C4FF Report

Prometheas Project

MariFuture Development Paper November 2020

Introduction - Part 1: Why a course for improving mental health of Seafarers and Part 2: Why the course has to also focus on facing bullying

The purpose of this Literature Review is to examine the pre-existing research around the subject matter at hand. In addition to this, it is important to question; why should we study seafarers? Why is it important to study mental health? Why is it important to study the effects of bullying? By frequently asking ourselves these questions, allows us to keep our own research project on track and to study specifically, what it is that concerns or intrigues us about our chosen area of research. This literature review is also important to try and review or uncover any gaps in the existing research. We will have a much better idea of what these gaps in our research will look like, towards the latter part of our Literature review, where we will address these gaps and attempt to fill them with our own research. The Literature review will act as a reference point, somewhere the Lead-researcher of Prometheus (Victoria Finch-Jones - C4FF) can refer back to, to add validity and accuracy to the project.

Promoting Mental Health at Sea (PROMETHEAS) is an Erasmus+ KA2 Strategic partnership for VET, development of innovation for the merchant maritime industry. Although not an obvious fact for many, over 90% of the UK's visible trade moves by sea (Sneddon, 2010). Therefore, it is of prime importance that the mental wellbeing of all workers onboard maritime travel be taken care of accordingly. With this in mind, this research project will focus on two key areas of health and wellbeing, of which are widely known to affect maritime workers. These key areas are; Mental Health and Bullying, we shall go into more detail throughout this initial review to explore why these two areas of concern are of high-importance. There is patently a humanitarian concern to study mental health and bullying, in relation to a specific workforce, so that we can ensure legislations are met surrounding Equality and Diversity. Nevertheless, this research study shall not only focus on the causes and concerns of Mental Health and bullying but also its effects on Maritime workers and on what can be done to reduce the number of ill-cases. It is worth noting at this point in the research that we are classing those with Mental Health cases or victims of bullying as ill-cases. We understand that some scientists may not approve of this statement; nevertheless, we are using "ill-cases" to encompass a wide range of individuals whom have all experienced a similar negative experience which has had an impact upon their health or wellbeing. The definition of mental health according to World Health Organization (WHO, 2004) is "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community". Despite this statement, mental illness is arguably the opposite of this and restricts a human's capacity to contribute to society. Nevertheless, we shall be focusing on the former throughout this research study and how extraneous variable such as; environment have an effect on one's mental health and wellbeing.

Maritime Staff arguably have the most difficult working role in society, alongside those serving in the armed forces. Seafarers' work in vessels upon the sea which is arguably one of the most demanding working roles, as they work under extremely challenging conditions, environmentally and socially. According to the latest statistics, over 25 percent of people will experience a mental health problem at some point in their lives and for those working offshore, this figure is significantly and potentially dangerously higher (Martek Marine, 2017). Seafarers' often work for very long hours, far from their relatives, whilst being isolated in a multicultural, highly hierarchized micro-society. Seafarers suffer from social isolation. Being away from their family from a minimum of six months to a year, often having limited access to the internet to communicate with persons ashore, combined with the multi-national synthesis of a crew, leads to a sense of loneliness. Seafarers' Trust recently reported that as many as 77% of seafarers have their internet access strictly limited or have no access at all to internet whilst offshore (Martek Marine, 2017). Henceforth, a study by Battineni et al (2019) into the lack of physical exercise that seafarer's experience and the effects this has on mental health, works to combat this issue. Battineni et als' (2019) study looks at the advantageous properties of physical exercise and its limitations to perform such task upon a moving ship. Therefore, their research proposes the creation of an offline app called; "Wellness on a ship" (WOS) which aims to give seafarers the opportunity to exercise at their free-will using the app. Battineni et al (2019) research found that "adult men (18 to 64 years) should spend at least 150 minutes per week doing moderate aerobic activity (such as brisk walking or running in moderate speed)". The creation of the app "Wellness on a ship" (WOS) allows for seafarers to do this, whenever they are not needed for work activities. The interesting part of Battineni et al (2019) research is that their app works offline, something which C4FF will consider when creating our e-learning app.

