



WELFARE OF SEAFARERS ON BOARD OIL TANKERS

by

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A DISSERTATION REPORT SUBMITTED IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS FOR

Executive MBA, Port and Shipping Management

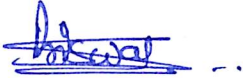
**UNIVERSITY OF PETROLEUM & ENERGY STUDIES,
INDIA**

CENTRE FOR CONTINUING EDUCATION, DEHRADUN

Acknowledgement

This is to acknowledge with thanks the help, guidance and support that I have received during the Dissertation.

I have no words to express a deep sense of gratitude to the management of "Fleet Management India Private Limited" for giving me an opportunity to pursue my Dissertation, and in particular Captain DilipNarsian, for his able guidance and support.



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Date : 29th March 2016

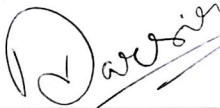
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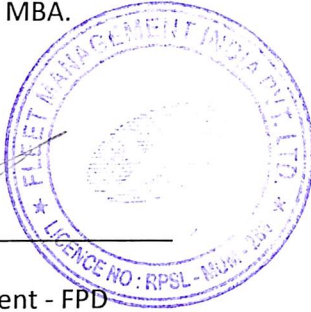


Declaration by the Guide

This is to certify that Capt. Samrat Biswas, a student of Executive MBA (Port and Shipping Management), Roll No/SAP ID: 500020770 of UPES has successfully completed this dissertation report on “ Welfare Of Seafarers On Board Oil Tankers ” under my supervision.

Further, I certify that the work is based on the investigation made, data being collected and analysed by him and it has not been submitted in any other University or Institution for award of any degree. In my opinion it is fully adequate, in scope and utility, as a dissertation towards partial fulfilment for the award of degree of Executive MBA.





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Abstract

Transportation of oil makes up a huge chunk of the shipping business. While transporting oil, seafarers expect that the shipping industry will be secure, act in an environmentally responsible manner, and also have a zero tolerant policy towards pollution, accidents and other incidents including unsafe and unhealthy working conditions. The current study intends to analyze the current position of Marine officers on board tankers and the steps that can be taken to allow them to work in a stress-free environment thereby enhancing their productivity. While statutory guidelines are few, companies have their own methods to make life easier for their Officers on board tankers.

Working on ship is not easy. It is difficult to work away from family and social interaction with limited facilities for recreation. Seafarers always work in a stressful environment. Also, the access to entertainment is restricted in terms of movies, books and other recreational aspects. Also, it is not easy to get access to shore leave in every port which makes life even more difficult. Some ports are high security ports where phone calls are also not allowed. Additionally the limited time for loading or discharging results in limited or no sleep for few officers.

The current study intends to analyze the issues that cause problems for the officers and hampers their productivity. The current study would chiefly depend on primary data. This primary data will be collected via questionnaires. The current study is limited to India alone.


The current study would prove to be immensely useful to identify the issues that are plaguing the Officers employed in the Marine Industry – Oil Tankers to be very specific. The research would be helpful to companies to try and identify their issues that are bothering their officers.

Chapter 1: Introduction

1.1 Overview: The concept of welfare

Employee welfare refers to the phrase that encompasses different facilities, advantages and services given by the employers to the employees. Welfare measures could be monetary in terms of wages or remuneration; they could also be non-monetary such as allowances, transportation, housing, medical coverage and food. It is crucial to note that employee welfare also encompasses decent working settings, ensuing harmony amongst the workers and looking after employees and their families in ways more than one. As a business, there are several advantages/benefits that one has to provide to guarantee the welfare of the employees. This may also result in a rise in the business outlays which may have an adverse impact on the ultimate profits; however, ensuing employee welfare, in the long-term has several indirect and direct advantages. Additionally, in almost all nations, an owner is legally bound to provide some advantages for welfare of the employees. This could be in terms of limited working hours, fixed holidays, or even paying a specific amount as tax towards different employee welfare funds.

The idea of crew welfare is based on the idea of employee health and welfare of the place of work (Huselid, 1995; Wright and Bonnett, 1997; Spector, 1997; Wright & Cropanzano, 2000; Harter *et al.*, 2002). According to the American Heritage Dictionary of the English Language (2009), welfare includes (a) well-being, happiness and good fortune; health and prosperity and (b) monetary or other help given, particularly by the government, for individuals who need it and corporate welfare. According to Tehrani *et al.* (2007), well-being at the place of



work indicates the enhancement of bio-psycho-social level of every employee which includes the physical, mental and social well-being.

Welfare according to Keyes et al. (2000) refers to the perspective of the personnel related to life quality and the psychological level at the workplace. In particular, this idea includes different strategies, advantages and services that intend to provide a better life and health at the place of work resulting in contented and productive employees. According to Harter et al. (2002), the place of work is a crucial element in the life of an individual which impacts his general mental and physical health. Thus, the welfare of an employee is crucial for every firm as the welfare may influence the conduct and productivity of the firm (Tehrani *et al.*, 2007; Rasulzada, 2007).

If the shipping sector is considered, one needs to consider both on-board and ashore welfare of the services. However, researches based on the current theme are limited. The present study aims to identify the issues that cause problems for the Seafarers and hamper their productivity. The current study intends to offer a basis to comprehend and evaluate crew welfare.

1.2 Background

Many people agree that considering the international character of the shipping sector seafarers require protection especially when it is discussed their welfare and contentment studies conducted time and again have proved that a contented employee is dedicated and also enhances the productivity of the organisation. Again the character of the shipping sector is such that they are exempted from the national norms pertaining to labour and welfare that is the Maritime Labour Convention, 2006 (MLC), also popularly known to be the Seafarers' Bill of Rights. This in turn depends on sixty-eight present maritime labour norms and suggestions in addition to the overall basic principles that aim to guarantee respectable working and living settings for those working on board ships. This is the sole norm in international maritime law that takes account the need of welfare of seafarers especially when they are on board the ship.

1.3 Purpose of the Study

The current study intends to analyze the issues that cause problems for the officers and hampers their productivity.

Chapter 2: Literature Review

2.1 Introduction

The welfare of a seafarer essentially signifies the welfare of a seafarer both on-board the ship and on shore. It also includes offering a good living and a decent working environment and allows the presence of safe working practices, lowered injuries, superior safety results, employee contentment and finally, employee retention.

The competitiveness present in the marketplace, endorses the need for the execution of HR customs. Since, the shipping sector is extremely competitive, the human aspect is regarded to be extremely crucial for institutional competitiveness, performance and excellence in the market. The style of working in the shipping sector is different, as the living and working conditions are merged with the ship as it is both the working and living environment for the seafarer (Carter, 2005). Additionally, Progoulakiet *al.* (2006) and Kahveci (2007) mention that seafarers have a distinct employment group as seafarers live in prolonged isolation and have access to restricted facilities. It is likely that there may be a problematic living and work setting for seafarers that is why firms need to take additional interest in enhancing the living and working settings of seafarers (Thomas *et al.*, 2003; Sampson, 2008). All firms prove their dedication to the workforce by having practices that guarantee the contentment and welfare of their employees (Gould- Williams & Davis, 2005). It is a known fact that practices adopted by firms have a direct impact on the contentment and welfare of seafarers; the question is how these practices can be used to enhance the living and work settings of the seafarer. In shipping firms, on account of the varied and distinct

work manner, there exist several unwritten norms of exchange and adjustments depending on financial, social and psychological needs. The rules pertaining to reciprocity and the advantages apparent from this association are responsible for the employees' welfare and dedication as a result of the apparent advantages provided by the firm (Coyle- Shapino & Shore, 2007). The employees' inputs are guaranteed while organizational commitment to their employees gives value to their outcomes (Huselid, 1995; Gould- Williams, 2007). It is this social exchange association that is responsible for the seafarers' welfare which results in contentment, drive and loyalty to the firm (Gould- Williams & Davies, 2005).

2.2 Welfare in the shipping industry

In the shipping context, welfare indicates varied things; it includes (a) well-being and health of the seafarer, the degree of job contentment and the welfare of the family of the seafarer; (b) The welfare of the seafarer when he is on-board the ship or while stationed at the port, health and welfare of the crew and (c) The welfare of the society in general. The welfare of the society overall is linked to the idea of corporate social responsibility and the welfare of the societies is influenced by the working of the shipping sector. According to Beardwell & Claydon (2010), investing in the workforce quality can result in comparative benefits for a shipping firm which also leads to a proper mix of well-planned practices.

The focus of the current paper is on the welfare of the seafarers in context to leisure activities on-board which they are entitled too including the shore leave wherever applicable, the number of working hours and the like. The welfare of the individual seafarer is something that impacts the entire shipping sector as a discontented seafarer is responsible for a dip in the productivity and also results in

issues on-board the ships. The shipping industry today is grappling with the issue of finding and retaining quality seafarers as the welfare of the seafarers impacts their choice to stay or leave the shipping sector. The majority of the global maritime norms have either none or limited norms pertaining to the crew welfare on-board ships. Crew welfare, especially in tankers is a major issue which is bound to lead to several issues in times to come.

In the shipping sector, it is the SOLAS or the MLC that provides varied conventions pertaining to the welfare of the seafarers. For instance, the International Convention on Standards of Seafarers' Training, Certification and Watchkeeping (STCW) (IMO, 2010) Amendments highlight the significance of mitigating crew fatigue, thereby enhancing the welfare of seafarers. It is evident that crew welfare is usually neglected under maritime norms. The sole exception is the Seafarers' Welfare Convention No. 163 (ILO, 1987), which has been ratified by only 17 ILO Member States. This Convention has been consolidated to MLC (ILO, 2006); it was this that accorded significance to crew welfare.

