

Lashing rule change looms

Safety ruling removes the requirement for crew to secure cargo

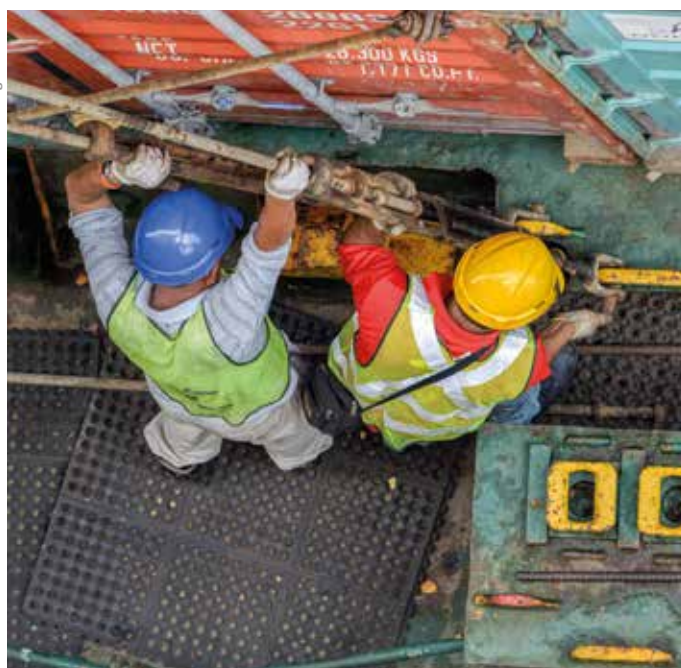
A NEW deal that prevents crew from lashing down cargo, including containers, unless no dockers are available to do the work comes into force on 1 January, 2020.

The Joint Negotiating Group (JNG), made up of maritime employers, and the International Transport Workers' Federation (ITF) have strongly urged shipping companies to comply with changes to terms and conditions which will affect ships' cargo-handling operations in ports.

The new deal on seafarer pay, conditions and use of ITF crew agreement funds for welfare projects, which was agreed at International Bargaining Forum (IBF) negotiations in February 2018, now applies to all IBF vessels operating worldwide (with the exception of the Dockers' Clause, which concerns the lashing of cargoes and which will take effect from 1 January, 2020).

The amended Dockers' Clause lays out procedures for loading and unloading operations in ports which are intended to better safeguard both ship crews and dockers' rights to undertake the work.

Credit: Igor Groshev



Lashing containers will no longer be a seafarer's responsibility

In recent times, there have been numerous seafarer deaths while carrying out this type of work.

When they reached the deal, both the JNG and the ITF accepted that the new Dockers' Clause would require a substantial change to existing arrangements with

stevedoring companies, charterers and other third parties.

Therefore, a deferment period until 1 January, 2020, was agreed for container vessels operating in the Baltic Sea, west Europe excluding the Mediterranean Sea, Canada and North Europe. ■

Seafarers pawns in political dispute

THE crews of two tankers, *Grace 1* and *Stena Impero*, were detained in July when their ships were seized in an escalating political dispute.

The Iranian-owned *Grace 1* was seized by British forces in Gibraltar's waters on suspicion of carrying crude oil to Syria — in breach of an EU embargo.

Iran then captured the *Stena Impero* while it was passing through the Strait of Hormuz, in what the country said was retaliatory action.

The detentions of the two ships followed a number of apparent attacks on tankers near the entrance to the Middle East Gulf.



Seafarers must not be used as "bargaining counters", said the ICS' Guy Platten

The US and its allies blamed Iran, who denied the allegations.

After the seizure of the *Stena*

Impero on 19 July, owners' organisations, led by the International Chamber of Shipping (ICS), urged "immediate action by the international community to stop the escalation of tensions and fully respect international law".

"Freedom of navigation is vital for global trade and is a fundamental principle of international maritime law," said ICS secretary general Guy Platten.

"Seafarers and ships must be allowed to operate in safety, and it is simply not acceptable for them to be used as bargaining counters in any way." ■

Enclosed spaces warning

THE Marshall Islands flag administration has warned of the dangers of enclosed spaces following the deaths of two seafarers on a bulk carrier and has issued a poster about the risks.

There were four deaths in enclosed spaces on Marshall Islands-flagged ships last year, with common failings leading to the fatalities.

There was a lack of awareness by crew members of the potential hazards of entering enclosed spaces without taking the correct precautions.

Senior crew failed to ensure that the ship's safety management system's enclosed entry procedures were followed before telling junior crew to enter an enclosed space.

In addition, the masters of the ships were not told that crew were going into an enclosed space.

In a Marine Safety Advisory, the Marshall Islands recommended that ship managers send a notice or bulletin to all their managed ships explaining the dangers of improperly entering an enclosed space; how to recognise an enclosed space; not entering an enclosed space without permission; and rescue from enclosed spaces.

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Lifeboat danger highlighted

REGULATIONS on the use of lifejackets inside free-fall lifeboats need to be revised to prevent spinal and neck injuries to crew if they wear rigid lifejackets during launching, Amaha Senu, a researcher at the Cardiff-based Seafarers International Research Centre in the UK, has said.

Presenting a report on the findings of a research programme concerning lifesaving appliances, Mr Senu also reported that seafarers had complained about the lack of sufficient legroom, seating space and general discomfort inside lifeboats.

India issues 'blacklist'

THE Indian Government has issued a 'blacklist' of companies and ships that have violated the country's regulations regarding non-payment of seafarers' wages, taking remuneration for employment of seafarers, abandonment by owners and other offences.

The companies on the list at the time of publication were Shah Al Arab Marine Agency, UAE; Alco Shipping Services, UAE; Triton Ship Management & Offshore, India; and Navik Shipping, India.

The ships on the list are *Enjaz 1*; *Menjaz-2* (IMO No.8500513); *Dharma*; *Azab*; *Sharjah Moon*; *Ocean Prestige*; *Ocean Grace* (IMO No.8913734); and *Ajwa*.

New book on boat handling

TAKING to the boats, getting away from a stricken vessel and safely negotiating the open sea until being rescued form the most demanding tasks a seafarer will ever face, according to The Nautical Institute, which has published a book on the subject. *Driving Lifeboats and Rescue Boats* aims to fill the gap between training and reality by providing "potentially-lifesaving insights into the realities of handling a lifeboat, man overboard boat or fast rescue boat in all conditions".

Mental health awareness focus welcomed

Two training programmes reflect increasing concern for seafarers' mental health

THE International Seafarers' Welfare and Assistance Network has introduced a new training course to provide management-level personnel on ships and ashore with an introduction to mental health awareness.

The one-day course is also suitable for anyone wanting to gain a better understanding of mental health at sea and how to support crew, including seafarers and those who support them.

The course was first delivered in London, UK, in June. The feedback, a spokesperson said, was "overwhelmingly positive", and further courses are planned for ships' officers in association with shipping companies.

The chief executive and founder of ship manager Synergy Group, Capt Rajesh Unni, has said that mental health awareness should be made a core component of seafarer first aid training.

He told a recent conference in Mumbai in India that more must be done to understand and alleviate the mental strains of life at sea as the dangers become more apparent.



Delegates discussed mental health initiatives for seafarers at a recent conference

Almost one in five deaths at sea are suicides, he noted, saying that this "is absolutely horrific".

Capt Unni added: "I think an obvious first step would be making mental health training available to employees of all maritime companies.

"Ship operators and managers certainly can — and should — offer this training to seafarers, starting with officers."

Capt Unni told *The Sea* that his organisation had already started providing such training for its officers.

In October last year, Synergy Group launched a mental health helpline — which is available to seafarers 24/7, in nine different languages, via phone, email and the chat-based nULTA app. ■

'Alarm fatigue' action call

THE secretary general of the ship managers' association InterManager, Capt Kuba Szymanski, has called for action on bridge alarms.

This follows publication of a survey carried out by marine insurer The Shipowners' Club, which found that frequently-sounding bridge warnings, especially false ones, led to 'alarm fatigue'.

Masters and officers of all ranks highlighted a problem of too many similar-sounding alarms and emphasised the need for alarms to be easily identifiable so that urgent warnings can be recognised as clearly distinct from simple notification bells.

The main issue raised was frequent 'alarm fatigue', followed by the fact that alarms were hard



Intermanager's Capt Kuba Szymanski has warned that the industry is creating an environment for failure

to identify — and then concerns over the design of alarm systems and of the bridge itself.

The results present a recurring

theme regarding the grading of alarms to assist the watchkeeper.

Another factor that emerged from the answers was the crew's readiness to silence alarms without investigation due to 'alarm fatigue' from repeated alarm soundings for no apparent reason.