The following paragraph shall address several research studies of which focus on mental health in seafarers and the relationship this holds to fatigue or tiredness. The AMSA (Australian Maritime Safety Authority) recently surveyed 1026 seafarers visiting 2 Australian ports, all of them complaining of high pressure and long working hours (333 of them working over 69 hours per week), fatigue and sleep problems. The AMSA (Australian Maritime Safety Authority) defines fatigue as "a state of weariness because of working for too long, working against your body clock, heavy physical or mental workload, insufficient rest or inadequate sleep"; all of which are linked with the schedule and routine of Maritime work (Managing crew fatigue, 2019). Many seafarers blame the demands of split shift patterns for the high levels of fatigue they experience offshore. One argues, however, that explaining the factors relating to mental health and subsequently, mental illness, are in fact far more intricate than this explanation provides. Del Rio João, et al (2018) makes a more simplified and uniformed analysis of the correlation between fatigue and mental health. The researcher argues that "sleep quality has a significant impact on mental health" (Del Rio João, et al, 2018, p. V). She also argues that "Sleep is a vital and complex psychological process inherent in each individual. In the last years, several studies found that this

process is affected by social, cultural and environment aspects" (Del Rio João, et al, 2018, p.31). Other researchers such as, Kurina et al., (2011) argue that the demands that are now placed on individuals, especially from social and organizational contexts, have resulted in high levels of stress and poor sleep quality (Del Rio João, et al, 2018, p.31). This research study shall briefly review the study of fatigue in relation to the modern-day maritime workplace and how these statistics correlate to mental illness. Nevertheless, it is worth recognizing that although this study is heavily focused on mental health, it is not on fatigue. Therefore, in order to get the best results from the study, we shall focus on mental health more broadly, gathering information from a range of sources, to generate an accurate and reliable set of findings.

As discussed previously, there are a number of key aspects that affect seafarers when out at sea. These aspects that affect seafarers include; productivity levels, physical endurance and cognitive ability. There are a number of factors that influence the above, an example of these are; changes in the environment, the specific nature of one's occupation, the desire for ones level of productivity, increased levels of fatigue from long voyages, etc. C4FF previously worked on another study, which was titled "Project Horizon - Stress at Sea". Project Horizon was a major multi-partnership European research study that brought together 11 academic institutions and shipping industry organizations. All organizations, institutions and beneficiaries shared the collective aim of delivering empirical data, to provide a better understanding of watch keeping patterns within the Maritime workforce. The broad spread of the project partners ensured expert objectivity of the project and its results, as well as widening routes for dissemination and exploitation of the findings. Project Horizon, similarly to Prometheus, looked at issues surrounding fatigue in various realistic scenarios. The study was able to capture empirical data on the cognitive performance of watch keepers and assess the impact of fatigue on decision-making performance. In response to the research findings, the Project Horizon partners have developed a fatigue management toolkit for the industry. This toolkit seeks to provide guidance to owners, operators, maritime regulators and seafarers to assist them in organizing work patterns at sea in the safest and healthiest way possible. Fatigue is generally understood to be a state of acute mental and/or physical tiredness, in which there is a progressive decline in performance and alertness. Fatigue is often considered to be a generic term, of which 'sleepiness' is one of the major sub-components. Throughout this project, we shall explore further the causes and effects of mental illness in seafarers and how to overcome this issue.

We shall begin our Literature review by looking at the correlation between Maritime workers and mental health. What is it specifically, about working at the sea that causes such devastating emotional effects on these loyal and dedicated service individuals? We shall start by looking at the Canadian model of occupational performance (COPM).