MLC, in its preamble admits that seafarers are entitled to health protection, welfare processes and six other measures of being protected at the social level. In fact, seafarers have the right to enjoy facilities available at shore and services to ensure their well-being and welfare according to regulation 4.4. MLC also mentions that the ILO Member states are responsible to guarantee that all the seafarers notwithstanding their nationality, caste, creed, race or sex; furthermore, regardless of the flag State of the ship on which they work or are part of they must be provided unhindered access to all the welfare services the territory they visit has. It also states the onus is on the Member States' to endorse the creation of welfare services in suitable ports across nations. Additionally, MLC also stipulates the cooperation of Member States in supporting the welfare of seafarers

at sea and in port. According to the Guideline B4.4.2 paragraph 2 (ILO, 2006: 68) it is mentioned that welfare services should be given by the Member States, by the public authorities, and/or the ship-owners and seafarers' institutions concerned and/or voluntary institutions. Also, one needs to be aware that seafarers are facing restrictions on shore leave (ITF, 2005), which in few instances can result to a limited use of shore-based welfare facilities. Thus, the Maritime Labour Convention (MLC) emphasizes on the need for seafarers to easily utilise shore-based welfare facilities and services for all seafarers so as to evade issues and to guarantee the seafarers' health and welfare (ILO, 2006). Thus, backing a healthier and happier work setting for seafarers improves the health and welfare of the seafarers' on-board.

Having knowledge related to the International Labour Organisation (ILO) requirements and rules in context to the psychosocial requirements and welfare of the seafarers', the focus of the MLC is on the requirement of few on-board and shore welfare services for them, their total approval and execution by the firms. Specifically, the guideline B4.4.1 paragraph 3, outlines that Member States need to implement processes planned to accelerate the free exchange between ships, central supply vendors and welfare institutions of welfare supplies including films, books, newspapers and sports gear in both on-board the ships and also in welfare centres on different ports (ILO, 2006: 68). Furthermore, as per Guideline B4.4.2 the most crucial directive is that the crucial welfare and recreational services need to be set in place in ports and includes meeting and recreational rooms, sports services, outdoor services and sport competitions; there also is a need to implement educational services and wherever suitable facilities to follow religious norms and centres for personal counselling (ILO, 2006: 68).

2.3 Maritime Labour Convention (MLC) - 2006

2.3.1 Introduction

The Maritime Labour Convention (MLC) is refers to an International Labour Organization convention set up in 2006. It is regarded to be the fourth pillar of international maritime law and includes the up-to-date benchmarks of extant international labor rules and suggestions in addition to the fundamental principles present in other global labor conventions. SOLAS, STWC and MARPOL are the other pillars for the same. The agreements are valid for all the ships entering the ports of those nations who have signed the treaty (port states), in addition to all states flying the flag of state party (flag states, as of 2013: 50 per cent).

The maritime community executed this convention on 20 August 2013; it comprises of 30 approvals of countries representing over 33 per cent of the global gross tonnage of ships.

In context of welfare, the subsequent points are essential according to the MLC 2006.

2.3.2 Regulation 2.3 – Hours of work and hours of rest

Aim: To guarantee that seafarers have controlled hours of work or hours of rest

1. Every Member shall guarantee that the hours of work or hours of rest for seafarers are standardized.

2. Each Member shall set up maximum hours of work or minimum hours of rest over given periods that are according to the with the obligations in the Code.

2.3.2.1 Standard A2.3 – Hours of work and hours of rest

1 For the idea of this Standard, the phrase:

Provisions of employment

(a) Hours of work indicate the time during which seafarers are needed to work on account of the ship;

(b) Hours of rest indicate time outside hours of work; this phrase excludes the short breaks.

2. Each Member shall within the restrictions stated in the paragraphs 5 to 8 of this benchmark fix either a maximum number of hours of work which shall not be exceeded in a given time frame, or a minimum number of hours of rest which need to be given in a specific time frame.

3. Each Member recognises that the usual working hours' criteria for seafarers, similar to other workers, shall rely on an eight-hour day with rest for one day every week and rest also on public holidays. On the other hand, this shall not stop the Member from having processes to approve or record a collective agreement which ascertains the seafarers' normal working hours on a basis that is equivalent to this benchmark.

4. In ascertaining the national benchmarks, every Member shall consider the risk presented by the tiredness of the seafarers, particularly those whose duties comprise of navigational safety and the dependable and cautious functioning of the ship.

5. The restrictions on hours of work or rest are enumerated subsequently:

(a) Optimal hours of work shall not be surpassed:

(i) 14 hours in one day; and

(ii) 72 hours in a week;

Or

(b) Minimum hours of rest shall at least be:

(i) ten hours in a day; and

(ii) 77 hours in any a week;

6. Hours of rest may be segregated maximum into two periods, one of which shall be minimum of six hours, and the difference amongst subsequent periods of rest shall not surpass 14 hours.

7. Musters, fire-fighting and lifeboat drills, and drills advocated by national laws and norms and by global instruments, shall be undertaken in a way that mitigates the interruption of rest periods and does not lead to tiredness.

8. When a seafarer is on call, for instance, when a machinery space is unattended, the seafarer shall have suitable compensatory rest period if the normal period of rest is interrupted by call-outs to work.

9. If no collective agreement or arbitration award is present or if the competent authority ascertains that the benchmarks in the agreement or award in context to paragraph 7 or 8 of this benchmark are insufficient the competent authority shall ascertain such criteria to guarantee the seafarers in question have adequate rest.

10. Every member needs to post, in an easily accessible place, a table with the shipboard working arrangements, which shall include for every position:

(a) The schedule of service at sea and service in port; and

(b) The maximum hours of work or the minimum hours of rest needed by national norms or rules or applicable collective agreements.

11. The table discussed in paragraph 10 of this benchmark shall be set in a uniform manner which could be the working parlance or parlances of the ship in addition to being written in English.

12. Every Member shall need that the records of seafarers' daily hours of work or of their daily hours of rest be maintained to permit the observation according to the paragraphs 5 to 11 included in this benchmark. The records need to be in a consistent format decided by the knowledgeable authority after paying attention to any directives provided by the International Labour Organization or shall be in any consistent format prepared by the firm. They shall be maintained in the languages as stated in the paragraph 11 of this benchmark.

The seafarers shall obtain a copy of the records related to them which shall be certified by the master, or a person appointed by the master, and by the seafarers.

2.3.3 Guideline B2.3 – Hours of work and hours of rest

2.3.3.1 Regulation 2.4 – Entitlement to leave

Aim: To guarantee that seafarers have sufficient leave

1. Every Member needs to ensure that the seafarers working on ships that fly its flag are given paid yearly leave under suitable conditions, as per the criteria in the Code.
2. Seafarers shall be accorded shore leave to ensure their health and well-being and with the functional needs of their positions.

2.3.3.2 Standard A2.4 – Entitlement to leave

1. Every Member shall approve norms and rules ascertaining the minimum criteria for yearly leave for seafarers employed on ships that fly its flag, carefully considering the distinct requirements of seafarers in context to such leave.
2. Conditional on any collective agreement or norms or rules ensuring a suitable technique to calculate the leave after paying heed to the distinct requirements of seafarers in this context, the yearly leave with pay entitlement shall be measured on the basis of a minimum of 2.5 calendar days per month of employment. The way in which the length of service is measured shall be ascertained by the competent authority or by employing suitable techniques in every nation. The annual leave shall not include validated absences from work.
3. Any agreement to decline the minimum annual leave with pay recommended in this benchmark, with the exceptions, given by the competent authority, shall be disallowed.

2.3.4 Guideline B2.4 – Entitlement to leave

2.3.4.1 Guideline B2.4.1 – Calculation of entitlement

1. As per the criteria ascertained by the suitable authority or by the suitable methods in every nation, service off-articles need to be calculated as part of the period of service.

2. As per the criteria ascertained by the suitable authority or under the suitable collective agreement, absence from work to be part of an official maritime vocational training course or for such causes which include sickness or injury or for maternity need to be calculated as part of the period of service.

3. The degree of pay during yearly leave should be at the seafarer's usual level of salary recommended for by the national norms or rules as per the applicable seafarers' employment agreement. For seafarers recruited for periods less than one year or in the event of termination of the employment association, leave provided needs to be calculated on a pro-rata basis.

4. The subsequent need not be enumerated as an element of the yearly leave with pay:

(a) Public and customary holidays acknowledge by the flag State, whether or not they fall during the yearly leave with pay;

(b) Periods of inability for work due to sickness or injury or from maternity, under settings as ascertained by the competent authority or by the suitable method in every nation;

(c) Temporary shore leave given to a seafarer while under an employment agreement; and

(d) Compensatory leave of any type under scenarios as ascertained by the competent authority or through the suitable method in every nation.

2.3.5 Accommodation, Recreational Facilities, Food and Catering

2.3.5.1 Regulation 3.1 – Accommodation and recreational facilities

Aim: To guarantee that seafarers have proper accommodation and recreational services on- board

1. Every Member shall guarantee that ships that fly its flag offer and maintain proper accommodations and recreational services for seafarers working or living on-board, or both, uniform with endorsing the seafarers' health and well-being.

2.3.5.2 Standard A3.1 – Accommodation and recreational facilities

1. Every Member shall support norms and rules needed for ships that fly its flag:
- (a) Fulfil minimum criteria to guarantee that any accommodation for seafarers, working or living on-board, or both, is safe, decent and following the pertinent criteria of this benchmark; and
 - (b) Are checked to guarantee to ensure initial and on-going fulfilment with those criteria.
2. In creating and employing the norms and rules to execute this benchmark, the competent authority, after seeking advice from the ship-owners and seafarers' institutions in question, shall:

In context to needs for sanitary services:

- (a) All seafarers shall have easy access on the ship to sanitary facilities fulfilling minimum criteria of health and hygiene and passable benchmarks of comfort, with different sanitary facilities being offered for men and for women;

(b) There shall be sanitary services that can be accessed effortlessly by staff on the navigating bridge and the machinery space or close to the engine room control centre;

(c) in all ships there shall be at least one toilet, one wash basin and one tub or shower or both for a minimum of every six people or less; those people who have no access to personal facilities shall be given the same at a location that is easily accessible;

13. The laundry services available must be appropriate, furnished and easily accessible;

14. All ships must have a space or spaces on open deck which is easily accessible to the seafarers when they are resting; the above mentioned area must be according to the ship size and must also consider the number of seafarers on-board.

15. All ships shall be given either separate offices or a common ship's office that may be employed by the deck and engine divisions;

16. Ships frequently travelling to mosquito-infested ports shall have suitable equipment fitted as deemed so by the competent authority.

17. Suitable seafarers' recreational facilities, amenities and services, as altered to fulfil the distinct requirements of seafarers who must live and work on ships, shall be offered on-board for the advantage of all seafarers, considering the account norms

4.3 The linked Code criteria on health and safety protection and accident prevention.

18. The competent authority shall need regular assessments to be undertaken on-board ships, by or under the authority of the master, to guarantee that seafarer accommodation is clean, liveable and maintained in a good state of repair. The outcomes of every such assessment shall be recorded and be available for appraisal.

