overseas seafarers deployed by the Philippines were 442,820, which peaked gradually in 2019 to 507,730 as (Table 3). Likewise, given the global impact of pandemic, seafarers were also affected.[80] The Filipino seafarers had witnessed a dramatic decline to 217,220 (2020) and 345,517 (2021) and, later witnessed an upward trend to 385,239[81] in the year 2022.[82] Table 3 classifies the number of seafarers contributed by the Philippines between 2021 and 2022. As the largest exporting seafarers' workforce, the Philippines witnessed ups and downs in seafarers' growth in the last couple of years. It is because of external factors that impacted the progress of Filipino seafarers, such as the last pandemic and geopolitical tensions. Between 2021 and 2022, around 39,722 seafarers were added in the overall growth of seafarers in one year. In 2021, total number of seafarers in the officer's category was 74,304, which increased to 80,868. Rating as one of the largest group of seafarers was 135,370 in 2021 and 140,041 in 2022. According to the Media Report (2024), Manila

crossed its pre-pandemic record of seafarers' deployment by supplying 578,626 seafarers in 2023 which unlike from the previous estimates is higher and there has been a dramatic rise in global shipping industry (ABS-CBN News 21 Feb 2024).

Along with that, historically Filipinos have contributed to the sea as known for the deep-rooted maritime culture, comprising of over 7,000 islands, maritime education, rigorous training,[83] and cultural affinity for seafaring, English proficiency, etc.[84] Roderick Galam (2022) examines in the Philippine's seafaring export, the role of state, non-state and the international actors in maritime education and training as key variables that changed the fortune of the Philippino seafaring industry in the world (Galam 2022).[85]

In the last few years the Fillipino seafarers have faced security challenges, especially during the Red Sea crisis. As a result, the need of a fresh protection bill for seamen in the country was felt to provide umbrella security to the seafarers' community. This new law was named as the Magna Carta of Filipino Seafarers, which provides labour protection guidelines during the employment and also in the time of maritime accidents or pandemic or natural disasters.[86] This new law could have become a milestone in the safety and providing well being of seafarers in Manila. However, it could not become a law as the landmark legislation was withdrawn by the Manila's House of Representatives.[87] The Philippines Overseas Employment Administration (POEA) is the regulatory agency of the Philippines government that takes care about the terms and conditions of the Filipino's employment. On the eve of Seafarer day in 2024, President Ferdinand R Marcos recalled the state of Philippine seafarers and their role driving the growth of international shipping industry and global economy and ensured "to make the maritime industry a better, safer, and more fulfilling workplace for the Filipino seafarer".[88]

India

Countries across regions play significant role in the safety and security of maritime domain. Any disturbance to maritime security and safety may affect all and could have ripple effects on economy, social harmony and

so on. Therefore, it should be the collective efforts of nations to protect the freedom of navigation and ensure safe passage of crew members. As a maritime nation, India was connected with the maritime world in ancient times. The Indus Valley civilisation and a dry dock at Lothal in 2,200 BC are some noted examples. It is through these small ports seafarers sailed in Mesopotamia, ancient Egypt and the east coast of Africa.[89] On the East coast of India, several seafaring kingdoms used to exist, such as the Kalinga, the Cholas, the Pandyas and the Cheras which established maritime trade and cultural connections with the Southeast Asia and others.[90] Indian seafarers have evolved as one of the major factor in the Indian maritime economy and connectivity, who are unique to speak English, good in documentation and have family attachments.

Table 4: Indian Seafarers Engagement Between 2010 and 2023 (Rating and Officers)

Seafarer Engagement Details (Rating and Officers)				
Year	Total Count	Distinct Count	Ratings	Officers
2010	95175	62267	26711	35556
2011	109089	75632	33243	42389
2012	131008	90335	41754	48581
2013	140890	103835	50098	53737
2014	156203	117090	59317	57773
2015	167181	126945	65048	61897
2016	190741	143940	75364	68576
2017	200805	154349	83172	71177
2018	247404	208799	123514	85258
2019	388598	234886	144930	89959
2020	316010	224478	136226	88256
2021	302796	205787	116262	89525
2022	395879	250071	151840	98231
2023	481045	285454	179828	105626

Source: DG Shipping 2024.