Canadian Model of Occupational Performance
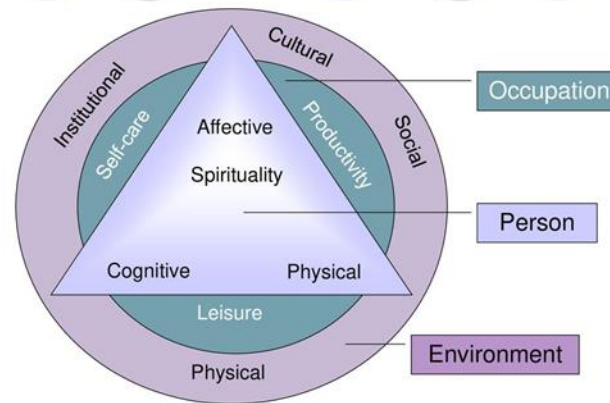
The key aspect of COPM demonstrates how Occupation, Person and Environment relate to one another. So, in effect the environment that we are put into, or have voluntarily chosen to reference ourselves into, will have an effect upon what we do (Occupation) and can influence who we are (person). Take the example of Singh et al's (2016) research study into the effect that the Environment and occupation had on Children in India. The study showed that "a child's intelligence quotient (IQ) is determined by both genetic and environmental factors that start from the prenatal period itself". In the study, the researchers recruited "1065 schoolchildren between the age of 12 and 16 years from 2 government and 13 private schools in 5 towns, 6 cities, and 2 villages across India" (Singh et al, 2016). The results from the study were staggering, as they showed that "environmental factors such as; place of residence, physical activity, family income, parental education, and occupation of the father had an impact on the IQ of the children" (Singh et al, 2016). Children living in cities, having physical activity of more than 5 hours weekly, whose parents had a postgraduate or graduate level of education, whose father held a professional job and lastly, those with a higher family income were more likely to give the child a high IQ over children that did not share these environmental and social factors (Singh et al, 2016). This example from Singh et al (2016) proves the theory of the Canadian model of Occupational Performance. In relation to our own research project, the effect of a seafarers' environment on his occupation and as a result, himself, could be relatively significant. We will work through this study to discover more in relation to mental health and its connection to the Maritime industry, in order to accurately research any missing gaps in the pre-existing studies.

There are many assumptions of the Maritime industry, including sex, race, social-economic status of workers and behavior. An assumption of the Maritime industry, is that it is largely male dominated, this assumption would be correct according to Kitada (2013). A study by Sailors' Society and Yale University (2018) reported of 26% of seafarers showing signs of depression and half of them not asking for help (SAFETY4SEA, 2018). Branney and White (2008) argue that "excess female depression could, for example, be an artefact of how depression is recognized and treated or of how men self-diagnose and seek help". This statement theorizes how arguably, men with mental health difficulties are less likely to seek help or be treated, due to how they categorize their emotion. There are many acclaimed social-researchers who do an excellent job at explaining how life at sea can be difficult, challenging and even sometimes, unbearable. One of these is Social Scientist, Baygi et al (2018) who argued "Seafaring is

a highly physically demanding profession in a risky environment. Seafarers face tough working conditions when they are on board. Working far from home for several months can lead to some difficulties for their overall health". Iverson (2012) reports on the findings from the International Maritime Health Association which states that "seafaring is one of the most physically demanding professions in one of the most dangerous work environments: the sea". "Being far from home for a long period of time, long working hours, heavy workloads, accidents, maritime disasters, communicable diseases and pirate incident are some of the main stressors, risks and challenges of seafarers on board ships that can cause some consequences for their physical and mental health" (Baygi et al, 2018). Therefore, one would argue that these findings from the Social Researchers (as mentioned above) highlight how mental illness or poor states of mental health can be a consistent issue in Maritime workers.

In researching mental health and its effects on Maritime staff, we came across a blog written by Kelsey, a female seafarer, who works aboard cruise ships. She writes, "Who I am today is a direct result of my 18 months lived at sea and the sobering emotions I felt, like:

- The sadness of being so far from home and family.

- The isolation of living detached from the life on land.

- The fear of a rough night at sea spent sleepless amid pitching and rolling.

- The tension that mounts among roommates and the confinements of your cabin becoming unbearable.

- True cabin fever

- The loneliness felt as you stare out into an ocean with no visible end or beginning.

- The gravity in realizing your true size, bobbing atop a world covered in blue.

(Life of a Seafarer: The Original Traveler, 2020)

Research has shown that the occupation of a seafarer put the individual as one of the most "at-risk" categories for committing suicide, with perhaps the most obvious cause; drowning. Szymanska et al (2006, in Iverson, 2012), has studied suicide trends among Polish seamen from 1969–1999. The researchers found that out of "324 total deaths there were 33 suicides — 10.2% of seafarer deaths, which was significantly higher than the incidence of suicides among the male Polish population over 20 years of age" (Szymanska et al, 2006, in Iverson, 2012). In the past 40 years, the maritime industry has seen a steep decline in the level of suicides at work in this industry. Some might argue that the reasoning for this is the increase of aid and support for the maritime industry, for example; a reduction over time in long intercontinental voyages and changes of seafarers' lifestyles (Roberts et al, 2010, in Andrułkienė, Barsevičienė and Varoneckas, 2016). Andrułkienė, Barsevičienė, and Varoneckas, (2016) conducted a study based around the mental health of maritime students and the relationship this held

