

The target of the survey

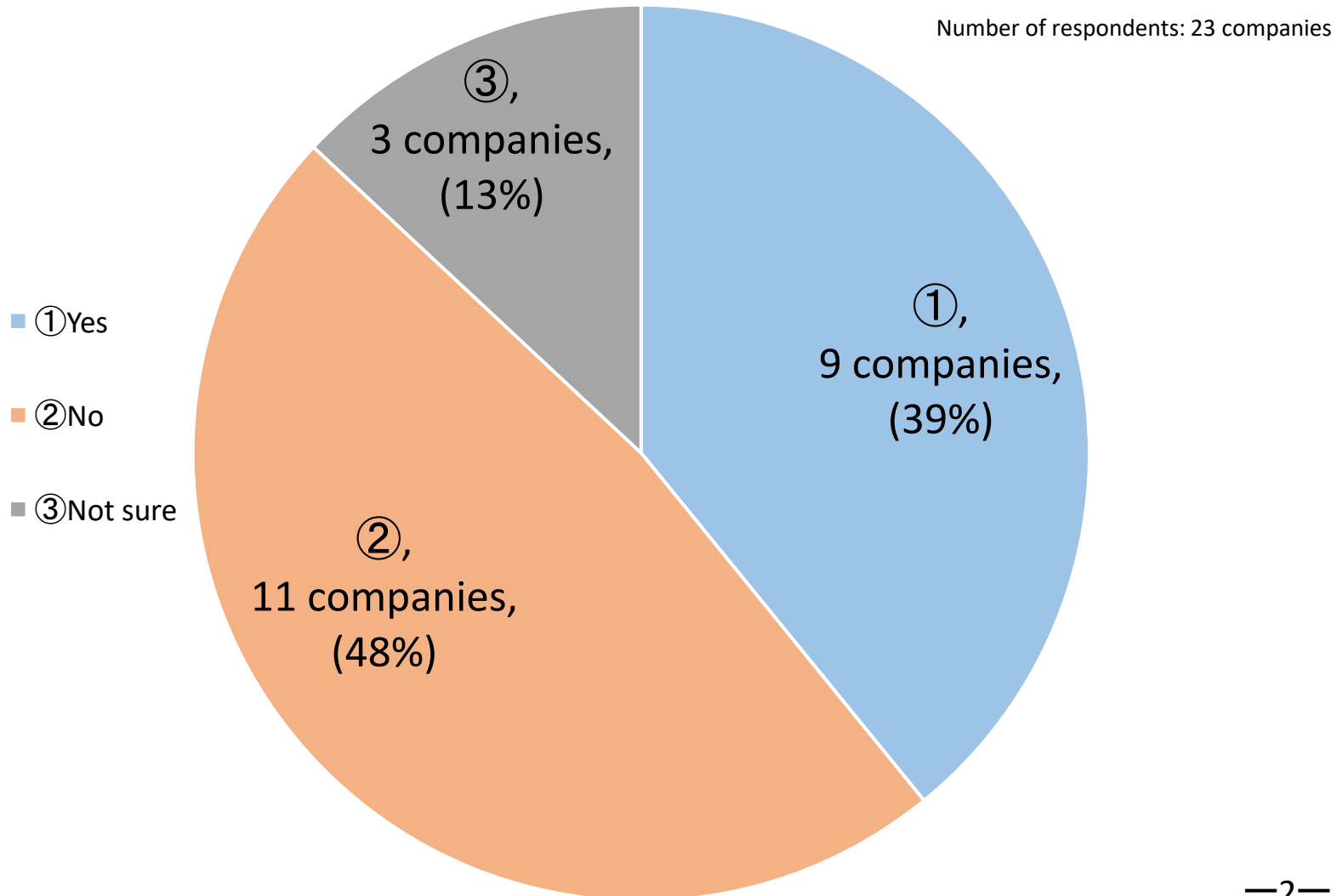
- ① Each shipping company's measures for preventing harassment of seafarers.
 - The presence of a harassment consultation desk and how cases are handled.
 - Efforts for preventing recurrence, etc.
- ② The following matters concerning seafarers.
 - Experience of harassment onboard and its details, if any.
 - Steps to take in case of experiencing harassment.
 - Causes and factors of harassment



Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 1-1) (Responses from Shipping Companies)

(1) In the past three years, has your company had any cases where harassment, bullying, or other forms of harassment of seafarers were suspected through consultations, reports, complaints, etc. from seafarers employed or managed by your company? Please select the applicable item.