Responding to the findings, InterManager has called for manufacturers to work with ship operators to address seafarers' concerns and to develop better ways of communicating bridge warnings.

Capt Szymanski said: "At present as an industry, we are creating an environment for failure and then we are surprised when our seafarers fail.

"We can and must break this vicious circle." ■

Pioneering programme produces first graduates

Philippines trainees from underprivileged backgrounds finish inaugural course

THE first batch of trainees has graduated from an engine room ratings course jointly organised by employers and unions.

Thirty-eight young people from underprivileged backgrounds were recruited for the 18-month programme, with 33 making it to graduation in June.

The initiative started in November 2017 at the Don Bosco TVET Center, located in Manila in the Philippines. A second batch of trainees began their studies in January this year and will graduate in 2020.

The course is a partnership between the International Maritime Employers' Council (IMEC) and the Associated Marine Officers' and Seamen's Union of the Philippines, using funds derived from International Bargaining Forum (IBF) collective bargaining agreements.

Each trainee was allocated an IMEC member from the beginning of the course and all who graduated have now been taken on as ratings by the members' companies.

The students received certificates from the Technical Education and Skills Development Authority —



The training programme is a collaboration between employers and unions

the Philippines' Technical and Vocational Education and Training authority — in arc welding and machining, as well as their basic International Convention on Standards of Training, Certification and Watchkeeping for Seafarers certificates.

Speaking at the graduation, Adam Lewis, IMEC's head of training and operations, said: "This day has been three years in the making.

"From meeting the Don Bosco [TVET Center] team and sketching

out some notes over a coffee in 2016, so many parties have had to come together to ensure we reached our first graduation.

"Most importantly, we required a batch of young people who were ready to make this investment into their futures.

"These young people are from underprivileged backgrounds and have made the decision to undertake an unpaid training course for 18 months, but by doing so have potentially re-written their futures." ■

ICS launches MLC Guidelines

RESPONDING to changing regulations, the International Chamber of Shipping (ICS) has launched the third edition of its *Guidelines on the Application of the ILO Maritime Labour Convention (MLC)*. ICS urged the master of every ship to have a copy on board. The new edition of the guidelines includes mandatory financial arrangements in cases of seafarer abandonment; changes to employment agreements in relation to piracy; measures to prevent harassment and bullying; new ICS/International Transport Workers' Federation welfare guidelines; and the implementation of health and safety provisions.

Fatal explosion on tanker

THREE crew members were killed on 11 June when an explosion occurred on Russian shipping company Volgaflot's *Tanker-16* while it was discharging crude oil at the Russian port of Makhachkala.

According to reports, a mixture of air and oil fumes built up in the engine room and then ignited.

Bulker carrier underpowered for storm

REDUCED engine power to meet new environmental standards was a contributory factor in the grounding of the Panama-flagged, 77,171-dwt bulk carrier *Glory Amsterdam* off the German coast in October 2017 in hurricane-force winds. Although the German accident report said the main issue was poor communication between the Chinese master, the salvage tug and German authorities, it also quoted expert evidence that the ship's engine was not powerful enough to keep it from going ashore.

Seafarers' union Nautilus has drawn attention to this aspect of the report, which appeared to bear out concerns it has raised over the International Maritime Organization's engine power-reduction rules.

West Africa still piracy hotspot

THE seas around West Africa remain the world's most dangerous for piracy, according to the International Maritime Bureau (IMB).

Of the 75 seafarers taken hostage on board or kidnapped for ransom worldwide in the first six months of the year, 62 were captured in the Gulf of Guinea — off the coasts of Nigeria, Guinea, Togo, Benin and Cameroon.

Of the nine vessels fired upon worldwide, eight were off the coast of Nigeria, Africa's top oil producer.

However, the Regional Cooperation Agreement on Combating Piracy and Armed Robbery against Ships in Asia has warned that the risk of the abduction of crew in the Sulu and Celebes Seas and waters off Eastern Sabah is also high.

On 18 June, nine crew were abducted from their vessel.

Fortunately, in this case, the



A member of the Ghanaian Navy stands aboard a fishing vessel during a combined US-Ghana joint boarding operation (file photo).

pirates were not armed, and no harm came to the crew.

Worldwide, the IMB Piracy Reporting Centre recorded 78 incidents of piracy and armed robbery against ships in the first

half of 2019, compared with 107 incidents for the same period in 2018.

Overall, 57 vessels were boarded successfully, representing 73% of all attacks. ■

Steadfastly working to improve seafarers' welfare

New research has identified where life at sea is getting better, and, sadly, where it is getting worse

By David Hughes

SEAFARERS who have served in the industry for some time will have views on whether life at sea is improving, or not. Such views are important and, in fact, are systematically gathered and recorded by researchers from the Seafarers International Research Centre (SIRC).

SIRC is part of the Cardiff University School of Social Sciences based in Wales, UK. It was set up in 1995 to conduct research on seafarers, especially on their occupational health and safety. It is said to be the only international research facility of its kind and has built up unparalleled experience of research in this field.

Earlier this year, SIRC held a symposium in Cardiff where its research team outlined some of the projects they have been working on and presented their findings.

The topics covered were quite wide-ranging and included causes of accidents, issues with lifesaving appliances and the importance of religion to seafarers, among others.

Two presentations in particular focused on what is important for crew wellbeing. Research



Credit: Iain Brown

There has been a big increase in the percentage of seafarers who said they were unable to get adequate rest all of the time

associate Neil Ellis has been studying changes in standards of shipboard accommodation, while SIRC's director, Helen Sampson, has partnered with Mr Ellis to come up with ideas for improving seafarers' mental health and wellbeing.

Speaking at the symposium, Mr Ellis explained that in 2011,

SIRC undertook a large-scale survey of seafarers' working and living conditions on board ships, funded by the Lloyds' Register Foundation. It looked at seafarers' satisfaction with a number of aspects of the design of accommodation, which has been shown to be important for both mental and physical health. It was repeated in 2016.

The core of the project was questionnaires collected from active seafarers at training establishments and welfare centres based in the UK, the Philippines and China. In the first survey 1,533 questionnaires were collected, 1,537 in the second. Seafarers in the two samples were similar in terms of gender and nationality and there was no change in the ship types they served on.

The study also took into account how long seafarers had to be in their accommodation and so they were asked about tour length. In general it appeared spells away from home had got shorter. In

2016 some 34% had tours of six months or more compared with 55% in 2011. However, for Chinese seafarers, tour length had actually increased, with 62% reporting having a contract of six months or more in 2016, compared with only 54% in 2011.

General surroundings

Turning to the physical environment seafarers live in, 74% said furnishings were good/very good in 2016, compared with only 51% in 2011. In addition there was an increase in the percentage of seafarers who were able to adjust the electric light levels in their cabins. This aspect had improved on tankers, bulk carriers and general cargo vessels.

The study also found that access to the internet within cabins had significantly increased, from 15% to 27% in 2016. Internet provision in general on board had also increased (from 39% to 51% in 2016), as had the provision of free and unlimited internet. However, there was a significant increase in



Although there have been some improvements in terms of seafarers' accommodation and recreational facilities, many aspects have not improved, or have actually got worse. Indeed, there is still much scope for improvement...

the percentage of seafarers saying they had internet provision but with restrictions in time or that they had to pay. Access to free and unlimited email had increased from 27% to 39%.

The quality of food on board was found to be an area of general improvement and dietary needs were being catered for better.

But some aspects of life on board had not changed. One in 10 seafarers were still sharing cabins, and a fifth were still sharing bathroom facilities. Twenty-seven percent of seafarers were still unsatisfied with the size of their cabins, and nearly a third said they had inadequate storage space. Just under a sixth of seafarers still indicated that furnishings were poor or very poor. Nearly two-thirds of seafarers in both years reported being disturbed by noise or vibration some or all of the time.

Areas of weakness

Looking at areas that had worsened, there was a big jump in the percentage of seafarers who said they were unable to get adequate rest all of the time, from 35% to 53%.

Meanwhile the provision of recreational equipment such as TVs, music systems, DVD libraries and book libraries had reduced by 2016.

Of particular concern was the proportion of seafarers who said that they were never able to go ashore, which had increased from 7% to 11%.

The research also found that conditions for Chinese seafarers were generally less satisfactory than for other seafarers. They were the least likely to have internet access in their cabins or to have access to email facilities, and their tour length, as noted above, had increased.

Seafarers working on vessels built in China reported that they were the least likely to be able to adjust light levels and they were slightly more likely to report being disturbed by vibration.