19. In the event of ships where there is a requirement to be considered, without judgment, of the interests of seafarers having varied and distinctive religious and social customs, the competent authority may, after discussion with the pertinent ship owners' and seafarers' firms, allow justly applied differences in context to this benchmark given the fact that such differences do not lead to the general facilities being less suitable compared to those that would be the outcome of applying this benchmark.

4. The laundry facilities given for seafarers' employment should include:

- (a) Washing machines;
- (b) Drying machines or sufficiently heated and ventilated drying rooms; and
- (c) Irons and ironing boards or any equipment corresponding to the same.

2.3.5.2 Guideline B3.1.9 – Other facilities

2.3.5.2.1 Guideline B3.1.10 – Bedding, mess utensils and miscellaneous provisions

1. Every Member must think of implementing the subsequent principles:

- (a) Clean bedding and mess utensils should be provided by the ship-owner to all seafarers to be utilised on-board during service on the ship, and such seafarers should be accountable for their return at times mentioned by the master and on completion of service in the ship;
- (b) Bedding should be of good quality, and plates, cups and other mess utensils should be of material that is permitted and can be cleaned effortlessly; and
- (c) Towels, soap and toilet paper for all seafarers should be given by the ship-owner.

2.3.5.2.2 Guideline B3.1.11 – Recreational facilities, mail and ship visit arrangements

1. Recreational facilities and services should be appraised regularly to guarantee that they are suitable for the alterations in the requirements of the seafarers' on account of the technical, functional and other advancements in the shipping sector.

2. The fixtures for recreational services should at least include a bookcase and facilities for reading, writing and, where possible even games.

3. In relation to the designing of the recreation facilities, the competent authority should think about providing a canteen.

4. A thought may also be provided to encompass the subsequent services at no additional cost to the seafarer, wherever possible:

- (a) A smoking room;
- (b) Television viewing and the reception of radio broadcasts;
- (c) Showing of films, the stock of which should be sufficient for the time of the voyage and, where needed, changed at suitable time-frames;
- (d) Sports equipment which includes machinery for exercise, table games and deck games;
- (e) If possible, a pool for swimming;
- (f) A well-stocked library having vocational and other books; the number of books available must be sufficient for the time of the voyage and also must be changed at regular time-frames;
- (g) Facilities for recreational handicrafts;
- (h) Electronic equipment including the radio, television, video recorders, DVD/CD player, personal computer and software and cassette recorder/player;
- (i) If suitable, the facility of bars on-board for seafarers until they are opposite to the national, religious or social norms; and

(j) Suitable access to ship-to-shore telephone communications, and email and Internet facilities, where available, at reasonable costs when they are used by the officers on-board.

Summary

Thus, it may be evident that welfare especially on-board ships is a crucial aspect and plays a critical role in influencing and impacting the contentment and dedication of seafarers. However, crew welfare is also a neglected aspect which companies need to seriously focus if they wish to retain quality seafarers.

Chapter 3: Research Design, Methodology and Plan

3.1. Introduction

The objective of this lesson is to put forth the technique employed by the investigator to mass data to resolve the investigative queries, thus meeting the investigation aim. The focus of the first part is to outline the logic employed by the researcher for the investigation. It also discusses the technique and methodology used by the researcher to conduct the study. Subsequently, the lesson includes the arrangement of the data and the technique employed for sampling. Eventually the lesson also evaluates the issues in context to the study after describing the overall investigative technique which was adopted.

3.2 Research Approach

In the words of Zikmund (2000), an investigator may employ either the qualitative or quantitative technique to resolve a problem.

Primary data accumulated may be qualitative or quantitative in nature. When the data for a research is inferred through meanings articulated in words which provide comprehensive information, the research is said to be qualitative in nature. Qualitative data thus obtained needs to be segregated into varied sections or sets. On the other hand, when data for a research is based on numbers which results in mathematical and homogeneous data the research is said to be quantitative in nature. When a researcher follows the quantitative investigative methodology, the researcher commonly uses statistical methods, diagrams and pie charts to evaluate the data (Saunders et al., 2003).

The current research is a quantitative one as the investigator has employed questionnaire which indicate the sentiments of the sample and has used statistical tools to study the findings. Diagrams have been utilized to be able to highlight the need for welfare of seafarers' on-board tankers.

3.3 Data Collection

The information that a researcher gathers may be segregated into two different parts. The first being primary data while the second one is secondary data.

3.3.1 Primary data:

When data is amassed using documents, questionnaires, surveys and directed discussions while undertaking a research, the data is referred to be primary data. Conclusions from such data are a result of statistical manipulation. Thus, since the technique adopted is perfect, the final conclusions are exact. However, the drawback of this technique is that it is extremely time –consuming and burdensome. Such data is generally amassed through interrogations and individual documentation from people who were involved in the happenings. Such documentation may be taken from individual interaction, journals and memoirs in addition to snaps and videos.

3.3.2 Secondary data:

Secondary data refers to the data that has been collected by another researcher for another study and is used by the researcher for the current study. The investigator needs to be satisfied with the sources employed to collect primary data if the secondary data available appears to be satisfactory. The primary data gathered through the questionnaire may be contrasted using the secondary data which is available. Amassing secondary data is much simpler than gathering primary data

as the information is already present in extant sources such as editorials, research papers, the web and other printed matter in addition to broadsheets and study articles and scholarly magazines. The limitation of employing this technique lies in the fact that it is extremely time-consuming as one needs to accumulate correct and pertinent data. Besides, the collected data needs to be sorted to obtain data which pertains to the study objective.

3.4 Data Collection Method

The means employed by an investigator to undertake assessments on particular conundrums or aim are referred to be investigator mechanisms. The questionnaire is a very reputed mechanism to amass data for a particular examination. A questionnaire is nothing but a mixed group of queries which respondents have to answer. Since it can be easily adapted to various conditions, it is frequently employed to gather primary data. The current questionnaire was put on trial and the responses of the respondents and their recommendations were considered to make necessary alterations to the questionnaire.

Usually, people link questionnaire and interrogative sessions to studies related to social science. An ordered questionnaire can be used easily when big quantitative investigations which amass actual data are undertaken for instance, census. The can also be used proficiently when large factions are present for instance to big groups instead personally.

In contrast to other techniques of investigations, the questionnaire offer several benefits. This technique is cost effective. The effort needed to conduct the investigation through the questionnaire is much less in comparison to that for an

investigation undertaken orally or the telephone. Also, it is easier to collate data gathered through the feedback form as the replies follow a similar fashion.

This technique has its own limitations. It is possible that the same style of replies may irk the client. Additionally, the participants must be capable of reading and answering the questionnaire which limits its usage. Further on, there is a group of individuals who consider the questionnaire technique to be an infeasible one.

The questionnaire for the current study was drafted after going through the extant literature linked to the provided subject matter and it was only dependent on the literature that the suppositions were shaped. Close-ended questions were present in the questionnaire to make it easy for the respondents to provide answers. The intention of the questionnaire was to gain more information about the respondents pertaining to the welfare facilities available on-board.

3.5 Source of data

The current study undertaken by the investigator utilizes both primary and secondary data by using the questionnaire and editorials. Extant literature, editorials, periodicals, publications, and the Internet were employed to amass secondary data. The primary data from the respondents was collected through a questionnaire.

3.6 Sample Selection

The sample choosing stage is the one which the investigator reaches after ascertaining the study objective, deciding the methodology to conduct the

research and amassing the data. For the current study, the investigator selected clients who purchased infant formula respondents who were employed on tankers. The questionnaires were mailed to the respondents. The study was conducted in India. The participants had to mail back the completed questionnaires to allow the investigator to organize them and to begin the investigation. The time frame decided for the process of gathering the data was determined to be roughly around 2 weeks. The time and financial constraints resulted in the researcher distributing only 25 questionnaires.

The details related to the evaluation of data for the current study are given in the subsequent segment.

3.7 Analysis of Data

An analyst usually selects the exploratory technique before the process of assessing the data from the questionnaire commences (Yin, 2003). The current study finds its roots in scholastic designs under which the data gathered depends on questions picked from the older researches.

Yin (2003) also states that there are three activities which occur concurrently when data analysis is conducted. These include:

1. Decrease of data: This action is aimed at classifying the information to enable the investigator to reach an inference easily. The actions which are part of this process include arranging, applying, simplifying, obtaining and altering the data.

2. Data exhibition: This process too intends to abridge the data to easily reach an outcome. The reduced data in this process is organized and abridged and then displayed.
3. Endorsing the data: This process focuses on noticing the similarities, the prototypes, descriptions, logical classification, accidental flows and recommendations.

In the words of Miles and Huberman (2004), investigators generally reinforce their outlook by identifying links which are dependent on prototypes, explanations, uniformities and recommendations. The current study while examining the data and inferring the results adhere to the suggestions advocated by Miles and Huberman (2004). To allow superior understanding, the collected data is methodically incorporated in diagrams, pie-charts and tables.

3.8 Tools Used

The investigator will employ statistical charts to display the collected data. Based on the data, the researcher will correlate the literature review and the data gathered to draw inferences.

3.9 Research Accuracy

Precise results are only possible when the correct methodology is used in all four phases of the study. The correlation amongst inference, authenticity, dependability and generalization is described subsequently:

The importance of the outcomes of the study conducted to help the clients is indicated by the inference of amassing the data.

The exactness of the data amassed depicts its authenticity.

The ability to replicate parallel outcomes by employing corresponding procedures, i.e. to provide inferences which can be replicated by other analysts depicts the dependability of the study.

The ability of envisaging a correct outcome from a chosen selection, which can be applied to the entire populace, is referred to as generalization.

The correctness of the existing study was ensured by corroborating the entire questionnaire prior to segregating them to guarantee zero or mitigated mistakes while examining the data.

3.10 Research Ethics


The yardsticks of expert conduct are referred to as ethics. The ethics involved in the study act as the motivators for the researchers to conduct themselves in a truthful way as far as the respondents are related. According to ethics, expertise ability is principled compulsion which guarantees that the investigator is deemed

to be trustworthy when he offers inferences and that the study is regarded to have some ranking.