*Distinct Count: active Indian seafarers those who are sailing presently (Distinct Count=Ratings +Officers)

India at the onset has been sailing international waters and its seafarers keep strengthening world economy and integrating countries. As per the Directorate General of Shipping (DGS), India's total seafarers count in the global shipping lane was just 95175 in 2010, which in ten years reached to 316010 in 2020. This was a dramatic improvement as the Table 4 underlined. In the seafaring industry, there is rating which refers to one who is not officer, but is part of the vessel and facilitates in different tasks of ship, such as operation and maintenance. There is another class called as deck officers comprising first, second, third officers, etc. Presently, India has grown up as the third largest supplier in the seafarers industry by contributing roughly 9.35 per cent in the world.[91] According to the latest data, it is demonstrated that the number of Indian seafarers have increased to 481045 in 2023 (DG Shipping 2024). This was the big shift in India's seafarers' growth. However, in the aftermath of the COVID-19, the number of total seafarers count had come down from 388598 in 2019 to 316010 in 2020 and then 302796 in 2021. Moreover, in the following years during the economic recovery phase the world shipping industry resumed work and as a result, it witnessed upward trend by catching up the pre-COVID trends. In 2022, there were 395879 seafarers recorded in India which , was higher compared to the year 2019. In 2023, the similar trend continued with a total 481045 seafarers.

In more than a decade since 2010, Indian seafarers have seen upward growth though there has been a period of shortfall transformational in nature. Potentially, it is also estimated that in the midst of growing demand in the seafarer sector, the Indian share to this sector is about to go up by 20 per cent from 8 per cent in the next 10 years, given the growth in education system, linguistic skills, young population, etc.[92] The growth of Indian seafarers is likely to increase by 20 per cent from current 8 per cent External situations like geopolitical conflicts in Europe and Middle East are pushing India to take advantage of this situation.[93]

Indian seafarers also face major challenges, such as abandonment, arrest and piracy issues. Maritime piracy and armed robberies are seen as a major concern for the safety and freedom of shipping industry and the seafarers of India account of a large workforce in the world.[94] This

could be viewed in the 2022 detention case of Heroic Idun vessel, carried 24 Indian seafarers with the flag of Marshall Islands. In Nigeria they were charged with 'oil theft' which indicated the weakness of seafarers to protest against this illegal prosecution.[95] In this case the irony was that case it proceeded based on the Nigerian criminal law in which other seafaring countries and stakeholders like the IMO could only protest and could not do much since Nigeria being a sovereignty entity no country can intervene in other's domestic affairs.[96] After more than eight months of judicial process, the seafarers were ordered by the Nigeria court to be released and deported to their respective countries like India, Poland, Sri Lanka and Pakistan. This case was a lesson where criminalisation and false charges against innocent marine community were disclosed.[97] This case reveals the vulnerability of ship carrying seafarers. They can easily be detained by any country's authorities. Likewise, seafarers' lack of awareness of legal process. With over 90 per cent lacking legal representation, 81 per cent were feeling treated unfairly, 80 per cent experiencing intimidation or threats, and 88.60 per cent unaware of their legal rights and education (Seethi 2024).[98]

Besides, the role of India has become pro-active when it comes to the safety and security of shipping vessels and seafarers. The MV Ruen, a Malta flagged merchant vessel carrying seafarers, was hijacked by the Somali pirates in December 2023 with the help of the Iranian fishing vessel.[99] The Indian Navy was doing maritime operations to protect its maritime interest. As a result, after the call the INS Kolkata it successfully intercepted Ruen on 15 March 2024 with the aid of drones that confirmed armed pirates on the ship. The measured action of the INS Kolkata resulted in the surrender of pirates and releasing of the all 17 crew members.[100] It was the successful humanitarian operation that safely evacuated the seafarers and also rescued the vessel. The use of naval force in defence of native. This proved the interest is thus seen in the light of safety and maritime security.