to sleep. The findings of the research study indicated "close relations among sleep quality, anxiety and depression, especially among third (fourth) year students and studying in the programs, where practices were held on ships". Henceforth, after all of the research we have gathered within the paper, one argues that there is a correlation between mental health and maritime workers. So far, we have largely looked at the relationship between occupation and fatigue, and how this might affect ones overall health. Nevertheless, there are many more factors involved at play in terms of the overall influences that may affect ones mental health. Some other examples of these influences, which we may briefly bypass throughout this study, are; social-isolation, drug or alcohol misuse, as well as previous struggles with dominance or management prior to taking on the role.

We shall now move on to discuss bullying within the Maritime industry and how to combat this issue. The National Centre against bullying defines bullying as "an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behavior that intends to cause physical, social and/or psychological harm" (National Centre against Bullying, 2020). It is widely known in the Maritime industry that the Captains word is the final word. Kravets (2018) states that "On land, a manager refusing his employer's instructions could be fired. But on board, the captain's word is law – even having more power than the ship's owner". Therefore, this opens plenty of potential opportunity for bullying as it is defined above, as there is a sharp divide in power-relations between the seafarer and the captain. Famous sociologist and 20th century philosopher, Emile Durkheim (2013), quotes that only a social rule can serve as a deterrent between unreasonable abuses of power. Durkheim (2013) uses the example of his own freedom and how this is reliant on his superiority restraining from using his powers to fetter this liberty. This example provided by Durkheim (2013) strongly relates to the maritime industry and how seafarers are only autonomous to the degree of power exercised by their superiors.

We have focused on abuses of power, throughout this research project, as this issue is relative to mental health and bullying in the maritime industry. Feijó et al (2019) defines workplace bullying, as "situations where a person repeatedly and over a period of time is exposed to harassment, abuse, offenses, or social exclusion, placing the individual in an asymmetrical position where he/she is not able to defend himself/herself from unethical behavior". One argues that Feijó et al's (2019) definition of workplace bullying accurately encompasses the struggles and the limitations faced by seafarers on-board their place of work. Hobbes, the founder of the modern liberal regime, contends that human beings "naturally love liberty and dominion over others"; an action of which is exercised well in the maritime industry (Vanhoutte, Fairbairn and Lang, 2010, p.4). In addition to this, Jean-Jacques Rousseau, another famous philosopher observes that "man is born free, and everywhere he is in chains. One believes himself the master of others, who nevertheless is more a slave" (Vanhoutte, Fairbairn and Lang, 2010, p.4). We have quoted this statement by Jean-Jacques Rousseau, to describe the unequal division of labour between the seafarer and the captain. The section of the quote that reads "one believes himself

the master of others…" refers to the captain of the ship (in relation to the maritime industry). Whilst, in the same quotation, it reads "…who nevertheless is more a slave", this quote arguably sheds a distinctive light onto the division of power in the maritime industry.

Researchers Vanhoutte, Fairbairn and Lang, look at the effects of bullying in the workplace and the connection this holds to abuses of power or domination. The researchers (Vanhoutte, Fairbairn and Lang, 2010, p.65) make a studied yet intense statement by arguing that "those who bully enjoy the feeling of power they get from dominating others, and take pleasure in watching them suffer". Jack Mandaville (2017), an ex-marine serviceman, documents in his blog how the status and over-exerted power of those in high statuses, are not the type to be befriending on-board. Mandaville (2017) highlights how the rank or occupational status of another serviceman, takes over all sensibility and control of their everyday work. He reports how they exert control over the seafarers and when they feel that they are losing or have lost this control, they will exert it further by calling out their regiment or status, as Mandaville (2017) describes, "I'm a (insert unimpressive ranker here) _____!" This is arguably what Jean-Jacques Rousseau was referring to, in the quotation mentioned above.