Summing up, Mr Ellis told the symposium: "Although there have been some improvements in terms of seafarers' accommodation and recreational facilities, many aspects have not improved, or have actually got worse. Indeed, there is still much scope for improvement to accommodation



Investigating religion at sea

At the Seafarers International Research Centre symposium, researcher Nelson Turgo presented an update on his project *Faith and Religion amongst Multinational Crews*. At the time of the symposium, Mr Turgo had sailed on two vessels for seven weeks on each.

While he still had a considerable amount of research work to do initial findings are that in general seafarers do not see religious differences as a problem at sea.

A ship's master was quoted as saying: "Why do we come on board? To leave family, leave a girlfriend,

leave a wife, friends? To make money. We work on board to make money. We don't come for trouble. So, for religion, I don't think this a problem on board."

But faith can be important to the individual seafarers. An able seaman was quoted as saying: "And now I realise, now that it all came back to me, on board, there will always be time when religion is your last resort. Religion is your only hope, or the only thing that you think about because there is nothing to think about anyway. And you have nothing to hold on to." ■

and recreational facilities on board. This is worrying, especially given the increasing concerns about seafarers' mental health that are currently being raised within the industry."

His findings led on to the whole issue of seafarers' mental health and wellbeing. Setting the scene, Professor Sampson said that it was difficult to establish the extent of the problem of mental ill health and suicide among seafarers relative to comparable populations. However, she had found evidence of an increase in recent-onset anxiety and depression among serving seafarers. Also, there was evidence that some departments, for example galley staff, may be particularly prone to emotional exhaustion and 'burnout'.

On the back of the survey's findings, SIRC set itself a number of questions to answer:

1. Are mental health problems among seafarers considered to be a significant problem by key stakeholders within the

international cargo shipping industry?

2. What factors and features of life on cargo vessels do seafarers identify as supporting and/or undermining good mental health and wellbeing?

3. What policies and practices could be implemented by ship operators and/or welfare bodies to provide better support for the mental health and wellbeing of seafarers?

Finding answers

To answer these questions, Professor Sampson and Mr Ellis carried out a very extensive research programme. This included a literature review, a questionnaire sent to a randomly-generated sample of 43 human resources managers working in ship-operating companies and an interviewer-administered questionnaire filled in by 1,507 seafarers. In addition, face-to-face interviews were conducted with five employers, five seafarers and five maritime charities and

stakeholder organisations. The researchers also analysed data provided by P&I clubs and interviewed senior executives at five of them.

Not all of the evidence pointed in the same direction. According to Professor Sampson, although mental health and welfare is identified by maritime charities, P&I clubs and stakeholder organisations as an important issue, employers do not recognise its importance to the same extent as maritime charities and stakeholders. Moreover, employer records and records obtained from P&I clubs do not provide evidence of an increasing problem of repatriations as a result of mental ill health or of suicides among seafarers.

Perhaps not surprisingly, the SIRC research found seafarers reported being significantly happier at home than at sea. At sea only 66.9% reported being happy or very happy compared with 92.8% ashore.

Professor Sampson quoted



Symposium messages for Mission chaplains

The Mission to Seafarers has worked closely with the Seafarers International Research Centre (SIRC) on some of its research projects and four Mission chaplains were among the wide range of shipping industry professionals who attended the SIRC symposium.

Afterwards, the Revd Ijeoma Ajibade, the Mission's regional director for Europe, commented: "By presenting robust and well researched evidence, the conference is helping us to understand the reality of life on board as well as issues such as accidents and safety equipment, and seafarers' health.

"Understanding these issues will help us support seafarers as we visit them on board and meet them at our centres and in the ports. One of the issues I would like to explore further is how best to help seafarers who find comfort in their different religious practices and the resources we can provide to support this."

The Revd Colin Hall Thompson, Mission senior chaplain in Belfast, Northern Ireland, told *The Sea* that he nearly always found such conferences stimulating. "I believe we can be more relevant chaplains the more we understand the industry. Nelson Turgo's contribution was interesting in confirming what I expected with statistics and stories. The accommodation and mental health presentation brought us nearer our focus – seafarers' welfare – and set me thinking about all the different factors related to each other and seafarer welfare."

Mission chaplain to the UK's Humber Ports Jake Pass said: "I thought the conference was very useful and covered a wide range of topics. It highlighted that while working and living conditions for seafarers have continued to improve there is still a long way to go, particularly with regards to WiFi on board ships. I also enjoyed hearing some of the preliminary findings of SIRC's research, given my involvement with parts of its project."

South Wales port chaplain the Revd Mark Lawson-Jones noted: "The SIRC symposium drew together some important topics, which seemed to resonate with the chaplains and ship welfare visitors. The session on faith and religion among multinational crews echoed with the plurality we find aboard ships. The vast majority of seafarers seem to enjoy religious freedom, many are able to pray and observe festivals, a right which is accepted by the other crew members, who might have a different faith or none at all. The one thing that draws them together is the fact that they are seafarers, they are rightly proud of that."

He added: "The increase in standards of the living environment for seafarers was good to hear, although provision of WiFi to crews remains a struggle for many. It's something we are well aware of and is usually a primary concern. To be able to contact loved ones is something that helps with mental health and wellbeing in general." ■

a seafarer as commenting: "Between pressure, workload, no days off and [the fact] you are a gazillion miles away from home with limited communication, what do you think is going to happen?"

Both events ashore and circumstances on board were found to make seafarers feel 'down'. When family-related problems occurred this caused most seafarers to feel down or depressed on board. However, seafarers also identified ship-specific factors that affected them: too much work; being unable to take shore leave; poor food; a 'bossy captain'; experiencing discrimination; being blamed for things; falling out with superiors or other colleagues; getting tired; and boredom.

Advice offered

Professor Sampson and Mr Ellis put forward a range of practical suggestions for improving conditions for crews. These included the introduction and enforcement of anti-bullying and harassment policies and training for officers in creating "a positive atmosphere on board including via the provision of positive feedback on work, when appropriate, and respectful interactions with subordinates". They also wanted to see self-help guidance on improving mental resilience and confidential counselling services made available to seafarers.

They added that improvements needed to be made to employment terms and conditions. Specifically, they recommended that "contracts should balance work and leave time for all ranks in a ratio which is not worse than 2:1 and with an upper limit of a maximum of six months on board".

A key recommendation was that free and unlimited internet should be made available to all seafarers on board all cargo vessels.

Summing up, the researchers concluded that strategies to support good mental health need to be "orientated towards proactive shipboard improvements designed to stimulate positive social interaction with those on board and those ashore, and to improve opportunities for seafarers to relax, recharge and uplift their mood". ■

Credit: Jamie Smith



The survey found that the quality of food on board has improved

When the wind blows on CO₂ reduction

Could wind be the solution to the environmental issues surrounding ship power?

By Michael Grey

IF SHIPPING is to really achieve a zero-carbon scenario by 2030 or 2050 (you can choose whichever number suits your environmental enthusiasm), there will have to be some very drastic changes. It is one thing to make these solemn commitments, but another thing entirely to contemplate marine propulsion systems providing the power to drive some of the world's biggest man-made moving objects. Can scientists and engineers really replace the big diesels that currently power most of the world's 50,000 ships? They are going to be very busy!

It is already clear that all the environmental changes taking place today – the low-sulphur regulations, the possible switch to LNG, the use of scrubbers to clean emissions, experiments with batteries and biofuels – are just interim steps along the way to a zero-carbon future. Something very much more radical is going to be necessary.

Different choices

Hydrogen, it has been suggested, is the key to big power provision, although translating and scaling up the modest efforts that have been achieved so far in fuel cell technology is a very major challenge. And in our search for new, cleaner and more-sustainable marine fuels, we are still at the 'laboratory' stage, with the need for massive research funding now becoming obvious. Less apparent is who will pay for this major shift in the means of marine propulsion.

Another question being increasingly asked is whether a journey is really necessary. Do we really need to shift such vast quantities of goods huge distances around the world, burning all this fuel and pumping out all these emissions? Might it be possible to make world trade more 'compact'?

It is certainly a thought. Why carry stuff dug out of the ground halfway around the world when the same stuff can be obtained much nearer to where it is needed?

Move that argument forward a few notches and ask whether, instead of carrying vast quantities of iron ore around, you could instead sell and ship finished steel products, which would require a lot less horsepower to transport by sea. Progressing a little further, if protection of the environment is that important, might more products be manufactured locally, which would result in fewer tonne miles? It sounds somewhat heretical to anyone in the business of marine transport, but it is something being suggested as a potential future policy.

It's a worrying time to be contemplating the design or construction of new ships when there are such uncertainties around – if you bear in mind the expected life of a modern merchant ship. You can install dual-fuel machinery that will be able to burn LNG if that is commercially sensible. You can ensure the ship reflects the very latest developments in hull-design, all making the vessel more efficient and sustainable – such as air bubbling pumps that reduce resistance or ducted propellers that give the screws more 'bite'. You might spend real money fitting 'hybrid' propulsion systems incorporating batteries and diesel-electric systems, which are now being seen deep sea for the first time. However, even all added together, these brilliant systems and devices still leave the ship churning out the dreaded carbon, albeit a bit less of it.