Likewise, Indian seafarers also face an abandonment issue. The International Transport Workers Federation (ITF) expressed concerns on the Indian seafarers as the most abandoned one.[101] Reports indicate

that as emerging supplier of seafarers Indians also have become the most abandoned seafarers with 411 Indian seafarers already been abandoned in the first six month of 2024, which is a cause of great concern.[102] The case of Sunshine 7 abandoned ship is another example, in which the vessel got stranded at Dubai anchorage along 10 Indian seafarers on board for over 20 months. Their salaries were not paid for over 18 months and several of them requested for the assistance of the ITF as well.[103] India believes that "deceitful recruiters abandoning seafarers in foreign ports", is a matter of grave concern for the industry, as seafarers get stranded especially in Iran, the UAE and Malaysia.[104]

The deceitful practices by the Indian RPSL registered companies have posed significant challenge to the Indian seafarers and their family members. The Recruitment and Placement Services License (RPSL) is an agreed mechanism and licenses are allotted to recruiting agents in India by the DGS. The Directorate General of Shipping (DGS) has also identified loopholes in the RPSL registered companies involved in malpractice and affecting the rights and well being of seafarers (DGS India 2024). Weakness in the regulatory system specially the Flags of Convenience (FOC), refers to the practice of registering a ship in a country (law is applicable as per country of registration) by ship's owners where law is less stringent and taxes are lower. That leads to exploitation of seafarers within the industry (DGS India 2024). As a result, due to the failure of shipping companies and vessels to settle wage payment and abandonment issues, the DG Shipping blacklisted the companies and vessels as noted in Table 5:

Table 5: Blacklisted Companies/vessels by the DG Shipping

S.No	Name of the Shipping Companies	Name of the Vessels
1	Shah Al Arab Marine Agency, UAE	Enjaz 1
2	Alco Shipping Services LLC, Dubai	Menjaz2 (IMO no.8500513)
3	Triton Ship Management and offshore pvt.Ltd., Navi Mumbai	Dharma
4	Navik Shipping Pvt. LtD, India	M V Azab

Continued...

5		Sharjah Moon
6		Ocean Prestige
7		Ocean Grace (IMO no-8913734)

Source: DG Shipping, Appendix 1.

The seafarers' welfare and other issues are dealt by regulations enacted by India. The Merchant Shipping Act, which was adopted in 1958, has provisions concerned with the welfare of the seafarers. Under this act, seafarer is defined as "any person who is employed or engaged or works in any capacity on board a sea going ship, which does not include any person on board ship of war or any government ship used for military purposes" (The Merchant Shipping Act 1958, 53).[105] It also prohibits person without identity document to carry any work on the ship unless they are issued authorised seafarer's identity document.[106] The role of National Welfare Board for Seafarers (NWBS) is imperative which will be set up by the Indian government in order to look after the welfare and interests of seamen in the areas, of accommodation, canteens, libraries, clubs, hospitals, educational and other facilities that is required for the well being of seafarers community.[107]

Moreover, concerns have been raised by the National Human Rights Commission (NHRC) of sexual harassment and distress with the Indian seafarers in the foreign flagged vessels that commit violation of human rights (NHRC, India Feb 2023). The Indian Ministry of External Affairs (India) has a mechanism called the Indian Community Welfare Fund (ICWF), which assists people in distress situation through emergency evacuation from conflict zones, natural disasters, etc. (MEA). The Indian seafarers can get support from the ICWF.

As seafarers industry face several challenges, given its nature. Various welfare initiatives were introduced by India to improve the well beings of seafarers which indeed benefitted not only India but also the global community as a whole. The Sagar Mey Samman is aimed to bring inclusivity, diversity, and equality by promoting employment to women in both onshore and offshore, and the Sagar Mein Yog initiative

is aimed to achieve the sense of mental and physical well-beings of seafarers, who work far from family and social connections.[108] The Sagar Mein Yog prepares Indian seafarers to deal with adverse navigational challenges and mental wellness by focusing on physical, emotional, inter-personal, breathing, emotional resilience and integrated lifestyle management (DGS India).

The Directorate General of Shipping (DGS), Ministry of Ports, Shipping and Waterways has introduced welfare measures by creating the Seamen's Provident Fund Organization (SPFO) and Seafarers Welfare Fund Society (SWFS). Both schemes function under the DGS. The SPFO is responsible for collecting the funds of seafarers from companies, manage and distribute to the concerned seafarers.[109] The work of SWFS, which was created after the recommendation of National Welfare Board of Seafarers, is to provide welfare facilities to seafarer including aged, distressed or families of seamen.[110]