For the current study, the yardsticks adhered to include:

1. The respondents being aware of the objective of the study.
2. The respondents having knowledge about what the analysts intend to do with the study outcome.
3. Resolve all queries pertaining to the study.
4. Seek the consent of the respondents to persist with the study.
5. Comply with their entitlement to refuse to be a part of the research.
6. Comply with their entitlement to opt out of the research at any phase

The current study while gathering the data complied with the above-discussed study yardsticks. The participants had complete liberty when they answered the questionnaire. In actuality, all the questions linked to the questionnaire were solved instantly and adequate time was provided to every participant to answer the questionnaire.



3.11 Research Questions

The present research intends to seek responses to the subsequent investigative queries:

- 1) Do officers on-board have access to adequate facilities?
- 2) Do officers on-board have access to adequate shore leave?
- 3) Do officers on-board have access to adequate entertainment on-board?
- 4) Can productivity improve if welfare facilities are better?

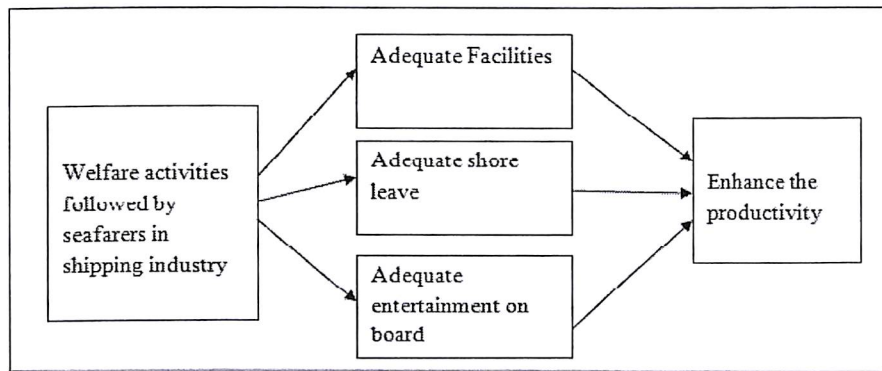


Figure 3.1: The Conceptual Framework

Source: Author

Figure 3.1 depicts conceptual framework to study about the welfare activities followed by seafarers in the shipping industry.

3.12 Research Hypotheses:

Following are the hypotheses of research to be proposed and tested.

1. Null Hypothesis: Seafarers in shipping industry do not have access to adequate welfare facilities.

Alternate Hypothesis: Seafarers in shipping industry have access to adequate welfare facilities.

2. Null Hypothesis: Seafarers in shipping industry do not have access to adequate shore leave.

Alternate Hypothesis: Seafarers in shipping industry have access to adequate shore leave.

3. Null Hypothesis: Seafarers in shipping industry do not have access to adequate entertainment on-board.

Alternate Hypothesis: Seafarers in shipping industry have access to adequate entertainment on-board.

4. Null Hypothesis: Welfare activities followed by seafarers in shipping industry do not enhance the productivity.

Alternate Hypothesis: Welfare activities followed by seafarers in shipping industry enhance the productivity.

Chapter 4: Findings and Analysis

4.1 Descriptive Statistics

According to the analysis undertaken, all the respondents were of Indian nationality. Majority of them had been sailing for at least 1 year. Majority of the respondents were Masters or of Equivalent rank while a few were Cadets or Officers.

4.2 Analysis of Part B of the Questionnaire

- 1) Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?

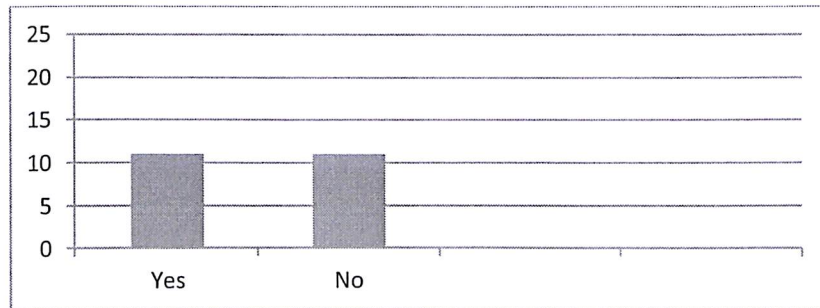


Fig. 4.1.1: Has anyone in your company talked to you about the issues that you have to deal with on-board, especially welfare?

2) Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?

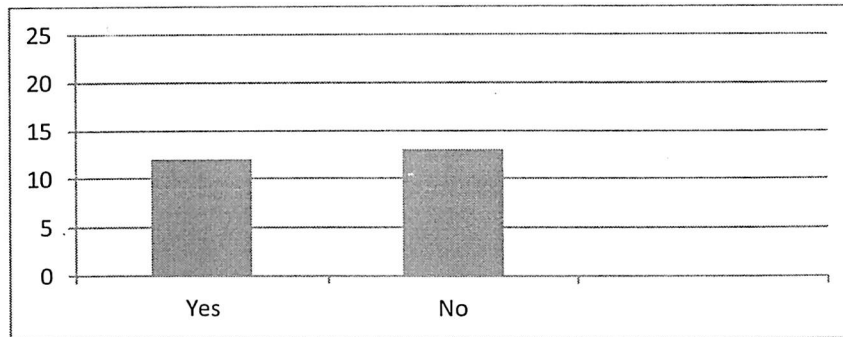


Fig. 4.1.2: Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?

3) Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?

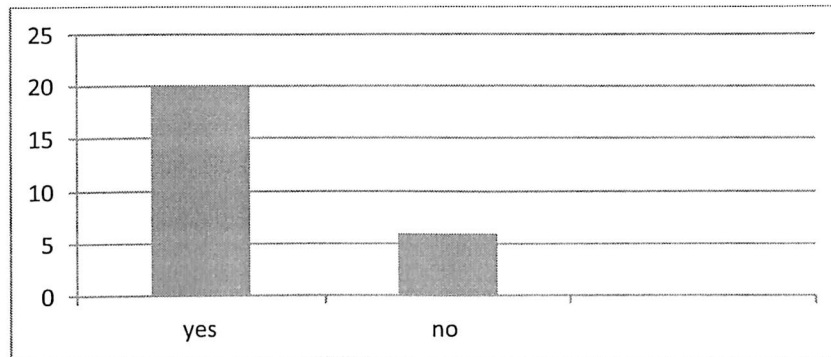


Fig. 4.1.3: Do you think that the work load on-board is too much?

4) Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?

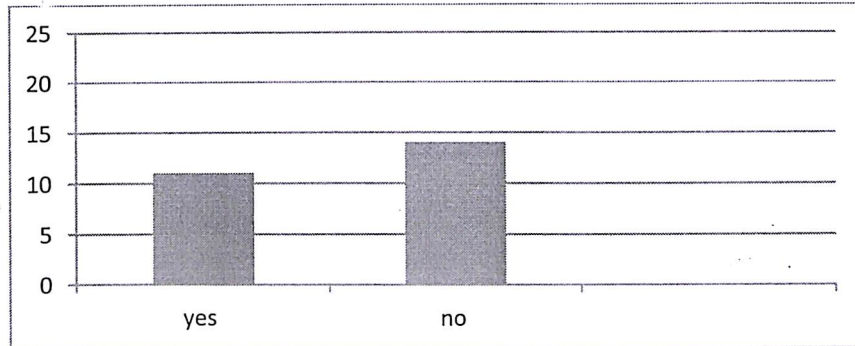


Fig. 4.1.4: Do you think that you get enough time to rest and separate hours of rest for welfare/socializing?

5) Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?

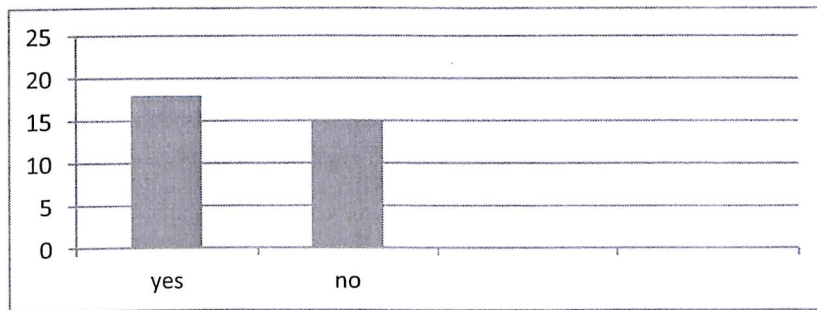


Fig. 4.1.5: Are there enough materials on-board for entertainment?

6) Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?

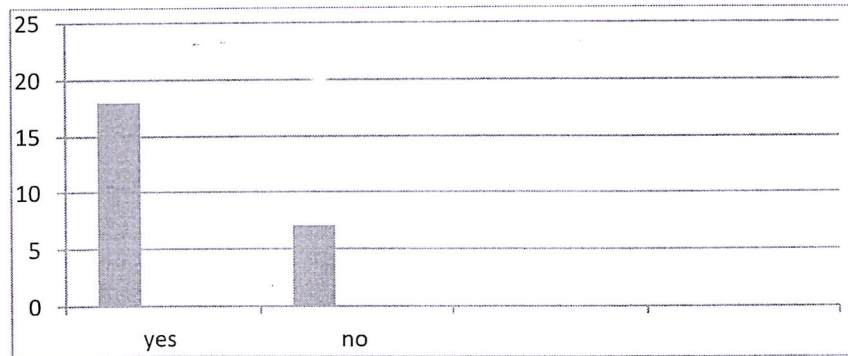


Fig. 4.2.6: Are the entertainment equipment in good working condition?

7) Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?

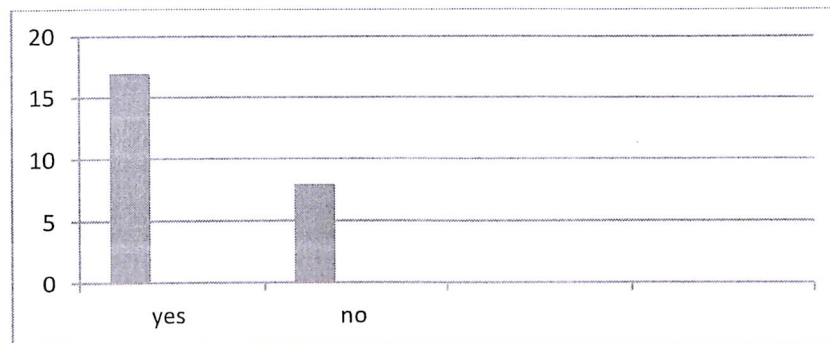


Fig. 4.2.7: Are the indoor games in usable condition?

8) Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?

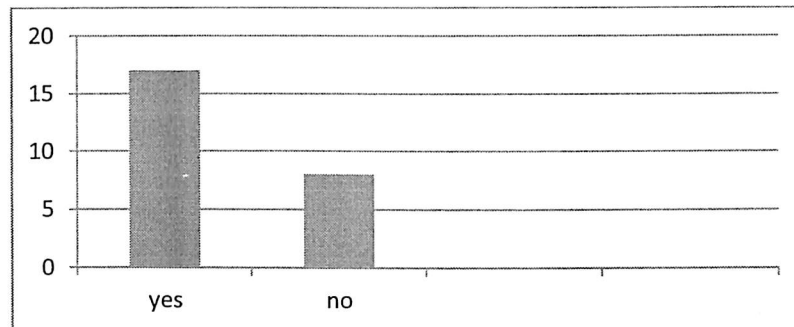


Fig. 4.1.8: Do you have a fully equipped gymnasium on-board?

9) Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?

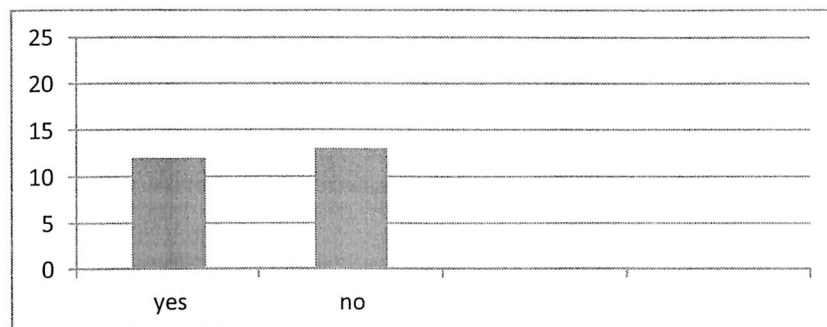


Fig. 4.1.9: Do you have Wi-Fi or cable internet on-board or access to e-mail communication or any other means to use social applications?

10) If No internet – does your employer have any plans to install internet connectivity facility in future?

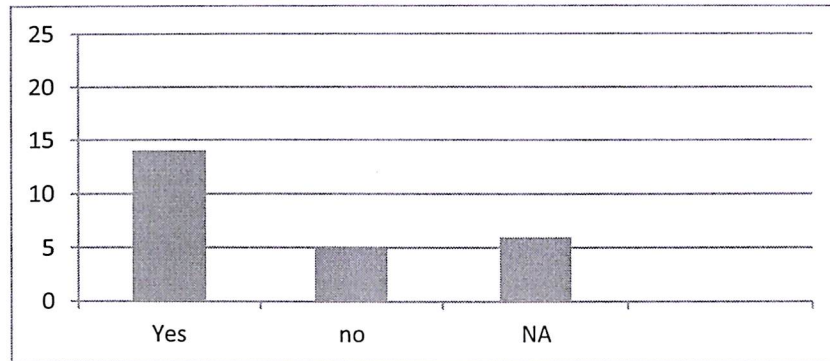


Fig. 4.1.10: If no Internet- does your employer have any plans to install internet connectivity facility in the future?

11) Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?

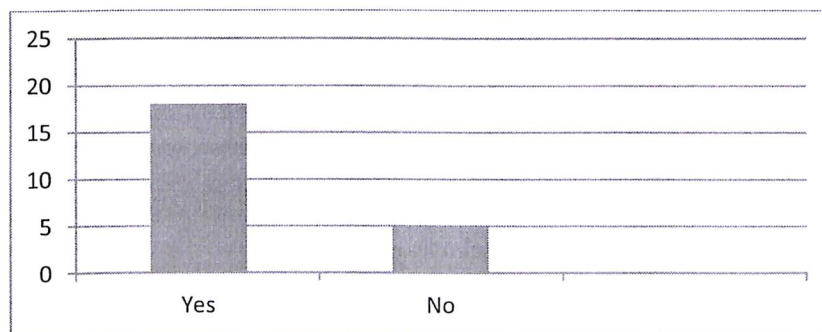


Fig. 4.1.11: Do you have un-hindered access to telecommunications for calling home? Do you have a private area for hone set-up?

12) Is the Phone communication paid or free?

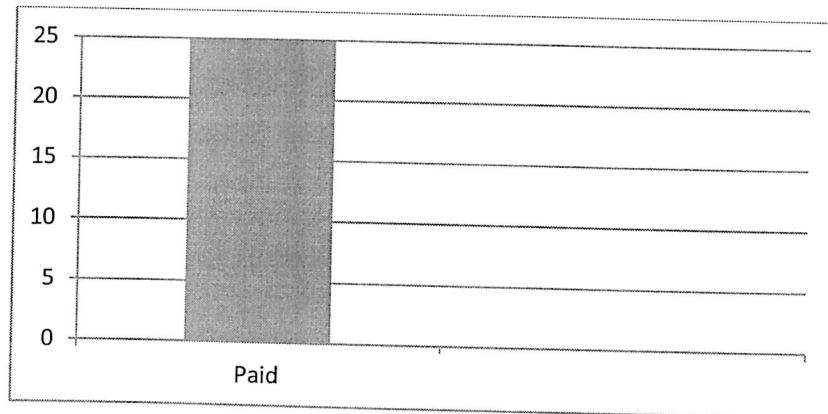


Fig. 4.1.12: Is the phone communication paid?

13) If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?

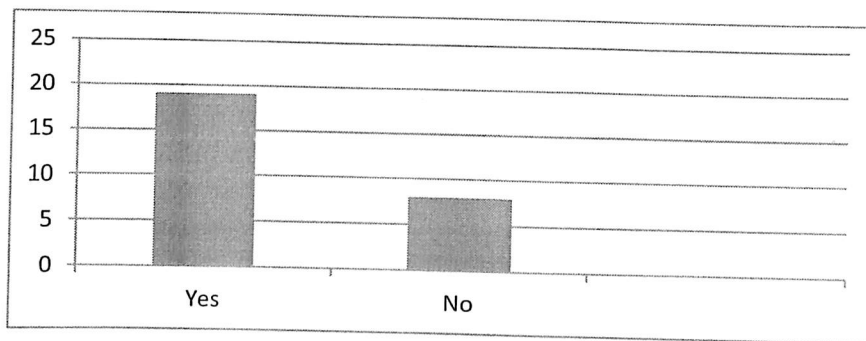


Fig. 4.1.13: If phone call rates are paid, do you feel it is expensive and can be reduce?

14) Are regular socializing meets in form of Parties and the like held on-board?

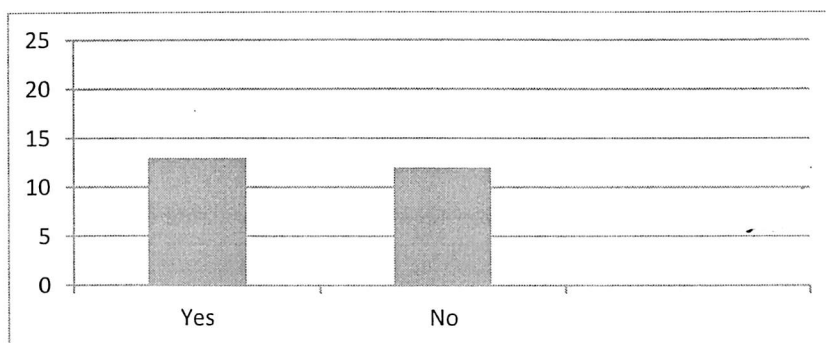


Fig. 4.2.14: Are regular socializing meets held on-board?

15) Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?

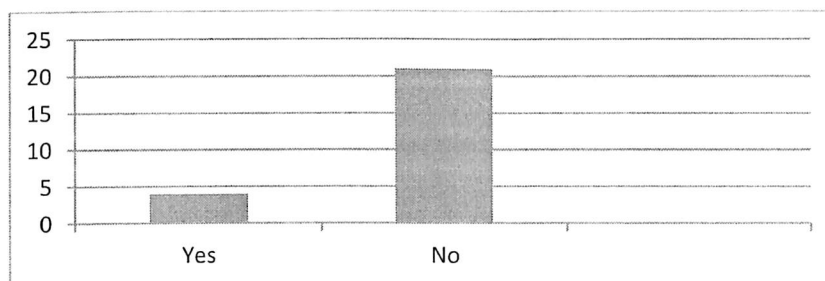


Fig. 4.2.15: Do you feel you have enough access to shore facilities when ship is alongside or berthed at a port?

16) Are you getting adequate shore leave?

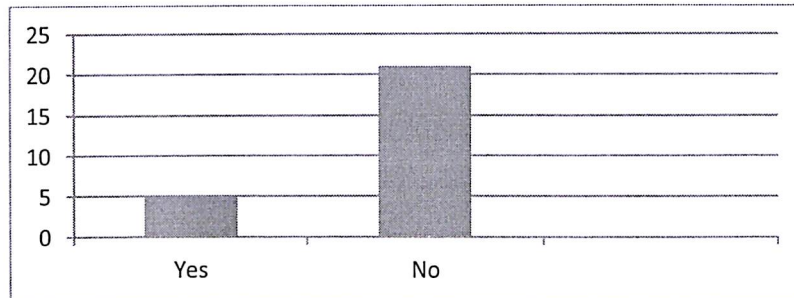


Fig. 4.1.16: Are you getting adequate shore leave?

17) In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)?

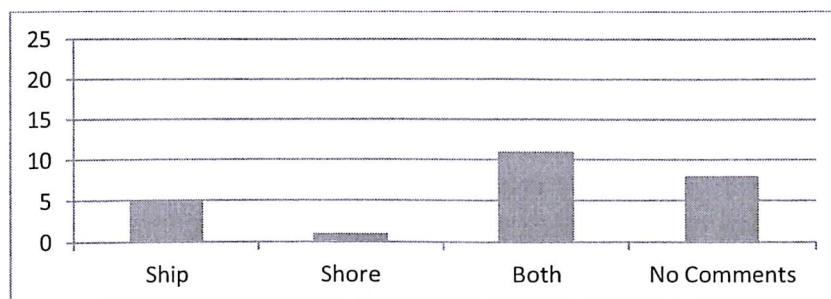


Fig. 4.1.17: In case of inadequate shore leave, who is responsible?