Winds of change?

Might the answer be blowing in the wind? Auxiliary wind propulsion might still be considered in its infancy, which might seem funny if you reflect on the fact that wind powered ships for thousands of years. There are a lot of interesting ideas coming to the fore, such as the development of sails offering extraordinary power.

There are new lightweight materials available with great strength, along with automated handling systems, which move



Credit: B9 Shipping

There are a lot of interesting propulsion ideas coming to the fore



Can sail provide the scale needed to carry the world's trade around over a century after it disappeared from the world's sea lanes?

sailing ship technology several notches further forward. It is no longer lunacy to suggest that a commercial ship could be designed that could spend most of its time at sea under sail, with an auxiliary engine necessary only to get in and out of port.

There are interesting tests being undertaken using rotor sails on sizeable bulk carriers, ferries and even quite large tankers. More companies are testing out the possibility of employing large kites, launched and recovered over the bow and flown at a height that avoids the surface turbulence. There is a French project that will see roll-on roll-offs using sails on a two-way route across the North Atlantic.

Can sail provide the scale needed to carry the world's trade around over a century after it disappeared from the world's sea lanes? The biggest sailing ship ever built, *France II* of 1911, was only 8,000 deadweight tonnes,

which is only a short-sea size in today's terms. It is a very big ask to even contemplate a 20,000-teu containership being given a helping hand by wind.

But maybe we just need to look back and think of those sailing ship seafarers, who looked at the first steam tugs, possibly thinking that steam would never work aboard a big, deep-sea ship. It could be that the growing pressures of the environment work in favour of wind, as the significant clean and carbon dioxide-free (CO₂-free) marine power source everyone is seeking and in time for that 2050 deadline. ■

**See the cartoon on
page 13
by Michael Grey**

Para basahin ito sa salitang
Tagalog, pumunta sa:
<http://bit.do/mtstalog>

Food for the soul of seafarers

Carly Fields hears about Bjørn Tore Larsen's commitment to put good nutrition at the heart of OSM Maritime's onboard catering

SINCE the scourge of scurvy in the 1700s, the effect of poor nutrition on the health of seafarers has been well documented. But little effort was made to address the problem until the turn of this century. Today, there is a widespread concerted effort to improve sustenance on board ships. Not coincidentally, this move has happened in tandem with a wider public appreciation of the consequences of deficient diets. But thanks to an increased awareness that an isolated career combined with shift work makes following a fresh and healthy diet that much harder, it's now appreciated that seafarers need a great deal more support to make healthier eating choices.

As a third-party ship manager with over 12,000 employees, a fleet of over 500 vessels and operations all over the world, OSM Maritime is in a prime position to see the effects of poor nutrition on crew. It already runs a Catering Academy in Manila to service its fleet and this year has introduced a new catering service to support seafarers in making healthier nutritional choices. OSM's catering activities, including training, an academy, its culinary centre, and OSM's provision department, are headed by Markus Gfeller in the newly created role of global catering manager. Mr Gfeller is a trained chef with over 20 years' of experience in the shipping



OSM's Bjørn Tore Larsen wants to instil a "culture of excellence" within the areas of catering management and nutritional health

industry. OSM Manila will operate as the service headquarters, with the academy ensuring uniform, high quality training for company catering specialists.

Its Catering Academy provides training and expert guidance to its crew to equip them with knowledge on the ideal daily intake of food and nutrition and the benefits of daily physical activities and exercise. "The training that we provide is internationally recognised

as best-in-class," OSM Group chairman Bjørn Tore Larsen says to *The Sea*. Scandinavian flag states have chosen to endorse and support OSM's efforts through accreditation of its courses.

Waste not, want not

Of note is the win-win of OSM's efforts when it comes to addressing waste: "We saw that across the industry a large amount of waste in food on board was a real issue," Mr Larsen says. "We have actually found that a nutritious and healthy food solution on board reduces waste and ultimately cost – which allows everyone to buy better produce for an improved lifestyle on board."

Its Catering Academy is "much more than" a training facility to support its crew competencies, adds Mr Larsen. "We firmly believe that by having the Academy we are installing a culture of excellence within catering management and nutritional health on board all

vessels where OSM is engaged."

Also, the menu planning for vessels includes suggested menus to both inspire and support the fact that most vessels are manned by a multinational crew. "We always encourage and plan for international menu planning, allowing for cultural, national and religious demands – to ensure that no matter the crew nationality we always provide a nutritious and healthy meal."

For OSM, better crew nutrition is just part of the bigger drive to engender high performance through motivated and engaged colleagues. "On board vessels, a big part of this comes from living standards on board, especially the food and the social lifestyle around this. Further, it is common knowledge that to be at our best we need to eat a balanced diet and good nutritious food, combined with a physical and healthy lifestyle."

Mr Larsen adds that OSM puts people at the heart of its operations and takes seriously the responsibility it bears to ensure that the crew it employs on board experience a healthy and good lifestyle. At the end of the day, he says, they need to return home to their families healthy and happy.

Wider consequences

Poor diet brings a myriad of risks, beyond the more obvious outcome of ill health. There have been publicly reported incidents where fatigue and chronic diseases attributed to poor nutrition have been cited as causes of accidents. At its own medical centre, Nordic Medical Centre, OSM has determined that many seafarers are putting themselves at risk because of a lifestyle that centres around unhealthy nutrition. "At OSM, we therefore run campaigns to support and guide our crew and their families on living a healthy lifestyle," says Mr Larsen.

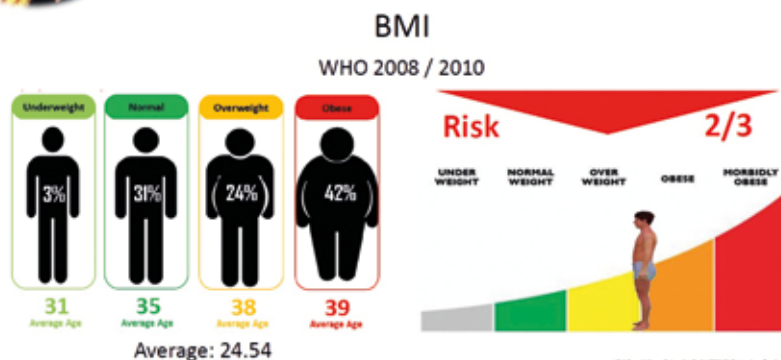
By holistically addressing the problem of poor nutrition both on board and ashore, OSM aims



Crew who experience inappropriate nutrition are at high risk of chronic diseases related to poor nutrition, for example, diabetes



Filipino Seafarers



It is common knowledge that to be at our best we need to eat a balanced diet and good nutritious food, combined with a physical and healthy lifestyle

to address all the risks that type of lifestyle brings. "Ultimately it's a safety risk, in so much that crew who experience inappropriate nutrition are at high risk of chronic diseases related to poor nutrition, for example, diabetes. This is a risk we at OSM take very seriously and we will do all possible to address it to ensure we provide the optimal living and nutrition standards for our colleagues at sea," Mr Larsen says.

But he acknowledges that better nutrition on its own cannot be a blanket fix-all. To truly tackle seafarer wellbeing, a combination of leadership, work planning, communication and a focus on a sustainable culture on board the vessels is needed. "Nothing stands alone and this needs to be considered in conjunction with the other initiatives we take at OSM to safeguard and support our colleagues at sea. An example of this is the systematic

approach we take to monitoring, supporting and guiding our catering teams on board vessels on everything from menu planning, procurement of food products, waste management, hygiene and ultimately crew competence to deliver top-of-class and nutritious catering on board."

Beyond nutrition

The catering service is one of a number of progressions that Mr Larsen has spearheaded following his re-appointment as chief executive this year. Of note is his pledge to build increased opportunities for female seafarers at OSM to support diversity.

Mr Larsen explains that he would like to see an increase in the number of women on board OSM's ships and in its onshore organisation. "We are taking deliberate and strategic steps to address this and to actively

recruit female talent to our organisation." He explains that the Catering Academy already attracts a high percentage of female professionals – and performance metrics reveal that they perform very well. "Further, we have female cadets and female officers across our global organisations," he says. Particularly successful has been OSM's recruitment of women in Brazil and Scandinavia where today there is a steady and strong development of female talent in all ranks.

More broadly, Mr Larsen is dedicated to OSM's key focus of continuously working to improve safety at sea, predominately through training and competency building. This is being addressed through a constant focus on how systems, processes and procedures can be improved to allow the most effective and safe operation on board all its vessels.