Furthermore, the National Union of Seafarers of India (NUSI), which is affiliated to the ITF, is an organisation dedicated to the well being of seafarers from womb to tomb. It facilitates seafarers and their family members in difficult situation through its various schemes as mentioned in the Appendix 1. This organisation plays multifaceted roles in strengthening and well being of seafarers through awareness, well being initiatives, training, and grievance redressal and creating workforce for maritime India. It provides skill enhancement and upskilling course to seafarers at its two centres, viz. NUSI Offshore Training Institute (NOTI) and Mohamed Ebrahim Serang Centre. Likewise, for the well-being of seafarers, it is the organisation which primarily focuses on the safety and social security of seafarers (refer Appendix 1). It covers various welfare schemes for seafarers, such as skill enhancement initiatives, learning courses in English, life insurance, basic amenities, education grants for children and/or of seafarers, financial support, medical security, provide accommodation to seniors and ensures a fair and effective agreement signed between seafarers and the Indian and the foreign flag vessels (see Appendix 1).

The shipping industry has been undergoing a change in terms of technology and human resource. The future lies in the green shipping. The upskilling and reskilling of Indian seafarers in this changing environment is potentially a challenge to compete with other seafaring countries. The Philippines has focused on it. Each ship is different from cargo to gas vessel, fueled by diesel and LNG (Liquefied Natural Gas) engine. It has moved to adopt biofuel and Amonia based fuel, a renewable resource, to generate electricity and powering of ships. Indian seafarers are needed to adapt it and are accordingly also skilled by completing courses on safety related measures as underlined in the Appendix 1.

Conclusion and Way Forward

Seafarer is an important part of global shipping industry. As long as oceans exist, the trade and commerce will keep flowing and connecting economies around the world, which cannot be done without the assistance of this vulnerable class in the shipping industry, the seafarers. Therefore, seafarers can be called as the maritime assets that are running and integrating economies around the world. This group, which works hard in transporting goods against deadlines, has evolved as a game changer in the shipping industry. Therefore, the well-being of seafarers is equivalent to the wellbeing of the maritime ecosystem. Experts have looked and examined the issues with respect to the community from different perspectives and addressed specific challenges that encountered in their journey. Is this new normal for them? This needs to be changed by the international community and seafarers should given a space to conduct their functions without any sorts of disturbances, explicitly or implicitly. Besides, seafarering in the developing countries has emerged as a major sector, which has economic and business potentials. On the other hand, the rapid decline of developed countries stake in the seafarers is also an opportunity for young population in the developing countries.

What factors led in the growth of seafaring industry in the developing countries, such as the Philippines, China, India and others? They are distinct cases. How and why Pilipino seafarers witnessed a transformative

growth in their seafaring workforce in the world? What is the lesson for other countries? As discussed, the Philippines is the classic case of exporting seafarers. Filipinos are known for quality training, maritime education, deep rooted marine culture and protection mechanisms. India is consistently evolving in the growth of seafarers and it may emerge as a major seafarers exporting nation through improved training and quality education.

The definition of seafarers includes the people travelling by using vessels and transporting goods via seas. Some exclude the soldiers working on the war ship. The contested nature of this group differentiates and recognises who is and who is not seafarer. As the globalisation and liberalisation process unfolded, the world witnessed the growth and demand of seafarers. The relevance of seafarer has been recognised by all as an asset and also a liability. It is an asset for the well being and smooth transportation of goods across continents, and a liability for international society to take care of their well-being without discrimination. With the advancement of technology and Industry 4.0 the number of crews working on the board of the ship has come down drastically. Although they cannot replace the mind of human beings to deal with any potential challenges emanating from sea, seafarers are the locomotive to the maritime economy.

In spite of this, they have been facing several challenges in their journey, which did not stop them to carry forward and achieve their tasks assigned. Piracy and environmental disasters have emerged as major security threats. Likewise, there are issues related to the working and living challenges, such as awareness, recruitment, training, adaptability, social inclusion on board, and other wellbeing measures that are required including insurance, medical help, shore leave, etc. During the COVID-19, seafarers were most affected as countries restricted their lands for foreign nationals. In this social isolation, they require social support, irrespective of any discriminatory behaviours like harassment and detention which shall lead to strengthen and maintain institutional integrity. Creating a respectful atmosphere on ship is the basic need since people from different nationalities work on the same vessel.

India's initiative of Sagar Mein Yog and Sagar Mein Samman could be game changer for making maritime industry more inclusive with female participation and ensuring well beings of seafarers through Yoga. India has been working at the onset on the principle and philosophy of Vasudhaiva Kutumbhakam and Oneness. Practicing these could transform the whole seafarers industry in the world.