As we have shown in our research so far, domination and power forms the primary basis of a resilient hierarchal structure, within the industry. By continually reminding team members or seafarers (by their official term) that they are of lower status, affects their job satisfaction levels, which in turn affects the standard of their work. Barlow and Iverson (2005, p. 81, In Nielsen et al, 2013) suggest that "job satisfaction and intent to leave among employees is especially influenced by occupational stressors related to: safety, organizational leadership, characteristics of the job and the organization". Feijó et al's (2019) research also found that "authoritarian and laissez-faire leadership styles were positively associated with bullying". In addition, research by Hoel et al (2010, Hauge, Skogstad, and Einarsen, 2007, In Woodrow and Guest, 2016, p. 5) also found that "laissez-faire leadership and more particularly non-contingent reward leadership were strongly associated with self-reported bullying". "Workplace bullying has been recognized as a main source of distress that is associated with subsequent health and decreased well-being" (Hoobler et al, 2010) along with many other negative social factors i.e. lower job satisfaction and reduced commitment to work (Neilsen and Einarsen, 2012 and Moreno-Jimenez et al, 2009). Henceforth, from this statement, one would argue that many of those working in the maritime industry have poor job satisfaction due to the reasons listed above i.e. organizational leadership and bullying.

As a researcher, one argues that bullying or social exclusion is one of the most harmful experiences to happen to a human (victim), which then subsequently, will have an effect upon their mental health. Arguably, bullying in the workplace (or in an educational setting), is the most disruptive, as one would argue that these are environments that we enter into with certainty, trust and a level of authority. Verkuli et al (2015) studied the effects of bullying in the workplace and how this impacts mental health. The researchers looked at secondary data and from this argued that there is a significant correlation between workplace bullying and mental health (Verkuli et al, 2015). Researchers, Khubchandani and Price (2015, Verkuli et al, 2015), found that between "2 and 30% of the working population have experienced bullying at work". This figure is arguably not profound enough to give us a reliable view on

how serious or frequent bullying in the workplace is; due to the large divide between each of the above mentioned figures. More recent research from Liz Rosling (2019) at SME Loans, states that "1 in 4 of us have experienced bullying or been made to feel left out in their place of work". One argues that this statistic shows how bullying in the workplace is, in some cases, damaging to the human-mind, especially when working onboard the sea. Some might question, why working on board the sea is any different to any land-work job. This is an argument that we have noted on earlier in this literature review and we shall explore further throughout this study.

Studies have also shown that bullying is an often phenomenon in ships. This situation often generates mental health problems, which puts at risk; seafarers lives, the vessel, passengers, cargo, the environment and local coastal economies. The rise of multinational crews makes it difficult for seafarers to form a strong bond between each other, especially when their crew changes every few months. In addition, language barriers and a lack of shared cultural references make it difficult for crews to form a collective group and become accustomed to each other's values and norms. As a result, there is less familiarity working together and communicating in a meaningful way. This can lead to cultural isolation and affects also the happiness and mental welfare of the crew. Hofstede (1991, p. 10, In Redmond, Valiulis and Drew, 2006, p. 16) state that workplace culture refers to the "way employees have been socialized by their work organization". Therefore, workplace culture in the maritime industry is a varied and mixed phenomenon. The Royal Navy state that they promote cultural diversity and equality between all members of their workforce; to which they boast they that they fall within the top-rankings for equality of opportunity for all, with the Times, Stonewall and other organizations (Royal Navy, 2020). With this said Redmond et al (2015) states that "culture is a product of the social environment… It distinguishes groups of people from another and people within cultures often share common ways of seeing the world". From this perspective, it is possible to hypothesize that the maritime industry could be relatively lonely and could attract groups of individuals from all over the world with many different cultures. The best way of explaining the community or culture of the maritime industry is by using the term diaspora or diasporadic community. This essentially means to spread out. It is the term used by sociologists across the globe to describe large communities that have split off into several smaller communities, all with differing cultures. Therefore, the maritime industry or those that form part of it, also form part of a diasporadic community.

As we move through this literature review, we look further into the effects and outcomes of bullying in the workplace. Throughout this paragraph, we shall review a blog by a young person and later, ways of aiding seafarers who have experienced bullying. Further on in this study, we shall use comparative techniques to analyze and evaluate how our own research relates to existing research and sources of aid. Eliza (2017) a young person who was bullied in her workplace stated on her blog "Bullying is toxic. It poisons your self-worth, self-esteem, happiness and joy by attacking the very person you are...It is often looked down upon to be emotionally aware, and you're sometimes labeled as "sensitive "or a "softy." Nobody wants to be called a cry-baby…" This explanation by Eliza provides an example for how seafarers might feel when they are at risk of being bullied or are being bullied. As we discussed earlier in this Literature review, the maritime industry is still a heavily male dominated industry and it has been for

centuries. Therefore, the ideals of hegemonic masculinity and the stereotypes of which surround this, are likely to have an effect upon seafarers' ability to control their emotions, especially after experiencing a traumatic effect such as; bullying.