Additionally, Mr Larsen says

that OSM will continue to ensure that it delivers on its promises to its customers and employees. "This includes a rigorous focus on delivering a superior service. By constantly focusing on delivery and exceeding expectations, we believe we can have sustainable growth. And when OSM grows we create jobs for the many, which is great."

With the industry as a whole transitioning towards a digital future, OSM believes that good crew health and welfare must play starring roles if the industry is to reach its true potential. This, says Mr Larsen, requires a strong and effective focus on working as a team, both between vessels and onshore and between customers, suppliers, crew and authorities. "OSM is committed to this journey, and we aim to continuously deliver on our promises to our customers and our colleagues at sea and onshore." ■

MENU PLAN 24H

		DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	DAY 7	DAILY OFFER	NEVERPAKES
BREAKFAST	WESTERN	Breakfast Sandwich	Corned Beef	Chester's Hash	Minute Beef Steak	Grilled Turkey	Burger Sandwich	Meatloaf	Fresh Fruit	Coffee
	ASIAN	Spiced Bacon	Egg Benedict	Spiced Turkey	Spiced Turkey	Spiced Turkey	Spiced Turkey	Spiced Turkey	Cheese Pudding	Hot & Cold Tea
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Fruit Juices
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Milk
LUNCH	WESTERN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Coffee
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Hot & Cold Tea
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Fruit Juices
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Milk
DINNER	WESTERN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Coffee
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Hot & Cold Tea
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Fruit Juices
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Milk
DESSERT	WESTERN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Coffee
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Hot & Cold Tea
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Fruit Juices
	ASIAN	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Spiced Bacon	Assorted Cold Cuts	Milk

Responsibility for security rests on everyone's shoulders

Crew have several obligations when it comes to maintaining the security of IT systems on a ship, even if they are not part of the IT team

IN PARTNERSHIP with Secure State Cyber, The Shipowners' Club has answered a series of frequently asked questions concerning the responsibility of crew members in maintaining IT systems' security on board, safeguarding personal devices and identifying which equipment is most vulnerable on board.

Q: What can crew members do to protect themselves and their vessel from a cyberattack?

A: Crew members can take several actions to avoid their vessel becoming compromised:

- Do not 'jailbreak' a device: ensure that the mobile device is updated regularly and that the device is not subject to 'rooting' or 'jailbreaking'. 'Rooting' refers to a process that allows access to an Android device with 'root' or 'system' privilege, which in turn enables the user to install or make any modifications they please. 'Jailbreaking' refers to Apple products in the same way. The purpose of these actions is to remove restrictions imposed by the manufacturer or operator. Once a device is rooted or jailbroken, there

is an increased chance that the device can have spyware, trojans, rootkits, or other forms of malware installed easily without the owner's knowledge;

- Do not plug personal items into the ship's critical network: crew members who have access to, or manage, critical ship systems should not plug personal devices into any of the ports on these management systems or human-machine interfaces. It is imperative that devices used for accessing and/or managing ship systems are not utilised for web browsing, social media, internet surfing or personal emails. Each device has a purpose, and their roles should be set out clearly and isolated from any other tasks; and

- Avoid clicking on phishing emails: phishing emails are emails sent by hackers with the intent to get unknowing users to click on malicious links or files. These emails are usually well-built to look like a legitimate sender to confuse the recipient. Phishing attacks are one of the most successful and common attack methods for hackers as they save them the effort of having to find another way through a firewall.

Q: What equipment is most vulnerable on board?

A: The most vulnerable systems on board are typically the oldest and least-up-to-date systems. These systems often run in a plaintext format or are using old protocols for management or operation, but not always. In addition, these systems often tend to be linked to managing process control, safety and support functions such as Distributed Control Systems (DCS). DCS is a common term for systems that collect, process and forward data on board ships – such as alarms, video, private telephone systems, engine controls and dynamic positioning, among others.

The problem is amplified when the most vulnerable systems are also the most critical. A defence-in-depth strategy is vital when securing these vulnerable and critical systems. Defence-in-depth refers to the layering of protections to access-critical systems, therefore making it more difficult to bypass security to access a system (both for authorised and unauthorised personnel).

Q: How can crewmembers verify that equipment is safe to plug into the ship's systems?

A: To reduce the risk associated with plugging equipment into lower-security and higher-security systems:

- Prohibit any uncontrolled devices from accessing the most critical systems;
- Ensure devices have a current and updated antivirus software installed; and
- Verify that the ability to install third-party software or applications is completely controlled and restricted solely to system administrators.

If Bring Your Own Device (BYOD) is allowed, crew must implement a thorough asset loss aversion solution and policy. Devices that are allowed into the network should be controlled by an appropriate measure. If a BYOD device is lost or stolen, the IT team must be able to remotely wipe the device. The IT team also need to be able to prevent unauthorised installs and downloads to these devices.

Q: What special precautions should be taken for isolating networks on which the ship's communication equipment functions?

A: It is important to segment and separate networks into different areas of trust based on the criticality of the systems that operate on those networks. The keyword here is 'network'. Any system that is communicating with a critical system is also deemed to be critical and hence part of the network.

However, it must be remembered that a network should not be over-secured to the point of compromising availability of critical systems. The purpose of security is to lower risk of the potential loss of an asset, not to reduce the availability of necessary services to authorised personnel. ■

Crew members must avoid being duped by phishing emails



Need for real and restful downtime as critical as ever

CMA's Joe Gross explains to **Carly Fields** and **Kate Jones** why more thought needs to be given to the demands placed on seafarers during scheduled shore leave

TIMES were that when a seafarer finished his or her rotation at sea, they would get to enjoy shore leave with friends and family and not give too much thought to the next rotation until it was time to pack for the next voyage. But more and more the respite offered by shore leave is being eaten into by the increased demands of continuing education – mandated by regulatory authorities – to renew or secure new certifications. Former seafarer and Connecticut Maritime Association (CMA) president Joe Gross tells *The Sea* that this is a trend of concern.

Mr Gross, who is also dry operations manager for the US arm of ship operator d'Amico, calls for seafarers to have the chance to recover from onboard stints. "Serving four to five months or more at sea is exhausting. You are working every day in a noisy environment, perhaps with bad weather and/or including transits through a piracy zone."

Seafarers, he says, need time to recuperate after being away at sea, but are not always being afforded that basic necessity. "Now, during your time off you are renewing your certificates, so a few months of holiday may actually only end up being a few weeks – and that's tiring."

Mr Gross, who spent six years at sea, is also concerned about issues at play when it comes to the mental health of seafarers, as well as social integration problems on board. As an example of the latter, he explains that the crew used to gather for movie nights in the mess room, but now seafarers can watch films in their own cabins. "It's a challenge. It's important to get these messages out to the shore community – many of whom have not benefited from 'sea' time."

Environment and trade

Mr Gross reports that the issue getting the most airtime among CMA's members is the International Maritime Organization's (IMO) incoming 0.5% mass by mass limit on sulphur in fuel oil used on vessels running outside designated emission control areas. This limit will be implemented on 1 January next year and is often referred to as IMO 2020. But while the legislation undoubtedly presents challenges, there is an upside that is largely being overlooked, he says, suggesting that more attention should be paid to the wealth creation presented by this and other environmental 'challenges', and the economic perks of carbon reduction.

"As we reduce carbon emissions, the reality is that economies grow," he notes.

Mr Gross also reminds the industry that IMO 2020 will not only lower air emissions, it will also improve health. "There have been studies that have shown how many lives will be saved, but the figure is actually much higher than that as the lives saved will touch so many others as well: family, friends and so on. So, there's a huge wealth-creation dividend beyond the reduction in emissions."

"People get stuck in the disruption issue itself rather than taking a step back. Come 1 January, 2020, the industry will have reduced its sulphur emissions sevenfold from one moment to the next. I don't know of any global industry that has achieved a reduction like that."

Looking ahead

IMO 2020, regulatory issues and the IMO target to cut GHG emissions by at least 50% by 2050 compared with 2008 will all be on the bill at CMA Shipping 2020, a three-day shipping conference and exhibition hosted by CMA.



It's important to get these messages out to the shore community – many of whom have not benefited from 'sea' time.

Taking place from 31 March to 2 April, 2020 at the Hilton Stamford Hotel & Executive Meeting Center, located in Stamford, Connecticut, the event describes itself as "the largest international shipping event in North America" and is set to attract more than 2,500 people. Blockchain and robotics, as well as bunkering, are other planned topics for the event, and Mr Gross says that sessions are being scheduled on sustainable transport solutions; infrastructure; renewables; smart operations; problems on the Mississippi River; cybersecurity; wealth creation;

and environmental opportunity.