18) Rank in order of your preference which items will you think should be available on-board for improving seafarers' welfare:

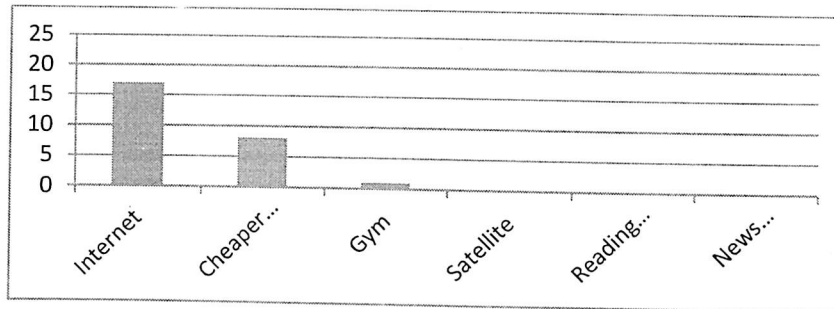


Fig. 4.2.18: Rank in order of preference the items that can be made available on-board to improve welfare?

19) Any other welfare item you feel should be made available, according to you that should be made available?

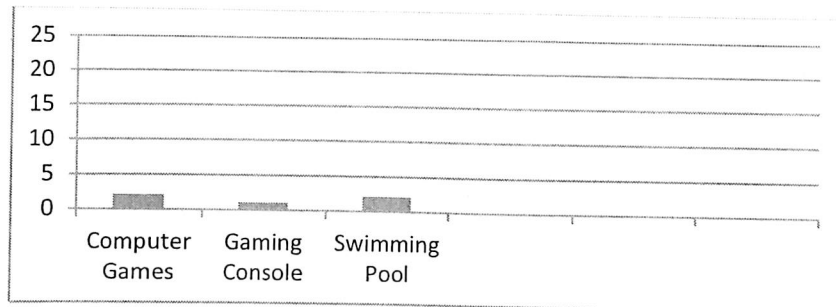


Fig. 4.2.19: Other welfare measures that need to be made available

20) As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

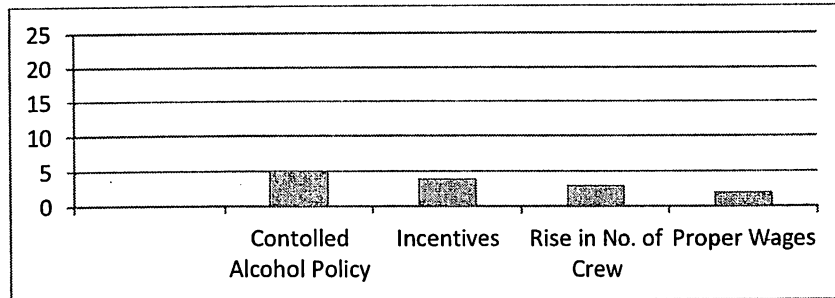


Fig. 4.2.20: As a seafarer what else can be done to handle issues in terms of welfare?

Chapter 5: Interpretation of Results

5.1 Introduction

The chief objective of any company is to ensure that their employees are contented and satisfied. Satisfied employees enhance productivity and also remain dedicated to the organizations. This helps to reduce HR related costs to a large extent. To keep employees satisfied, welfare of the employees is extremely crucial. The main aim of the study is to investigate in detail the welfare policy on-board tankers.

5.1.1 Issues of seafarers:

The first question discussed by respondents was whether anybody in their company talked about issues faced by seafarers on-board. It was found from the analysis that limited number of the respondents mentioned that they talk in their company about issues faced by seafarers whereas another half stated that they do not talk in their company about issues faced by seafarers on-board. Kahveci (2007) has stated that some of the issues faced by seafarers are perspectives of seafarers on port based welfare services, favourite seafarer/port centres and reasons for the selection, opportunities for and shore leave frequencies and activities during leave in shore, frequency and means of communication with friends and family, quality and quantity of contact with ship visitors and outreach services of welfare. Similarly in literature review it has been mentioned that the shipping industry today is grappling with the issue of finding and retaining quality seafarers as the welfare of the seafarers impacts their choice to stay or leave the shipping sector. Majority of the global maritime norms have either none or limited norms pertaining to crew welfare on-board ships. Crew welfare, especially in tankers is a major issue which is bound to lead to several issues in the times to

come. Thus it can be inferred that shipping firms must offer better services of welfare for their seafarers to lead a better life in sea.

5.1.2 Workload on-board:

When the respondents were asked about the workload on-board is satisfactory it was found from the analysis that majority of the respondents mentioned that the workload on-board was not satisfactory. Kahveci (2007) has stated that an integration of varied factors was influential on seafarers not being capable to go ashore because of their increased workload when they are in port; the turnaround times of port of their ships and lack of data about the area of port were impactful. These were followed by lack of transport and difficulties in acquiring a shore pass from authorities of port. Lack of visa for the nations they visited and the expense of moving shore were not considered as impactful as other factors mentioned above. Thus it can be inferred that shipping firms must not enhance the workload of seafarers and their basic dignity, freedoms and fundamental rights must be secured.

5.1.3 Steps to handle welfare issues of seafarer:

The last question discussed by respondents was about the steps to handle welfare issues of seafarer. Kahveci (2007) has mentioned that the ship management firms must arrange policies in place to ensure that their seafarers have leave in shore on a continuous basis. The ship firms must instruct their agents to offer essential data about welfare and other facilities for their crews in ports. The ship firms must have clear policies in place which allow seafarers abroad their access of ships to facilities of telecommunication and this access must not be at discretion of captains. When assessing on-board facilities of telecommunication seafarers' privacy must be ensured. The ship firms must also provide free facilities of shuttle bus for their seafarers when their ships are in port. Thus it can be inferred that

different facilities of welfare must be provided by shipping firms to satisfy the needs of seafarers.



5.2 Theoretical analysis of statistical data

5.2.1 Introduction

The comprehensive details of the analysis of the data collected during the current research have been included in another lesson. It however, is significant to outline the crucial inferences made to ensure that the research study can be easily understood.

For the purpose of this study, a sample of the sample size is 25 officers were considered. If a smaller sample size was selected by the researchers, it would become difficult to generalize the inferences made; simultaneously if the analysts were limited by time and financial constraints to select a larger sample for the current research. The researchers have decided to employ a questionnaire to gather data for the current study.

5.2.2 Interpretation of Results

According to the literature review, the welfare of a seafarer essentially signifies the welfare of a seafarer both on-board the ship and on shore. Offering a good living and working environment and allows the presence of safe working practices, lowered injuries, superior safety results, employee contentment and finally, employee retention. However, as per the analysis, majority of the respondents felt that nobody in the company were willing to talk about issues that officers have to deal on-board particularly in context of welfare. Furthermore, respondents also felt that they did not get adequate support from their employer while discussing welfare related issues on-board. This clearly indicates that

companies need to change their methodology of working and allow officers to be active participants when the topic of on-board welfare is discussed or considered.

According to the MLC (2006), **Regulation 2.3 – Hours of work and hours of rest:**

Aim: To guarantee that seafarers have controlled hours of work or hours of rest

1. Every Member shall guarantee that the hours of work or hours of rest for seafarers are standardized.

2. Each Member shall set up maximum hours of work or minimum hours of rest over given periods that are according to the with the obligations in the Code.

However, as per the analysis, majority of the respondents felt that they were overworked on ship. In fact, they believed that there was too much work and not adequate rest on-board. Thus, the companies need to ensure that the officers are given adequate and the mandatory rest hours. Also, if work load is more, companies need to appoint additional crew to ensure that the officers are not overworked.

According to the literature review, **Guideline B2.3 – Hours of work and hours of rest:**

Regulation 2.4 – Entitlement to leave mentions:

Aim: To guarantee that seafarers have sufficient leave

1. Every Member needs to ensure that the seafarers working on ships that fly its flag are given paid yearly leave under suitable conditions, as per the criteria in the Code.

2. Seafarers shall be accorded shore leave to ensure their health and well-being and with the functional needs of their positions.

However, majority of the respondents believed that they did not get adequate shore leave. Also, while few respondents blame the ship superiors for not getting adequate leave, few blamed the shore side (restrictions) for less leave. While, few declined to comment, it was evident that respondents felt inadequate shore leaves were due to severe restrictions levied and also due to restrictions levied by superiors. Thus, firms needs to take adequate steps to ensure that the officers are provided adequate leaves as this impact their morale which may affect their productivity.

According to the literature review, ***Regulation 3.1 – Accommodation and recreational facilities:***

Aim: To guarantee that seafarers have proper accommodation and recreational services on- board

1. Every Member shall guarantee that ships that fly its flag, offer and maintain proper accommodations and recreational services for seafarers working or living on-board, or both, uniform with endorsing the seafarers' health and well-being.

Standard A3.1 – Accommodation and recreational facilities

1. Every Member shall support norms and rules needed for ships that fly its flag:

(a) Fulfil minimum criteria to guarantee that any accommodation for seafarers, working or living on-board, or both, is safe, decent and following the pertinent criteria of this benchmark; and

(b) Are checked to guarantee to ensure initial and on-going fulfilment with those criteria.

2. In creating and employing the norms and rules to execute this benchmark, the competent authority, after seeking advice from the ship-owners and seafarers' institutions in question, shall:

In context to needs for sanitary services:

(a) All seafarers shall have easy access on the ship to sanitary facilities fulfilling minimum criteria of health and hygiene and passable benchmarks of comfort, with different sanitary facilities being offered for men and for women;

(b) There shall be sanitary services that can be accessed effortlessly by staff on the navigating bridge and the machinery space or close to the engine room control centre;

(c) in all ships there shall be at least one toilet, one wash basin and one tub or shower or both for a minimum of every six people or less; those people who have no access to personal facilities shall be given the same at a location that is easily accessible;

13. The laundry services available must be appropriate, furnished and easily accessible;

14. All ships must have a space or spaces on open deck which is easily accessible to the seafarers when they are resting; the above mentioned area must be according to the ship size and must also consider the number of seafarers on-board.