The case of the Philippines and India demonstrate how their industries are evolving as largest seafaring exporters. The former has achieved it, as an archipelago state, by providing maritime education, training and skills and building a culture of support through government agencies (MARINA and POEA) as Filipino seafarers contribute to the national GDP and economic growth. India has also taken a lead in the last couple of decades and achieved a status of third largest seafarer industry. Both have adopted welfare measures to protect their seafarers and several efforts been made at the international organization level, particularly by the International Maritime Organization and ILO - led Maritime Labour Convention. These efforts, as underscored in this study, have transformed the previously unorganized and undisciplined industry into a single document that regulates the affairs of seafarers in the world. The IMO has set the standard through building normative guidelines of identity regime buildings for seafarers and others. Also, the ILO's role cannot be ignored which at the onset has worked for labourers across the world including the seafarers.

The 2006 Maritime Labour Convention of ILO was a historic attempt to write constitution for the seafarers' welfare and protection, which covers living and working related issues of this community. Among all, there shall be legally binding protection mechanism for seafarers which would prevent countries, both members of IMO and non-members, to detain and suppress them without arbitrations, directly or indirectly as seen in the case of Heroic Idun arrest. India needs to do more to strengthen its ties with the IMO. Recent trends have shown, as seen during the Red Sea conflict and the Ukraine crisis, along with the seafarers' protection measures the safety and security of sea lanes of communication need to be protected which is explicitly linked with the security of seafarers

as a whole. For them, dealing with pirates has been challenging. Well equipped training should be provided to the seafarers.

For policy makers, it is recommended to integrate all the stakeholders concerned with seafarers to address all issues related to seafarers,, directly or indirectly, such as seafaring state, shipping owner, flag and port states, insurance companies, NGOs etc. The interconnectedness of seafarers issues require better mechanism, initiatives and welfare bodies. It is the responsibility of each entity to take care of seafarers' affairs in the maritime ecosystem and cooperate with other mechanisms. Through their integration, it will minimise the cost and enhance the mechanism to deal with the issues facing by seafarers and strengthen the well being of this community. Although several stakeholders have worked for them, however, their disconnection or disengagement on their issues have been delaying the effectiveness of seafarers' welfare. Moreover, for the co-existence of different nationalities of seafarers on board ship, it is imperative to provide them on training how to live together in spite of the differences in nationalities. Developing cooperative culture among fellow seafarers could be a transformational in the sense that would minimize the violence and inter-nationality differences.

In the maritime ecosystem, seafarers engage in various activities, including personal and shipping safety and meeting deadlines of transportation and at the same time they also face challenges as mentioned above. The protection and well being of seafarers need to be enhanced by providing all the measures that are required, such as internet connectivity, air conditioning, a friendly and win-win cooperation atmosphere, etc. To retain seafarers, it is required on the part of stakeholders to work to meet their needs and demands as per time and space. Looking beyond boundaries, all stakeholders are required to collaborate together to work for the welfare and protection of seafarers in order to build a shared prosperity.

After examining the seafarers' industry in the world and lacunas that have been seen in the international organizational approach, there is a need to employ a new approach in conducting seafarers' affairs. The traditional approach is required to be updated as per changing world

with technology centric and human relation approach. This will speed up the complaints redressal mechanism and strengthen regime building in identification and certification, which could be a cornerstone to fight against terrorism and unpredictable incidents take place at sea. Human relation approach stresses on building a society wherein its constitute units or people help and understand each other. Likewise, as part of the seafarers' training, there has to be an awareness effort on adaptation strategies both in the sea and society. After service seafarers face psychological fatigue to live in the society, to mitigate this issue a social support mechanism needs to be strengthen and monitored these groups and work on to prevent suicides among seafarers.

Need of A New Approach

Given the above diagnosis of seafarers' concerns and mitigation, a new approach shall be employed which is pro-active, upgraded and provides emphasis on following areas:

- Skill enhancement is needed among seafarers in changing technological advancement and industry 4.0 that focus on automation engineering and heading towards green shipping. Reskilled and upskilled workforce could be a major influential variable to shape shipping industry in the future. The countries that upgrade will determine the rules of the game rather building shipping fleets alone.