As we have already established throughout this project, the mental health of seafarers is crucial for safety at sea, prevention of maritime accidents and pollution of the environment; along with many more reasons such as; the wellbeing of the crew. Bullying and harassment can take a wide variety of forms, ranging from verbal aggression, ill-treatment, cyber-bullying or sexual discrimination through to various forms of physical aggression resulting in serious injuries. The physical effect of harassment and bullying are easy to identify on account of the obvious external signs, but the emotional effects of harassment and bullying are often denied or distorted. A large number of seafarers who've experienced bullying or harassment, don't feel able to make a complaint, for fear that it wouldn't be taken seriously. According to research carried out by Nautilus International, almost 50% of seafarers have personally experienced bullying, harassment or discrimination at sea (Martek Marine, 2017). Perhaps the clearest and easiest way of accessing help, as a seafarer at present is through the central helpline, called *Seafarerhelp*. *Seafarerhelp* (2020) is a great source of support for Seafarers as it allows for "Free, confidential, multilingual helpline for seafarers and their families available 24 hours a day, 365 days per year" via many methods such as; email, contact number and visiting one of their centers. Despite this, the website or app is specifically designed to be a helpline; unlike the proposed app for Prometheus, which provides seafarers with the ability manage their mental health or overcome bullying effectively.

The UK government covers Harassment under the Equality act 2010. Unfortunately, bullying by its official term is not covered under the Equality Act 2010 but the symptoms of bullying are covered, as these relate directly with harassment. The Government defines Bullying and harassment as "behavior that makes someone feel intimidated or offended" (GOV, 2020). We have now looked at mental health and bullying, its causes and its effects. We shall now move onto review how we expect seafarers (or any victim) to overcome these issues and what services can we put in place to support this. Research by Woodrow and Guest (2016) research looks at workplace bullying and its implications on the workforce in a variety of settings. Woodrow and Guest's (2016) research seeks to determine the role of management in workplace bullying scenarios and whether their association to the situation is positive or negative. Woodrow and Guest's (2016) research found that the best method of overcoming bullying in the workplace is through having a constructive and resilient management system. Below we have listed an example from Woodrow and Guest's (2016) research study, which shows how a manager attempted to overcome bullying in his workforce;

"I got him to e-mail me an account of what happened and then I contacted the person
that was doing the bullying... I went over there with trepidation - I am going to get a
telling off myself - and I thought "no, I am going to stand my ground and challenge
him because it doesn't sound like his behavior was reasonable" – Manager – Woodrow and Guuest
(2016, p. 17)

Nevertheless, we have examined throughout this literature review that the maritime industry is a hierarchical industry, focusing primarily on male-domination and power. Therefore, the culture and the

ethics behind the maritime industry may have an impact upon the above explanation from Woodrow and Guest (2016). It is likely that in a severely hierarchized workforce such as; working at sea, bullying is likely to resort from either those in power or fellow seafarers; either way, it is difficult to avoid this sort of confrontation.

The international chamber of shipping (ICS) has produced a recent report titled "Guidance on eliminating shipboard Harassment and bullying". In the document, it provides advice for seafarers and their families on the definitions of Harassment and bullying and what to do if a seafarer feels they are experiencing either of these issues. The informal process of reporting, according to the ICS reads;

"If a seafarer believes they are being harassed, they should tell the person responsible that they find their behavior inappropriate and ask them to stop. Sometimes people are not aware that their behavior is unwelcome and causing distress. Seafarers may choose to refer any incident(s) of harassment confidentially to the person designated as the first point of reference on board the ship or ashore. The designated person should listen to the complaint and provide support and assistance if the victim does not wish to initiate a formal process. An informal discussion can often lead to greater understanding and an agreement for the behavior to cease".