Beyond CMA Shipping 2020, CMA wants to "take a more forward stance" with regard to women and young people, with education having "always been an important facet" for the organisation. The CMA Shipping conferences always feature a session about the human element, which includes those at sea, says Mr Gross, adding that there will be an attempt to extend this and discuss recruitment and retention at future conferences. After all, he emphasises, the industry would be "nothing if it weren't for seafarers". ■

Onboard food's a real pick 'n' mix

The traditional dishes from the top seafaring nations represent a broad range of tastes and flavours, explains Kate Jones

THE Philippines, Russia, China and Indonesia are four of the estimated biggest seafarer supply nations when it comes to both ratings and officers. They're diverse countries, and one area in which this diversity can be observed is food. A typical breakfast or dinner might mean something very different to an Indonesian seafarer compared with a Russian seafarer, for example. If you work in a ship's galley, or just fancy learning more about some fellow seafarers' potential diets, perhaps this information about meals in the above countries will prove useful.

Breakfast

In China, basic breakfast options generally include buns, soup, sweet or salty pancakes, deep-fried bread sticks or doughnuts (youtiao), fried or soup-based noodles and porridge. However, in the Philippines, a standard breakfast is normally made up of cured or dried meat or fish, fried rice (normally seasoned with garlic), fried egg and bacon. Another option is bread with jam, cheese or peanut butter for spread.

A staple of an Indonesian breakfast is rice, accompanied by vegetables, meat proteins (or tempeh and tofu) and poultry and/or fish. Three popular breakfast dishes are Indonesian fried rice (nasi goreng), mixed rice (nasi uduk) and rice cake in a light, vegetable, coconut curry (lontong sayur). In Russia, traditional breakfasts are focused around porridges, but other popular breakfast foods are quark with honey, crepes (blini) and open sandwiches with cold cuts and cheeses (buterbrod).

Lunch

In China, lunch often consists of rice, noodles and other mixed hot foods, though Western foods are not uncommon. Rice also forms part of a typical Filipino lunch, which is combined with one or two other ingredients, sometimes with soup.

In Russia, lunch normally consists of a first course (usually soup) and second course (meat and a garnish). Meanwhile, lunch in Indonesia might consist of meatball soup, tofu, rice and vegetables, or pancakes.



There's a great deal of variety in the food tastes of seafarers

Dinner

In Russia, a typical dinner consists of one or two appetisers and a hot main dish, which could be potatoes, fish or meat. In China, many people enjoy eating cold dishes for dinner first – like cucumber salad, mushrooms and lotus root – before lots of dishes are brought out, one at a time. Generally, there will be a few meat or fish dishes, some vegetable ones and some staple foods like rice, noodles or dumplings. Soup normally comes last, and if there is something resembling dessert, it

will likely be some kind of fruit plate.

In Indonesia, rice is very popular, but what it is served with is region-dependent. Chicken, tofu and fish are popular choices for dishes, which are accompanied by blanched or raw vegetables and seasoned with spices. Soup is often served on the side, as are crackers. Finally, in the Philippines, rice is always on the dinner table, and the set-up is normally the same as at lunch, although some Filipinos prefer to eat a lighter meal at night or to re-heat lunch leftovers. ■

Sudoku

The aim of Sudoku is to fill in the empty cells so that each column, row and 3x3 region contain the numbers 1 to 9 exactly once. Find the answers to both puzzles in the next issue.

FIENDISH LEVEL

5	1							
		9			7	5	6	
					5		3	1
		8	3	4			7	
9								6
	7			1	9	4		
6	8		7					
	4	5	9			6		
							8	7

DIABOLICAL LEVEL

	7			2				
		1		5		9	8	
2		5	6					
		2			5		3	4
				4				
6	5		9			7		
					4	5		7
	9	6		1		2		
				9				1

MEDIUM LEVEL SOLUTION (ISSUE 260)

9	3	5	6	4	2	8	7	1
6	2	8	1	5	7	4	3	9
4	1	7	3	9	8	5	6	2
1	8	4	5	7	6	9	2	3
7	5	3	9	2	4	1	8	6
2	6	9	8	1	3	7	5	4
5	7	1	2	6	9	3	4	8
3	4	2	7	8	1	6	9	5
8	9	6	4	3	5	2	1	7

TRICKY LEVEL SOLUTION (ISSUE 260)

4	3	9	7	8	1	2	5	6
1	5	2	3	6	4	8	7	9
6	7	8	9	5	2	3	4	1
8	6	4	5	3	7	9	1	2
5	9	3	2	1	8	7	6	4
2	1	7	6	4	9	5	3	8
3	8	5	4	2	6	1	9	7
9	2	6	1	7	3	4	8	5
7	4	1	8	9	5	6	2	3

Credit: www.sudokuoftheday.com

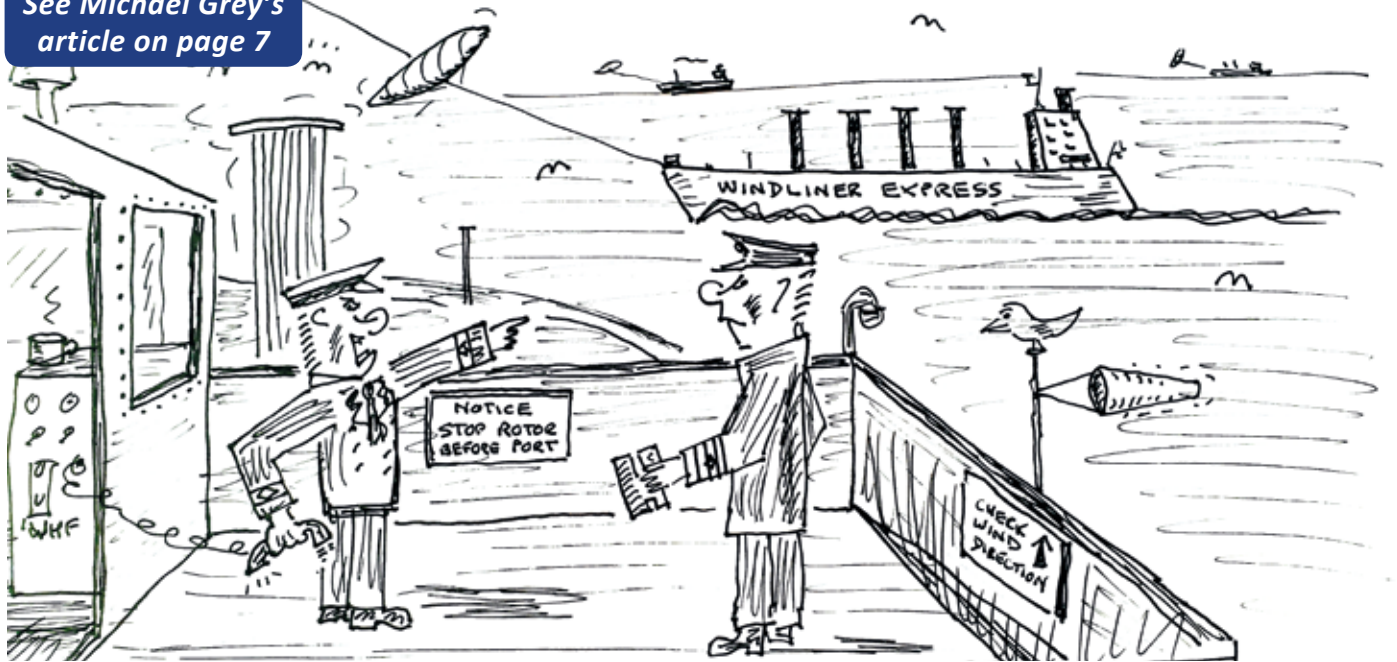
Jumble

Can you correctly unscramble these anagrams to form four words? If so, send your answers by email to thesea@missiontoseafarers.org by November 30th, 2019. All correct answers will be entered into a draw for a chance to win a Mission to Seafarers' Goodie Bag, containing a pen set, mug and handmade woolly hat. Please include your answers, name, the vessel you are working on, your nationality and finish this sentence: "I like The Mission to Seafarers because..."

1) ADEHKCND 2) AYILEUQT 3) DEENHAREC 4) EVALE

July/August solutions: 1) INTERACTION 2) EMPOWERMENT 3) PESTS 4) MANNING

See Michael Grey's
article on page 7



"He says that rotors must give way to kites!"

Get in touch!



Have you got news or views that you'd like to share with *The Sea*? Please get in touch: thesea@missiontoseafarers.org.

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The Mission to Seafarers

The Mission to Seafarers provides help and support to the 1.5 million men and women who face danger every day to keep our global economy afloat.

We work in over 200 ports in 50 countries caring for seafarers of all ranks, nationalities and beliefs.