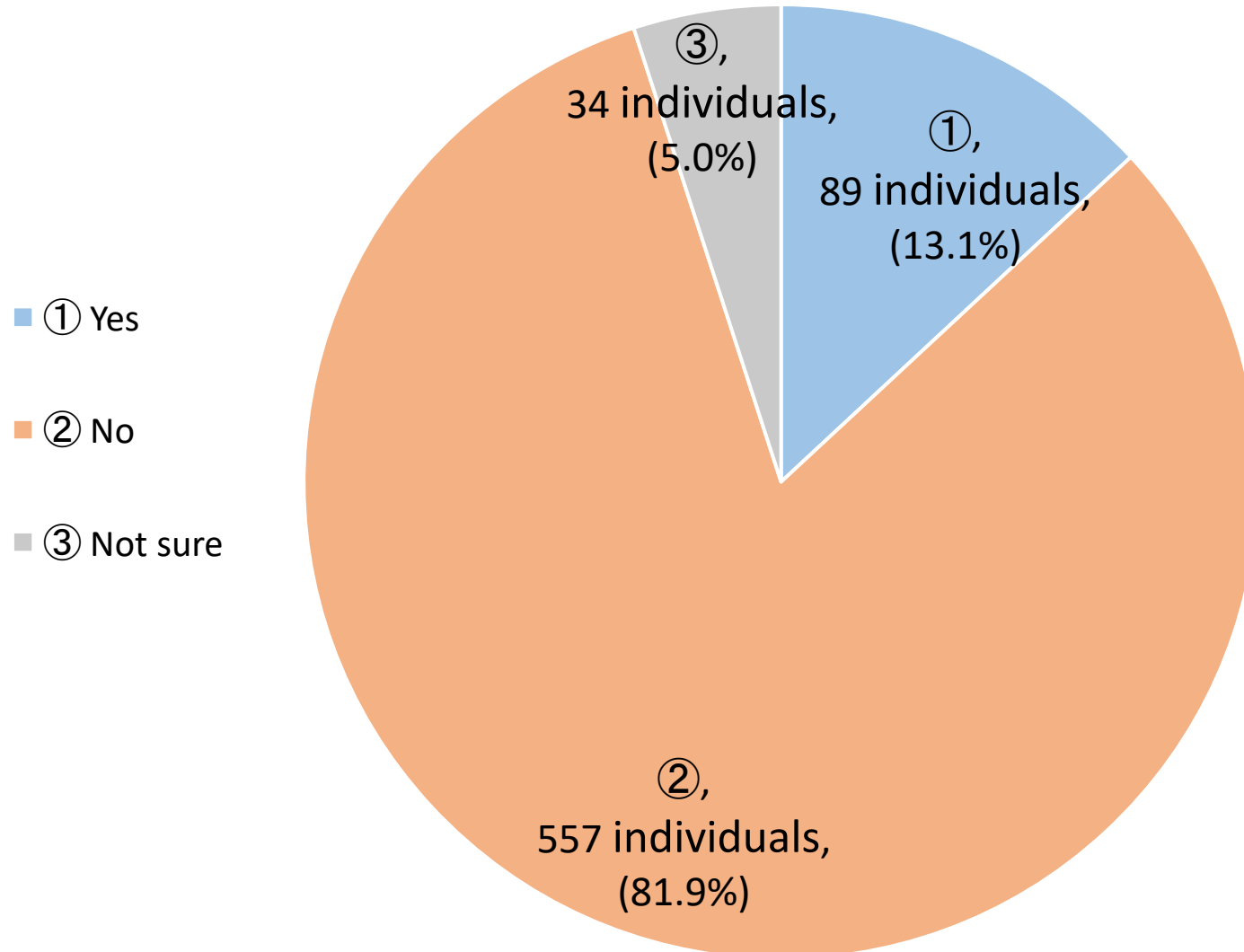


Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 1-2) (Responses from seafarers)

(2) In the past three years, have you experienced any remarks or actions from other seafarers or superiors that caused you mental or physical burden, distress, or had an impact on your psychological or physical well-being?