15. All ships shall be given either separate offices or a common ship's office that may be employed by the deck and engine divisions;

16. Ships frequently travelling to mosquito-infested ports shall have suitable equipment fitted as deemed so by the competent authority.

17. Suitable seafarers' recreational facilities, amenities and services, as altered to fulfil the distinct requirements of seafarers who must live and work on ships, shall be offered on-board for the advantage of all seafarers, considering the account norms

4.3 The linked Code criteria on health and safety protection and accident prevention.

18. The competent authority shall need regular assessments to be undertaken on-board ships, by or under the authority of the master, to guarantee that seafarer accommodation is clean, liveable and maintained in a good state of repair. The outcomes of every such assessment shall be recorded and be available for appraisal.

19. In the event of ships where there is a requirement to be considered, without judgment, of the interests of seafarers having varied and distinctive religious and social customs, the competent authority may, after discussion with the pertinent ship owners' and seafarers' firms, allow justly applied differences in context to this benchmark given the fact that such differences do not lead to the general facilities being less suitable compared to those that would be the outcome of applying this benchmark.

4. The laundry facilities given for seafarers' employment should include:

- (a) Washing machines;
- (b) Drying machines or sufficiently heated and ventilated drying rooms; and
- (c) Irons and ironing boards or any equipment corresponding to the same.

However, as per the analysis, while respondents did feel that there were adequate materials by way of Movies and reading Material on-board the ships and the entertainment equipment according to them was in working condition, some respondents felt that these were inadequate; also respondents felt that indoor games were not adequate. This clearly indicates that despite supplying materials such as games and magazines, a sizeable number felt it was inadequate. This is a clear indicator that the companies need to think and provide newer and latest material and games including X-box, Play Station and the like.

Also, as per the analysis, majority of the respondents believed that they did not have access to free internet and proper e-mails services. Respondents also believed that the company was taking adequate steps to ensure that Internet is introduced on ships; however, few companies had not yet introduced the same services. Thus, companies need to consider this aspect and also take steps to introduce Internet and Wi-Fi on all ships as soon as possible.

Another crucial aspect is that while respondents did have access to telecommunication to call their friends and family, the services were paid and expensive. Thus, companies need to take immediate steps to try and reduce the cost or also provide free calling services to a limited extent. This is extremely important as most of the Officers stay without their families and this can result in home-sickness or missing their families and friends. While they cannot meet them, talking to them on special occasions or when they are stressed can be extremely helpful in improving their mood.

It is crucial to note that sailors on-board lead extremely dull lives. It is crucial for regular informal meets to be held to ensure that the Officers and crew can relax. While majority of the members felt that there were regular meets held on-board, they were inadequate according to some of the respondents. However, majority of the respondents felt that the opportunities to relax or party were inadequate when on Shore. So, it is responsibility of Port Authorities to make adequate arrangement on Ports for the Officers to relax comfortably.

The analysis also proved that officers wanted Internet connectivity on-board apart from having a controlled alcohol policy. Officers also believed that companies needed to increase the number of crew members on-board the ships. Another interesting recommendation was to try and set up Dish connections on the ships.

Also, respondents felt to retain people, companies could start an incentive based system or even increase the wages provided.

5.3 Summary

The current study made it evident that the Officers were overburdened with work and had limited shore leave. Also, while there were facilities provided, companies needed to introduce more options apart from ensuring that the facilities provided were in working order. The study also proved that the entertainment facilities were inadequate especially on Ports and the Port Authorities needed to look into this on an immediate basis. Another inference that can be drawn is that the long working hours had an adverse impact on the Officers thereby hampering the productivity to a certain extent.



Chapter 6: Conclusion

6.1 Introduction

This chapter summarizes the major settings and findings of the study. It deals with the major conclusions that may be drawn from the research. The chapter further provides notes on criteria of truth, reliability, validity, generalizability, and enlists the limitations of this research.

The study is chiefly quantitative in nature. The sample comprised of 25 respondents selected randomly. The primary data was collected via questionnaires sent through e-mail to the sample. The number of questions was limited to ensure proper replies by the participants. Additionally, care was taken to ensure that the queries were in Simple English so that they could be understood by all the respondents. The secondary data for the current study was gathered through books, academic journals, online sources, magazines that are relevant to the theme being discussed.

6.2 Summary

This study concludes that the seafarers expect that as part of the conditions of employment sufficient facilities of welfare provide for their special requirements and those of their family. It is essential to recall that the seafarer's requirement are changing as an outcome of longer time periods at sea and smaller stays in port, the movement of several major areas of port and little crews away from city centres to remote terminals and berths among other factors. Several owners must offer excellent facilities on-board their ships but several do not leave such matters to


crews' ingenuity themselves. Thus it can be concluded that it is essential to assure sufficient facilities of welfare on-board ship or in port irrespective of nationality, sex, race, religion, colour, social origin and political opinion of seafarer.

Due to the shipping industry nature seafarers can invest extended time period aboard their vessels. Without sufficient time away from vessel in the form of leave in shore physical and mental exhaustion can adversely influence welfare of seafarers and lead to much accidents according to industry and labour representatives. The leave in shore is not a luxury because it is important for seafarers who spend several weeks cooped up at their jobs with only managers and work mates for the firm. Those who work at seashore required to get on shore to access internet and phones to contact family, to seek social, welfare, psychological or medical assistance if required and to have a break from the work surroundings. Thus it can be concluded that the shipping sector must improve arrangements for leave in seashore for seafarers.

Officers on-board need to have access to adequate entertainment on-board because the shipping industry spends some of their money on DVDs and they also provide certain magazines for the crew. Sometimes if they are visiting a ship they generally take a pile of strings and set of guitars and other pieces and bits to entertain them. The on-board officers also spend certain months over a 1000\$ on televisions or stereo systems but not much in the next. The on-board officers also arrange separate recreation rooms for entertainment activities for seafarers. A smoking room that is stacked well with books, films, music preferably a better device of gaming and other same paraphernalia is bound to keep seafarers entertained and happy. Thus it can be concluded that shipping industry must develop a holistic process to welfare of seafarers by providing huge number of entertainment facilities to keep them happy.

Greater satisfaction of job is needed for seafarers who are included in contact with customers or employees and is suggested for people and managers who occupy greater places in the firm where they will be much probable to listen to others, show concern and awareness for the feeling of others, be tactful and have a better control of emotions and accepts criticisms. These all factors leads to develop productivity, increase capacity of working and also satisfies the needs of seafarers. Thus it can be concluded that it is the responsibility of shipping industry for seafarers' wellbeing which improves productivity.

The literature review has comprehensively outlined the literature related to the theme. It spoke about the welfare and the legal norms pertaining to welfare. . From the study it was evident both the literature review and analysis emphasize that the employee welfare is a crucial aspect to keep employees happy on-board. As per the research, it is evident that the officers were not very happy. They complained that the working conditions were not very good. Companies need to ensure that the working hours are reduced and also proper arrangements are made to ensure that officers have access to adequate shore leave. Furthermore based on the recommendations given, companies need to think of implementing a controlled alcohol policy on-board or even implementing a proper incentive based system that would draw skilled and quality manpower to the companies.



6.3 Limitations

There are some limitations to this research paper which might restricted the scope and affected the outcome of the research. The current study undertaken had to deal with several limitations. These limitations have been outlined subsequently:

- i) Tiresome procedure: Since the authors decided to use both primary and secondary data for the research, they had to make comprehensive preparations in advance so as to deal with the varied requirements of the procedures while simultaneously handling their time efficiently. Consequently, the authors had to be very careful while assessing and investigating the data and making the inferences for the results.
- ii) Limited resources: Several financial resources and a lot of time were required to conduct the current research. However since the available resources were limited, the current study was impacted adversely. Further this also limited the sample size to merely 25 which may have an adverse impact on the study.
- iii) Study limited to a specific location: The research has been conducted only in India. Thus it is difficult to know if the same inferences could be drawn if the study was conducted parts of the world.
- iv) Study restricted to specific topics: The data collected for this research is exclusive and linked to the study being conducted.


However, it was possible to nullify the above limitations to a great extent if they were considered carefully and the data would have been evaluated very carefully.

6.4 Scope for Future Work

The current topic analysed was an absorbing and engaging one. There are various perspectives which need to be considered in context of the theme being investigated. The current study however has been restricted to a limited data and location. It is suggested similar studies in future may expand their scope. Future researches undertaken must also be expanded to change the methodology. It is recommended that or future studies, researchers may use the survey or interview technique to gain a better perspective. Any future study related to the topic thus needs to be expanded and conducted in the different nations. Thus any future researches have a lot of scope for modification and further expansion. All researchers intending to study the topic have a variety of domains to select and proceed with their studies.

It is recommended that in future developing nations must have the obligation to implement, enforce and ratify international labour convention concerning social life of seafarers either on-board or at home as seafarers well-being would greatly develop life safety at sea.

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Appendix I

Interview Questionnaire

Part A

- 1) *Your Age:*
- 2) *Your Gender*
- 3) *No. of years you have been at sea:*
- 4) *Your nationality:*
- 5) *Current Designation:*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?*
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?*
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?*
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?*
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?*
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?*
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?*
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?*

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?*
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?*
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?*
12. *Is the Phone communication paid or free?*
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?*
14. *Are regular socializing meets in form of Parties and the like held on-board?*
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?*
16. *Are you getting adequate shore leave?*
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?*

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- i. *Internet/W-FI*
- ii. *Cheaper Telecommunication*
- iii. *Gym and Health related items*
- iv. *Satellite and Dish related Services*
- v. *Reading Material*
- vi. *News Subscriptions*

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

APPENDIX II – Filled Questionnaires

Interview Questionnaire 1

Part A

- 6) *Your Age: 40*
- 7) *Your Gender: M*
- 8) *No. of years you have been at sea: 20*
- 9) *Your nationality: Indian*
- 10) *Current Designation: Master*

Part B

21. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
22. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
23. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **No**
24. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
25. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
26. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
27. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
28. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

29. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **No**
30. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **Yes**
31. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
32. *Is the Phone communication paid or free?* **Paid**
33. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
34. *Are regular socializing meets in form of Parties and the like held on-board?* **Yes**
35. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
36. *Are you getting adequate shore leave?* **Yes**
37. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)?*

38. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

39. Any other welfare item you feel should be made available, according to you that should be made available?

40. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 2

Part A

- a) *Your Age: 40*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 24*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **No**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **No**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **No**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **No**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **Yes**
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **No**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?*

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 3

Part A

- a) *Your Age: 42*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 23*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **Yes**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **Yes**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **Yes**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **Yes**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)?