Through our global network of chaplains, staff and volunteers, we offer practical, emotional and spiritual support to seafarers through ship visits, drop-in seafarers' centres and a range of welfare and emergency support services.

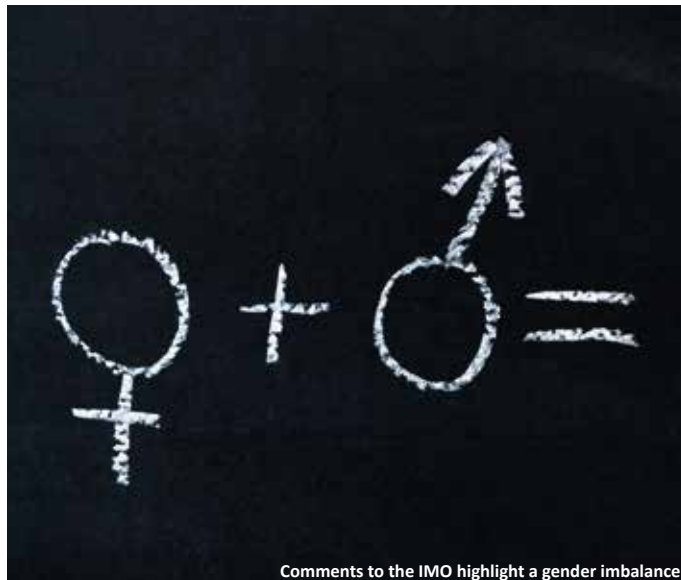
The Sea is distributed free to seafarers through chaplains and seafarers' centres.

The sea's still a man's world

No sanitary bins, clothing that doesn't fit and abuse – seafaring is failing the women who choose to make it their career, reports Kate Jones

THIS year, gender equality was the theme of the International Maritime Organization's (IMO) Day of the Seafarer, held on 25 June. As part of the event, the IMO invited seafarers to contribute to an online wall with one thing they would alter to improve diversity within their profession. What the message board became, however, was a sad indictment of the way seafaring continues to be orientated away from women and towards men.

The wall's messages reveal a seafaring world that appears to belong to a completely different era, a time when in society as a whole, a woman in the workplace was the exception, not the rule. One sad indictment is that there are still ships out there failing to ensure provision of and disposal facilities for menstrual products. Several contributors to the wall posted that the supply of feminine hygiene items and suitable disposal facilities on board are what they'd change for better seafaring diversity.



Comments to the IMO highlight a gender imbalance

"Please make it a requirement for companies to provide ... sanitary products on board their ships, just so I don't have to pack a five-month supply," one female electro-technical officer from Ireland commented.

Nearly half a decade has passed since a health survey of women

seafarers – by the International Maritime Health Association, the International Seafarers' Welfare and Assistance Network (ISWAN), the International Transport Workers' Federation and the Seafarers Hospital Society – found that 40% of women working at sea had no access

to a sanitary bin on their ship. This study itself had come over a decade after the International Labour Organization highlighted the problem of vessel sanitary bin access as a serious concern for female seafarers. The health survey of women seafarers revealed that just 27% of women on tankers could access a sanitary bin, while the figure for women on cargoships was 38%. ISWAN told of "the unnecessary anxiety and humiliation" experienced by many female seafarers during their period.

Clothing parade

Another problem aired by female seafarers is just as galling: ill-fitting clothing for female personnel. One female second mate from Australia called for "work clothing and personal protective equipment that actually fits", while a female deckhand from the US requested "more women's-sized clothing for ship work". Another female seafarer calls for safety equipment that fits, a worrying

DAY OF THE SEAFARER
 —25 JUNE—

Seafarers – if you could make one change?
 Throughout 2019 there is a strong emphasis in the maritime world on the importance and value of women within the professional ranks. This year for the Day of the Seafarer campaign, IMO is encouraging seafarers, male and female to show solidarity for gender equality in seafaring. We are inviting you to think about one thing you would change to improve diversity in seafaring.
 #IamOnBoard with gender equality

Uniform suitable for your job (ie safe) and not chosen because it looks nice for passengers Rachel ♀, Officer from The United Kingdom Of Great Britain And Northern Ireland	Ya la mujer se ha logrado posicionar a nivel mundial sin necesidad de leyes que obliguen a abrirse espacio... en la politica... en la ciencia... Industria... ya es tiempo de olvidarnos de leyes proteccionistas pues las mujeres tienen lo necesario para posicionarse... Adelante Nelson Soto ♂, Lawyer from Costa Rica	Hire more than three female crews who have strong responsibility and do their job in same ship. Susanna Nahyeon Park ♀, Deck officer from Republic Of Korea (the)	Autonomous vessels enable more diverse (shore) crew to operate them without having to be away from family and loved ones. This in general improves seafarer's life and diversity of work and gender. Abdes Karimi ♂, Head of Improvement from Netherlands (the)
Career opportunities for women more flexible working arrangements. Recognition of Aboriginal women's knowledge in traditional water craft and activities Deborah Swan ♀, Culture & Heritage Officer RMS from Australia	That sexual harassment is treated seriously by employers at sea and not simply brushed under the carpet Gale ♀, Chef from The United Kingdom Of Great Britain And Northern Ireland	Shipowners be obligated for 50% women on board until 2022 Stefania ♀, Marine Superintendent from Greece	Incorporar la participación femenina en la toma de decisiones, inicialmente en forma obligatoria con un mínimo de 1 o 2 votos hasta llegar a una situación de paridad en el futuro. Es un cambio cultural necesario. Marcela Dabas ♀, Oceanografía from Argentina
Take women onboard Frosina ♀, English teacher from North Macedonia	Never give up, consistently work hard and thank those people who have always believed in you because they see something special in you. They see talent. Miriam Gagliardo ♀, MELCAL Project Manager from Italy	Equal chances to all people no matter their gender Mohamed ♂, Undergraduate student from Greece	Advancing women all round the world for a better change EKEADA MIRIAN CHINONSO ♀, Student from Nigeria
Paid Maternity Leave to match shorebased employees and flexible return to work options in the aftermath. Jenny Gilles ♀, Master Mariner/HSEQ Manager from The United Kingdom Of Great Britain And Northern Ireland		Education for all, girls should be empowered through basic education. Andrew Tanyanywa Muchichwa ♂, Extension officer from Zimbabwe	Equal opportunities for everyone (with gender equality).....
		Mayores oportunidades de empleo a bordo de los Buques y en general en la industria del Comercio Marítimo Internacional para las	

twist in the saga of poor-fitting attire.

And if uniform does fit, that still doesn't mean it's right. One UK female officer asked for uniform that was appropriate for the job, in that it was safe and not something which had been selected as "it looks nice for passengers". Meanwhile, a female former manager from the US tells of how women are being compulsorily feminised through the uniform they are made to wear.

Calling for removal of any obligation on female seafarers to adhere to a feminised dress code, the ex-manager says: "Many females in the US military branches have begun speaking out about this as far as requirements to wear skirts or dresses versus pants. Seafaring is a professional industry and requiring women to distinguish themselves by dressing differently to men puts women at a disadvantage by forcibly feminising them. Many women do not want to be feminised in the workplace and should not be required to wear different uniforms to men. It should be their choice."

Abuse and maternity issues

Comments on the wall also tell of a continuing problem of abuse of female seafarers. A female captain and senior lecturer from Ghana wrote of male officers pressuring women on board for sex, while one female seafarer from Nigeria called for an end to violence and discrimination against women. A number of posts asked for improvement in tackling harassment, including sexual harassment.

One female policy analyst from Kenya asked for advocacy to create "a reporting and action framework for all gender-related harassment", as well as the sensitisation of seafarers on this. A female former seafarer from the UK requested "a step change culturally towards acceptance and intolerance of harassment and discrimination", while a female chef from the same country called for sexual harassment to be "treated seriously by employers at sea and not simply brushed under



Many women do not want to be feminised in the workplace and should not be required to wear different uniforms to men. It should be their choice

the carpet". A female US third mate asked that co-workers' sexist behaviours no longer be excused as "the normal culture in the industry".

Meanwhile, a male engineering officer from India said that his one change would be sensitising men with regard to acceptable conduct towards women on ship.

Lack of flexibility for female seafarers who choose to have a family was another prominent issue on the IMO wall. One female second mate and dynamic positioning officer from the US claimed that when it comes to the concepts of career and family, women feel they can only have one.

She went on to say that having children and starting a family should be an option for all female seafarers, "no matter what nationality or which company they work for. Currently women feel they need to choose between starting a family and having a career when they should feel supported and able to do both."