The ICS also provide ways for seafarer's to report their case formally. Nevertheless, the website is not accessible offline and so seafarers would not be aware of this advice, until they reached shore and were able to gain internet connection or heard of it through word of mouth. Other ways of overcoming bullying can be accessed via the *Seafarerhelp* (2020) website referenced earlier in this literature review. In addition, Sophia Bullard, Crew Health Programme Director at UK P&I Club lists ways that companies and management can work to eliminate bullying on-board their ship. Bullard (2019) makes reference to the definition of bullying by stating that it is "a type of harassment that includes hostile or vindictive behavior, whose results may make the recipient feel threatened or intimidated". Bullard's (2019) advice for overcoming bullying is listed below;

- Set out clear policies and procedures for dealing with harassment and bullying onboard;
- Communicate company's policies regarding harassment to everyone onboard (in native language of crew members);
- Organize awareness programs, training sessions, campaigns, videos, conferences and other media;
- Create channels of reporting and actions to be taken when a complaint is filed;
- Ensure privacy and confidentiality to encourage disclosure;
- Establish clear job roles, expectations and responsibilities;
- Invest in ongoing training;
- Apply fair and transparent processes for allocating tasks, job roles, etc.;
- Educate everyone for early warning signs, such as when a seafarer looks sad, lonely, scared, isolated, not motivated, low performance, complains of physical symptoms, avoids social interactions, etc.;
- Implement emotional intelligence programs to encourage self-awareness, social awareness and conflict resolution;

- Organize team building sessions, inspirational leadership trainings and cultural diversity working groups;
- Organize activities to promote social interactions onboard.

To conclude, we should now have an intermediate level of understanding on why we are studying the Maritime industry, in relation to mental health. We have explored why studying mental health in Seafarer's is so important and what steps can be taken to combat this issue. With reference to this, we have drawn upon several qualitative and quantitative studies, of which look into the issue of mental health surrounding the maritime industry and what is being done to reduce the effects of this. By looking at secondary data sources from a wide-array of researchers adds validity and reliability to our own research study. Throughout our current research searches, we have found several apps or software download websites similar to the e-learning course proposed in our own research study. An example of this is an app titled "Wellness on a ship" (WOS) which aims to give seafarers the opportunity to exercise at their free-will using the app. On the subject of validity and accuracy, we have frequently referenced definitions of mental health and bullying, from a varied range of sources. All of these definitions are reasonably the same, with only minor changes between each one. Furthermore, we have also explored the division of labour within the maritime industry and how power-relations are formed at sea. We have then explored this research further by looking at the hierarchical structure of the industry and connecting it back to mental health and bullying. An example of how we did this is through our reference of Durkheim (2013) and his definition of the division of labour and its connection with power relations. This report should now give us a much better understanding of mental health and bullying, in relation to seafarers and the maritime industry. Throughout our research study, 'Prometheus', we shall frequently refer back to this literature review to ensure that we accurately fill in any voids or gaps in the existing literature that surrounds this issue.

Quiz

1. From this Literature Review, do you now feel that you understand, in more detail, why it is so important to study the correlation between mental health and bullying in the maritime industry?

   ➢ Yes, I fully understand
   ➢ Yes, I understand a little bit
   ➢ I understand somewhat
   ➢ I do not understand

2. Do you now feel that you have a better understanding of mental health and how poor mental health or mental illness affects seafarers?

   ➢ Yes, I fully understand
   ➢ Yes, I understand a little bit
   ➢ I understand somewhat
   ➢ I do not understand

3. Do you now feel that you have a better understanding of bullying in relation to the workplace?

   ➢ Yes, I fully understand
   ➢ Yes, I understand a little bit
   ➢ I understand somewhat
   ➢ I do not understand

4. Do you now feel that you understand the division of powers between individuals in the maritime industry i.e. seafarer and captain? 4B. and, do you understand how the way this power is exercised can have an impact on ones quality of working life?

   ➢ Yes, I fully understand

- ➢ Yes, I understand a little bit
- ➢ I understand somewhat
- ➢ I do not understand

5. Do you feel that the proposed idea of an app, to provide mental health support and advice on how to overcome bullying, will be advantageous to seafarers?

- ➢ Yes, I fully believe that it will be advantageous
- ➢ Yes, I believe this a little bit
- ➢ I need some more information to decide
- ➢ I do not believe that this app will be advantageous
- ➢ If anything, I think this app could hold them back

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