- Traditionally it has been underscored that training module of seafarers had focused more on theory and physical training than mental wellbeing in their course. There has to be fresh course that may provide practical training on how to live in an isolated and distanced ship in the open ocean. This has to be consistently monitored and improved. There are various international and national NGOs that have been working to deal with seafarers' mental well being. NUSI in India through various initiatives, such as NUSI Sahara has been providing counselling to seafarers, their family members with a solution-oriented approach through training.

- Conflicts on board of a ship among seafarers and officers are not good sign for institutional productivity and performances. A conflict

resolution approach to settle their minor to major differences is most important for this industry. Captain plays rather a watch keeper's role to maintain peace and friendly atmosphere on board a ship. This era is different than one, which was decades ago dominated by a few, and is becoming inclusive in theory and practice.

- Defending maritime shipping fleet is an important concern for emerging economies entering into ship building. China's and India's defense of their interests in maritime industry are classic examples. The latter needs to do more holistically. India needs to focus on both mushrooming up shipping fleets and change the image of seafarers' job from being vulnerable to being secure by bridging the recruitment gaps in both urban and rural areas as career choice.

- Merchant shipping is heading towards automation and unmanned vehicles. There is a need of private players especially Indian elites to join in the building up of merchant shipping fleets and developing coastal shipping community. Seafarers are required to track the ships and familiar with new technologies.

- The autonomous bodies and companies registered under the RPSL for placement of seafarers in foreign flagged vessels are required to be brought under the umbrella of law as several allegations are found that these companies indulge in bribery, non-payment of wages and carry a lot of criminal liabilities, etc. They forget their actions are subject to also come under legal review and can lead to punishment by concerned government authorities.

- As very few women are part of the merchant shipping, there is a need to enhance awareness campaign to encourage women to join merchant shipping and provide them special safeguards while on board a ship. Efforts need to be made to change the image of shipping industry as more supportive, caring and accommodative irrespective of any factors like gender or other.

- Shipping industry has changed and is changing over years and therefore workforces (seafarers) are required to adopt new skills to navigate it. The alternative fuel energies, such as Methanol and

Ammonia fueled ships could shape industry into green shipping as mentioned in the Appendix One and study also in the study done by Nichla Jones (2022) and Paul Herbert (2023).

International Maritime Organization (IMO) has to be given more power in terms of enforcement and legal to protect the interests of seafarers rather providing guidelines to member states only, which has its own relevance to govern behaviors of entities.

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Appendix 1

Date: 5/8/2024

Place: Directorate General of Shipping, Mumbai

Meeting with the officials, such as Capt Manish Kumar, Meitrya (legal desk), Nishant (Grievance desk), Capt Daniel

Key Outcomes:

1. Provided documents on seafarers' data; a guide to seafarers' rights and regulations; sagar mey samman and sagar mein yog; black listed RPSL companies and vessels.

2. DGS, Blacklisted Shipping companies and ships violated the provision of Merchant Shipping Act, 1958, Merchant Shipping (Maritime Labour) rules 2016 with regards to non-payment of seafarers wage, abandonment by owners, etc.

Blacklisted Companies/Vessels

S.No	Name of the Shipping Companies	Name of the Vessels
1	Shah Al Arab Marine Agency, UAE	Enjaz 1
2	Alco Shipping Services LLC, Dubai	Menjaz2 (IMO no.8500513)
3	Triton Ship Management and offshore pvt.Ltd., Navi Mumbai	Dharma
4	Navik Shipping Pvt. LtD, India	M V Azab
5		Sharjah Moon
6		Ocean Prestige
7		Ocean Grace (IMO no-8913734)

3. Major challenges: disability, deaths, psychological, accidents, bribery, fraud recruitment, lack of criminal liability to RPSL registered companies in India; abandonment

4. Process of registering complains by seafarers: by using the Indian National Database of Seafarer (INDOS) number; written complaints

to seamen's employment agency and govt shipping office; directly to the DG Shipping via mail or write up

5. Rights of seafarers as mentioned under MLC

6. Issue advisories time to time available on website related to issues of seafarers: to fight against deceitful practices of Indian RPSL companies and on Indian seafarers deployment in crisis hit areas, mental well beings

7. For well being of seafarers: contact points for seafarer grievances for help available on DG front web page; provident fund facility

Date: 5/8/2024

Place: National Union of Seafarers of India (NUSI), Ballard Estate, Mumbai

Meeting with the NUSI Officials, namely, Vice President (Louis Gomes), Sunil Nair, Suresh Solanki, etc.