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 4

Part A

- a) *Your Age: 42*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 23*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **No**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **Yes**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **Yes**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **No**
14. Are regular socializing meets in form of Parties and the like held on-board? **Yes**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port? **Yes**
16. Are you getting adequate shore leave? **Yes**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **Restricted Alcohol Policy needed**

Interview Questionnaire 5

Part A

- a) *Your Age: 44*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 25*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **No**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **No**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **No**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **No**

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **Yes**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **Yes**
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **No**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **Yes**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **Yes**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?* **Both**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **Restricted Alcohol Policy needed**

Interview Questionnaire 6

Part A

- a) *Your Age: 40*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 20*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **No**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **Yes**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **Yes**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **Yes**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **Yes**
16. Are you getting adequate shore leave? **Yes**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shiplside (By You Superior or company)?

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 7

Part A

- a) *Your Age: 44*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 25*
- d) *Your nationality: Indian*
- e) *Current Designation: Auditor*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **Yes**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **NA**
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **No**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **No**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?* **Both**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 3 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Incentives

Interview Questionnaire 8

Part A

- a) *Your Age: 42*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 22*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **No**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **No**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **No**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **Yes**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **No**
14. Are regular socializing meets in form of Parties and the like held on-board? **No**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **Yes**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)?

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **Wages**


Interview Questionnaire 9

Part A

- a) *Your Age: 39*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 18*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **No**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **No**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **No**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **No**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **No**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **Yes**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **No**
14. Are regular socializing meets in form of Parties and the like held on-board? **No**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)? **Both**
- 

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

Swimming Pool

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Wages


Interview Questionnaire 10

Part A

- a) *Your Age: 24*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 6*
- d) *Your nationality: Indian*
- e) *Current Designation: Third Officer*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **No**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **No**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **Yes**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **NA**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **No**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **No**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)? **Ship**
- 

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **Incentives**

Interview Questionnaire 11

Part A

- a) *Your Age: 22*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 2*
- d) *Your nationality: Indian*
- e) *Current Designation: Cadet*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **No**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **No**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **No**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **No**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **Yes**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **No**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **No**
14. Are regular socializing meets in form of Parties and the like held on-board? **No**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 3 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available? **Swimming Pool**

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **Incentives**

Interview Questionnaire 12

Part A

- a) *Your Age: 22*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 3*
- d) *Your nationality: Indian*
- e) *Current Designation: Cadet*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **No**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **No**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **No**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **Yes**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)? **Shore**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 3 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 1 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available? **Games**

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **More Crew**

Interview Questionnaire 13

Part A

Your Age: 25

Your Gender: M

No. of years you have been at sea: 5

Your nationality: Indian

Current Designation: Third Officer

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **No**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **No**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **No**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **No**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **Yes**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **No**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **Yes**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)? **Ship**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 3 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 1 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available? **Games**

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **More Crew**

Interview Questionnaire 14

Part A

- a) *Your Age: 26*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 7*
- d) *Your nationality: Indian*
- e) *Current Designation: Second Officer*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **No**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **No**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **No**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **No**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future?
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **No**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **Yes**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)? **Ship**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available? **Games**

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **More Crew**

Interview Questionnaire 15

Part A

- a) *Your Age: 38*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 18*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **No**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **No**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **No**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **No**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **No**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **Yes**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)? **Ship**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **Controlled Alcohol**

Interview Questionnaire 16

Part A

- a) *Your Age: 40*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 23*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **No**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **Yes**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **Yes**
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **No**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **No**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?* **Ship**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 3 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 2 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **Controlled Alcohol**

Interview Questionnaire 17

Part A

- a) *Your Age: 43*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 26*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **No**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **Yes**
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **No**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?* **Both**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/WIFI | 2 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 3 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Incentives

Interview Questionnaire 18

Part A

- a) *Your Age: 43*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 26*
- d) *Your nationality: Indian*
- e) *Current Designation: Master*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **Yes**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **Yes**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **Yes**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **Yes**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)? **Both**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 4 |
| iii. Gym and Health related items | 2 |
| iv. Satellite and Dish related Services | 3 |
| v. Reading Material | 5 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare? **Incentives**

Interview Questionnaire 19

Part A

- a) *Your Age: 42*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 27*
- d) *Your nationality: Indian*
- e) *Current Designation: Auditor*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **No**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **Yes**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **Yes**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **No**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)? **Ship**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 2 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 5 |
| v. Reading Material | 3 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 20

Part A

- a) *Your Age: 35*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 20*
- d) *Your nationality: Indian*
- e) *Current Designation: Chief Mate*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **Yes**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?*
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **No**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?* **Ship**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 2 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 5 |
| v. Reading Material | 3 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 21

Part A

- a) *Your Age: 34*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 25*
- d) *Your nationality: Indian*
- e) *Current Designation: Chief Mate*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **Yes**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **Yes**
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **Yes**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shiplside (By You Superior or company)?* **Both**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 3 |
| iv. Satellite and Dish related Services | 5 |
| v. Reading Material | 2 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 22

Part A

- a) *Your Age: 33*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 18*
- d) *Your nationality: Indian*
- e) *Current Designation: Chief Mate*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **Yes**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **No**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. Do you have *Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **Yes**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?*
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **Yes**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipside (By You Superior or company)?* **Both**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 2 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 5 |
| v. Reading Material | 3 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 23

a) Part A

- b) Your Age: 33*
- c) Your Gender: M*
- d) No. of years you have been at sea: 18*
- e) Your nationality: Indian*
- f) Current Designation: Chief Mate*

Part B

- 1. Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare? No*
- 2. Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare? Yes*
- 3. Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)? Yes*
- 4. Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing? Yes*
- 5. Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment? Yes*
- 6. Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition? Yes*
- 7. Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition? Yes*
- 8. Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.? Yes*

9. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **Yes**
10. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **Yes**
11. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
12. *Is the Phone communication paid or free?* **Paid**
13. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
14. *Are regular socializing meets in form of Parties and the like held on-board?* **No**
15. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
16. *Are you getting adequate shore leave?* **No**
17. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)?* **Both**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 3 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 4 |
| iv. Satellite and Dish related Services | 5 |
| v. Reading Material | 2 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?



Interview Questionnaire 24

Part A

- a) *Your Age: 29*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 15*
- d) *Your nationality: Indian*
- e) *Current Designation: Chief Mate*

Part B

1. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
2. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
3. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
4. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
5. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
6. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
7. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
8. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

9. Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops? **Yes**
10. If No internet – does your employer have any plans to install internet connectivity facility in future? **Yes**
11. Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls? **Yes**
12. Is the Phone communication paid or free? **Paid**
13. If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems? **Yes**
14. Are regular socializing meets in form of Parties and the like held on-board? **No**
15. Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ? **No**
16. Are you getting adequate shore leave? **No**
17. In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)? **Both**

18. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 4 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 3 |
| iv. Satellite and Dish related Services | 5 |
| v. Reading Material | 2 |
| vi. News Subscriptions | 6 |

19. Any other welfare item you feel should be made available, according to you that should be made available?

20. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

Interview Questionnaire 25

Part A

- a) *Your Age: 29*
- b) *Your Gender: M*
- c) *No. of years you have been at sea: 15*
- d) *Your nationality: Indian*
- e) *Current Designation: Chief Mate*

1. Part B

- 2. *Has anybody in your company talked to you about issues that you have to deal with on-board especially in terms of welfare?* **No**
- 3. *Do you receive support from your employer when you wish to discuss issues that you have to deal with on-board especially in terms of welfare?* **No**
- 4. *Do you think the work load on-board is too much (i.e. do you feel there too much work or just enough for what you are employed for)?* **Yes**
- 5. *Correspondingly to above question do you get enough time to rest and separate hours of rest for welfare / socializing?* **Yes**
- 6. *Are there enough materials in form of Movies (DVDs, CDs), Magazines, reading materials (Novels) on-board for entertainment?* **Yes**
- 7. *Is the entertainment equipment (TV, Music System, Gaming Consoles) in good working condition?* **Yes**
- 8. *Are there any Indoor games like Carom, Chess, Dart Board, Playing cards etc.? Are they in usable condition?* **Yes**
- 9. *Do you have a fully equipped Gymnasium on-board with Treadmill, Cycling Machine, Weights – dumb-bells, Multi Gym etc.?* **Yes**

10. *Do you have Wi-Fi or Cabled internet on-board, or access to email communication to connect with Family and friends, or any other means of data plan – to use social Apps on smartphones or Laptops?* **Yes**
11. *If No internet – does your employer have any plans to install internet connectivity facility in future?* **Yes**
12. *Do you have un-hindered access to telecommunications for calling Home (Family and friends)? Do you have a private area where the Phone set is kept for privacy of your calls?* **Yes**
13. *Is the Phone communication paid or free?* **Paid**
14. *If phone calls are paid, do you feel it is very expensive and company can reduce charges or plan for subsidy or alternate cheaper systems?* **Yes**
15. *Are regular socializing meets in form of Parties and the like held on-board?* **Yes**
16. *Do you feel that there is enough access to shore recreational facilities like Seaman Clubs, Disco's, Bars & Pubs when Ship is alongside, berthed at a Port ?* **No**
17. *Are you getting adequate shore leave?* **No**
18. *In case of inadequate shore leave, is the Shore side (Port Authorities /Agents / Harbour Master etc.) restriction to Shore leave more prevalent or Restrictions are from Shipline (By You Superior or company)?* **Both**

19. Rank in order of your preference (1 to 6; 1 being most important; 6 being least important) which items will you think should be available on-board for improving seafarers' welfare:

- | | |
|---|---|
| i. Internet/W-FI | 1 |
| ii. Cheaper Telecommunication | 1 |
| iii. Gym and Health related items | 3 |
| iv. Satellite and Dish related Services | 5 |
| v. Reading Material | 2 |
| vi. News Subscriptions | 6 |

20. Any other welfare item you feel should be made available, according to you that should be made available?

21. As a seafarer you might have your own opinion as to what could be done to handle issues in terms of welfare?