Equal rights

One male captain from Chile called for equal rights for seafaring mothers and fathers, while another person, this time from the US, requested improved maternity and paternity leave benefits for seafarers and offshore workers. According to one female Designated Person Ashore from Namibia, current legislation surrounding maternity benefits is predominantly advantageous to shore-based staff, not seafarers. A balance between work and family life for female seafarers would let them bring up families "without

discrimination and biasness".

One female master mariner from the UK requested "flexible return-to-work options" for seafarers after maternity leave, while a female maritime pilot from India stated that pregnancy discrimination against female seafarers should be removed by making adoption of maternity rights obligatory, as well as policies concerning the break in service. Furthermore, a male engineer officer from Mexico said that mandatory pre-employment pregnancy tests should be prohibited.

"Women on board vessels when pregnant should not be seen as a liability for the company," a female administrative assistant from Ghana commented.

Another topic raised was contraception. A female senior doctor from the UK said that improving contraception access was something that could be implemented on vessels to empower women.

"I worked as a senior doctor for 10 years for various companies, many of which had excellent set-ups for managing crew and their chronic illnesses, but contraception was neglected and left to crew to arrange for themselves," she reflected. "Setting up a service to provide this on board, by a skilled family planning team, could be something ships could consider to lead the way in providing women with this service, which the United Nations describes as a basic human right."

Quota debate

The topic of quotas for women is something that also appears

multiple times on the wall. One female cadet from Nigeria, for example, said she would make it obligatory for all vessels to have at least two women on board, while a female marine superintendent from Greece noted that her one change would be shipowners being required to have a proportion of women on ship totalling 50%.

"I would ensure easy and smooth placement of female seafarers on board during cadetship and post-cadetship," says a male engine cadet from Nigeria, adding that a quota for the amount of female officers on board "should be embedded in the crewing regulations". Meanwhile, a female university lecturer from Iran revealed that she "would have assigned quotas for women in any marine-related activities including IMO-related activities and events as a mandate for IMO member countries".

However, there are mixed views surrounding the use of quotas. According to the Institute for Gender and the Economy at the University of Toronto, some of the reasons quotas could work are that they serve as "a useful shock to the system", have positive consequences and offer no stigma. However, the organisation also says that they may not work due to illegality, being viewed as unjust, the fact that they might lead to decreased employee engagement and the fact that they may not alter anything about a deeper-rooted issue.

But it is clear that change in some form needs to happen, and it needs to happen now. The themes discussed in this article constitute just some of the issues raised on the IMO virtual wall for Day of the Seafarer, but they bring home the extent to which seafaring continues to fail the women who work in the industry.

There has been much discussion within the maritime industry in recent times about how to attract new talent, including more women. However, when even basic sanitation and clothing provisions are being overlooked, and issues such as abuse and maternity leave are not being adequately addressed, why would a woman choose seafaring as a profession? ■

Caring for God's creation

Climate change is a big issue, but there are things seafarers can do to fight it, says the Revd Canon Andrew Wright, the Mission's Secretary General

WRITE this piece in the week we have been remembering the first landing of man on the moon, Apollo 11, in July 1969. I was 11 years old then, and I remember my mother waking me up in the middle of the night to watch those first steps. What a moment.

Equally vividly, I remember Apollo 8 in December 1968 – the first time humans had flown away from Earth to circle the moon. Looking back at the Earth from the moon – indeed, watching the Earth rise behind the moon (remember that iconic picture *Earthrise*?) – was an unexpectedly powerful thing. There, we saw the vivid colours of our warm and hospitable home. We were struck, as never before, by the fragility of our planet in the inhospitable vastness of space.

Astronaut Frank Borman was moved to quote the opening words of the Book of Genesis: "In the beginning God created the heaven and the earth. And the

A prayer for seafarers

*Lord our God, we thank you for the precious gifts of creation,
Of land and sea, of tree and river,
Of creatures of all kinds, of human life and companionship.
Forgive us for failing to care for it as we should.
Give us the wisdom, the courage and the skill to heal the
wounds we have made.
May we be good stewards in our daily lives of all you have
made, on land and at sea. May you help us protect your
fragile Earth for generations yet to come. Amen*

earth was without form, and void; and darkness was upon the face of the deep. And the Spirit of God moved upon the face of the waters. And God said, let there be light: and there was light."

This was a profound moment, and not least for the fledgling environmental movement. Now, we know all too well the immense and imminent risks that face our fragile home, including climate change.

However, perhaps seafarers feel the onset of climate change more than most at the moment.

Environmental responsibility is at the heart of current policy-making in the maritime industry, and recent decisions at the International Maritime Organization (IMO) have underlined this. Of course, there are the big green issues for shipping surrounding engine technologies and fuel. However, there are also



Astronaut William Anders's famous *Earthrise* photograph, taken during the Apollo 8 mission in 1968

many smaller ways that all vessel crews can work to tackle climate change – considering use of plastics and handling of rubbish, for example.

We are stewards of God's wonderful creation – of the good Earth that He has given us. It is an onerous responsibility in these dangerous times. ■

Pangangalaga sa nilikha ng Diyos

Ang Climate change ay isang malaking isyu, pero may mga bagay na magagawa ang mga mandaragat para labanan ito, ayon kay Revd Canon Andrew Wright, ang Secretary General ng Mission

SINUSULAT ko ito noong linggo na ginugunita natin ang unang pag-apak ng tao sa buwan, Apollo 11, noong Hulyo 1969. Labing-isang taong gulang ako noon, at naaalala kong ginigising ako ng aking ina sa kalagitnaan ng gabi para panoorin ang mga unang hakbang na iyon. Nakakaantig na alaala.

Malinaw pa sa isipan ko ang Apollo 8 noong Disyembre 1968 – ang unang pagkakataon na lumabas sa Earth ang mga tao para libutin ang buwan. Ang pagtanaw sa Earth mula sa buwan – pag-abang na lumitaw ang Earth sa likod ng buwan (tanda niyo ba ang pambihirang litrato ng *Earthrise*?) – ay talagang hindi inaasahang sobrang nakakamanghang bagay. Nakita natin doon ang malilina na kulay ng ating magiliw at mapamumuhayang mundo. Walang kapares na kamanghaan ang naramdaman natin noon, sa kung gaano kaliit ang ating planeta nang matuklasan ang hindi mapamumuhayang laki ng kalawakan.

Binanggit ni Astronaut Frank

Isang panalangin para sa mga marino

*Panginoong aming Diyos, pinasasalamatang Ka namin sa ibinigay Mong natatanging regalo na iyong nilikha,
Ang lupain at karagatan, mga puno at ilog,
Lahat ng uri ng hayop, buhay ng tao at makakatuwang.
Patawarin Mo kami sa hindi pangangalaga nito nang ayon sa kagustuhan Mo.
Bigyan Mo kami ng pang-unawa, ng tapang at kakayahang pagalingin ang mga sugat na tinamo Mo dahil sa amin.
Nawa'y maging mabubuti kaming tagapangalaga sa mga araw-araw naming buhay na ginawa Mo, sa lupa at sa tubig.
Nawa'y tulungan Mo kaming protektahan ang iyong nanganganib na mundo para sa mga paparating pang henerasyon.
Amen*

Borman ang pambungad na mga salita sa Libro ng Genesis: "Nang pasimula ay nilikha ng Diyos ang langit at ang lupa. At ang lupa ay walang anyo at walang laman; at ang kadiliman ay sumasaibabaw ng kalaliman. At ang Espiritu ng Diyos ay sumasaibabaw ng tubig. At sinabi ng Diyos, magkaroon

ng liwanag: at nagkaroon ng liwanag."

Napakagandang sandali niyon, at lalo na sa umuusbong pa lang na kilusang pangkapaligiran. Ngayon, alam natin ang laki at mga nangangambang panganib na kinakaharap ng ating delikadong mundong tinitirhan, pati na ang

climate change. Gayunpaman, malamang na naramdaman na ng mga mandaragat ang pagsisimula ng climate change.

Pangunahin nang pinagtutuonan sa kasalukuyang paggawa ng batas sa industriya ng maritime ang pagkakaroon ng responsibilidad sa kapaligiran, at binigyang diin ito sa mga kamakailang desisyon sa International Maritime Organization (IMO). Siyempre, nariyan ang malalaking isyu sa kalikasan sa pag-ship ng mga nakapalibot na teknolohiya ng makinarya at fuel. Gayunpaman, marami ring maliliit na paraan na maaaring pagtuonan ng mga tauhan ng vessel para matugunan ang climate change – halimbawa, ang paggamit ng mga plastic at maayos na pagtatapon ng basura.

Tayo ang mga tagapangalaga ng napakagandang nilikha ng Diyos – ng Earth na ibinigay Niya sa atin. Isa itong napakabigat na responsibilidad sa mga mapanganib na pagkakataong ito. ■