Key outcomes:

1. Overview of emerging role of India as a maritime nation with special reference to the shipping sector, which is comparative low and potentially presents opportunity for India to work as seafaring nation

2. Objectives of NUSI: awareness, well beings, training, grievance redressal of seafarers and creating workforces

3. Indian seafarers choosing foreign flagged ships instead of Indian for several reasons, such as finance, culture and so on.

4. Focuses on training and skill enhancement programs as per the DG and the IMO (STCW) guidelines

5. Entities integrated via IMO

6. It runs institutes for training and special 6 month course on seafarers training (Goa, etc)

7. Provides catering course and prepare for other departments in the ratings

8. Challenges: risk prone job, offshore (oil and gas) exploration booming and its positive impact on merchant shipping operations increased also seafarers; abandoned issue of different types and post-abandonment process; transparency issues in the industry; adaptation to new technologies; corruption; conflict among and between ratings and officers over over works, pressure and respect problems;

9. Automation ship industry evolving needs to be managed by humans

10. Shipping industry is a dynamic one, which is changing everyday

11. Need to be focus on : skill enhancement; increasing training berths by encouraging more people; mental well being; people in the landlocked region needs to be encouraged; from training till employment there has to be constant monitoring and auditing of seafarers; no alcohol policy; shore leave needs to be given; social activity for bring all together

12. India among others at good position as seafaring nation, even during wars in Europe and Middle East

13. Provided documents, such as 2022 New Training initiatives for seafarers and the NUSI Sagarika

2022 New Training Initiatives for Seafarers

S. no	Course Title	Course Details	Offered At
1	Pump man's skill Enhancement training	Covers the entire spectrum of a pump man's role onboard tankers and associated skills, including the various workshop skills Duration: 10 days/70 hrs	NUSI Offshore Training Institute (NOTI)

Continued...

2	Deck Ratings skills Training	Covers the entire spectrum of a deck rating's role onboard ships and associated skills, including various deck skill, steering, crane operations, painting, carpentry, safety, environment protection, etc. Duration: 5.5 days/38hrs	NOTI and Mohamed Ebrahim Serang Centre
3	Engine ratings skills Training	Course covers an engine rating's role onboard ships and associated skills, including the various engine room activities, safety, environment protection, workshop skills like welding and lathe operations Duration: 5.5 days/38hrs	NOTI, Mohamed Ebrahim Serang Centre
4	Lathe and Welding skills Training	A focused practical program meant for enhancement of a fitter's skills in welding, gas cutting, lathe operations, etc Duration: 6 days/42 hrs	NOTI, Mohamed Ebrahim Serang Centre
5	Rating skill enhancement Program	A comprehensive program for upskilling a newly trained GP rating to make him ready for performance on board ships. Duration: 6 days/42 hrs	NOTI, Mohamed Ebrahim Serang Centre

Followings are welfare initiatives taken up by the NUSI for Indian seafarers:

Name of Welfare Initiative (including Training)	Purpose
NUSI Saksham	Skill enhancement initiatives for seafarers for better career prospects
NUSI Suraksha Kavach	Life insurance for seafarers
NUSI Samvad	Free wifi for seafarers in hostel
NUSI Subsidy scheme	Food subsidy in hostel
NUSI Shiksha abhiyan	Education grant for children of seafarers
NUSI Stri sikhsha abhiyan	Education grant for wives of seafarers
NUSI Stri Shakti Support	Financial support to women ratings
NUSI Suvidya	Financial support for professional courses
NUSI Swaasth Sahyog	Medical care for seafarers and their families
NUSI Sahara	A Counseling initiative for all ranks of seafarers
NUSI Skill support	Financial assistance to NUSI members for STCW and skill courses
All NUSI agreements	Indian and foreign flag vessels included social benefits
Maritime English Made Easy	Online learning program
NUSI Senior Seafarers	Provide home for seafarers at Lonavala

Date: 6/8/2024

Place: Indian Maritime University, Navi Mumbai Campus

Meeting people: Capt Kishore; Capt John; Capt A K Majumdar; Capt Shah, Capt Sinha etc.

Key outcomes:

1. The Philipino seafarer and a change in their approach since 1990s and its impact on Indian seafarers went down

2. The role of Philipino govt to boost up the seafaring industry from less disciplined, English issue, alcoholic, loans and less tempered to a major seafaring nation with reputation

3. Role of philipino seafarers in the growth of national economy and development

4. Decreasing role of unions in Manila, earlier strikes for working hours, wages, etc.

5. Issues with the Indian seafarers: commitment, union etc. However, Manila not allowed unions to protest

6. The role of seafarers in the developed countries increased after the reconstruction of economies in the Europe after WWII

7. Loopholes in the RPSL

8. Relation between ratings and officers: informed, obey order, different place, etc. Conflict arises because of cultural difference. The Philippines seafarers get offended easily and make no eye contact.

9. Shipping is a multicultural and multi racial industries

10. The demand of seafarers working on ship has come down because of technologies

11. How to achieve the targets of 20 percent Indian seafarers in the industry: need quality people, ships are advanced, caliber needs to be encouraged and ships are complex such as Amonia fuels shipping for green future

12. In wars, like Russia-Ukraine, treatment to seafarers: boycotted Russian seafarers, retention become issues after seeing war like situations.

13. Impact of 9/11 terror attack on seafarers which restrict entries. Before this attack, seafarers can go to shore or port and shore leave was lenient.

14. The role of China and its increasing maritime fleets through infrastructure building to defend its shipping interest and its economy on which it is dependable

15. Future: require awareness as there is ample scope in this industry, help to bring forex to country

16. Importance of industry: source of trade, civilians cannot be attacked,

17. Weakness of IMO need to be increased by giving more powers

18. Difference between the foreign flagged ship and the Indian ship

Foreign flagged ship	Indian flagged ship
More facilities	Less Facilities
Given NRI Status	No
Harmonious professional culture	No Professional culture mixed with personal
Less personal conflict	More conflicts between ratings and officers
Tax benefits	Taxing income

19. Challenges for Indian seafarers: cheap labours than Indian seafarers provided by other countries such as Myanmar and others

20. The relation between ratings and officers are mixed both positive and pessimistic.

21. Other challenges: loneliness, fatigue, contractual obligation, post-Covid effects on shore leave

22. Importance of shore leave: gives relief from board rooms and vessel, freshen minds and link with society

23. Future challenges: Skilling, reskilling and upskilling: training needs to be provided as per ship requirement as each ship is different, ship specific, one set of skills not enough need multiple skills people; building infrastructure like port based connectivity with trains and roads;

24. Suggestions: grivenance redressal notal officer required in every govt university where they are trained; counseling to be provided to new cadets till they become officer

Date: 7/8/2024 and 8/8/2024

Place: Indian Maritime University, Chennai Campus

Meeting people: Rear Admiral Amit Bose, Chennai Campus Director, Dr Godhantaraman (Academic Consultant), Sini Manchala, R Saravanan, Capt S Viswanathan, Associate Prof

Key outcomes:

1. Overview of courses: diploma (one year), degrees (three years) and B Tech (four years), first two are prepared for decks seafares except management degrees; role of deck to control the ships, loading and unloading and voyage planning whereas E-deck focuses on internal safety and stability of ship

2. Curriculum stresses on developing soft skills, communication, building leadership and attitude

3. Provided syllabus of courses being taught

4. Upskill or reskilling are needed when the nature of ship changes from cargo to gas vessel, from diesel to LNG engine and to biofuel to Amonia. As per the requirement of ship, seafarers are required to complete certain course on safety related.

5. Uniqueness of Indian seafarers: English speaking, good in documentation and family attachment

6. Offshore challenges: nature/weather condition/winds/ visibility issue, manpower management and keep engagement seafarers through social activity for mental wellness such as dinner together etc.

7. Future: the future lies in adopting technology, unmanned vehicles and automation ships, people have to be expose to technology and train them; why coastal shipping not developing?; India has less ship owners, veseels controlled by European and Chinese; Why Indian elites not engaging in owning shipping industries; Advantage of owning ships will bring forex in India

8. Need to invite private players and industries to participate in building fleets to become part of India's growth story

9. Basic facilities provided to seafarers: TV, gym, reading room, mess, etc.

10. Recognize that seafarers issues are not being addressed by academics, etc.

11. Role of private institutes as they own shipping vessels, so become easy to place seafarers on vessels, etc.

12. In Sagar Me Samman, including the LGBT community could be thought

13. Impact of maritime disasters on psychology of seafarers

14. Role of captain in building culture on vessel by organizing activities to talk and play together as team member for well being of seafarers

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