Number of respondents: 680 individuals



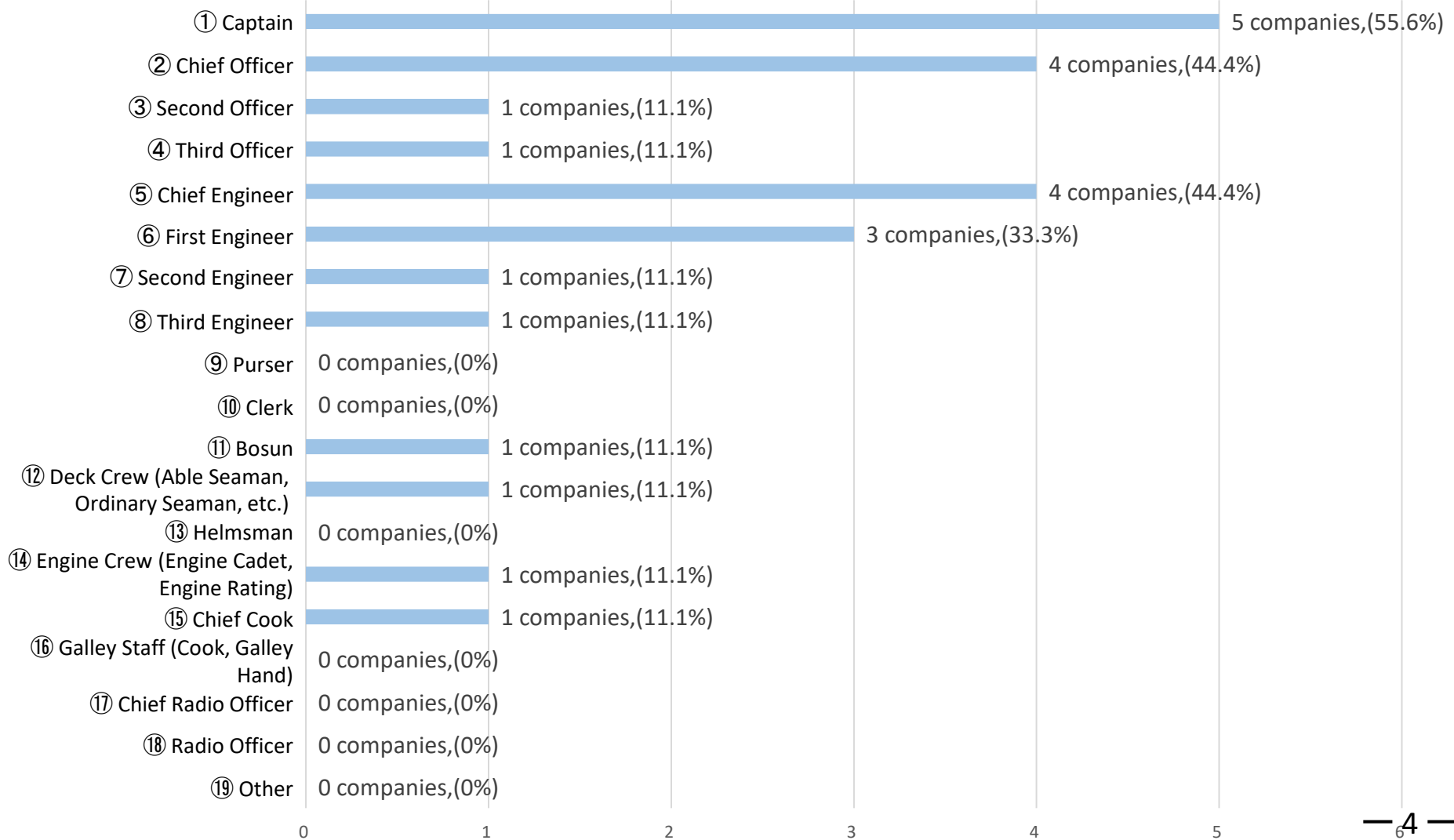
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part1-3)(Responses from Shipping Companies)

(3) For those who selected "① Yes" in question (1), **please indicate the job position(s) of the seafarers who engaged in harassment or bullying.**

Please select all applicable options. If multiple seafarers are involved, please select all corresponding options.

Number of respondents: 9 companies

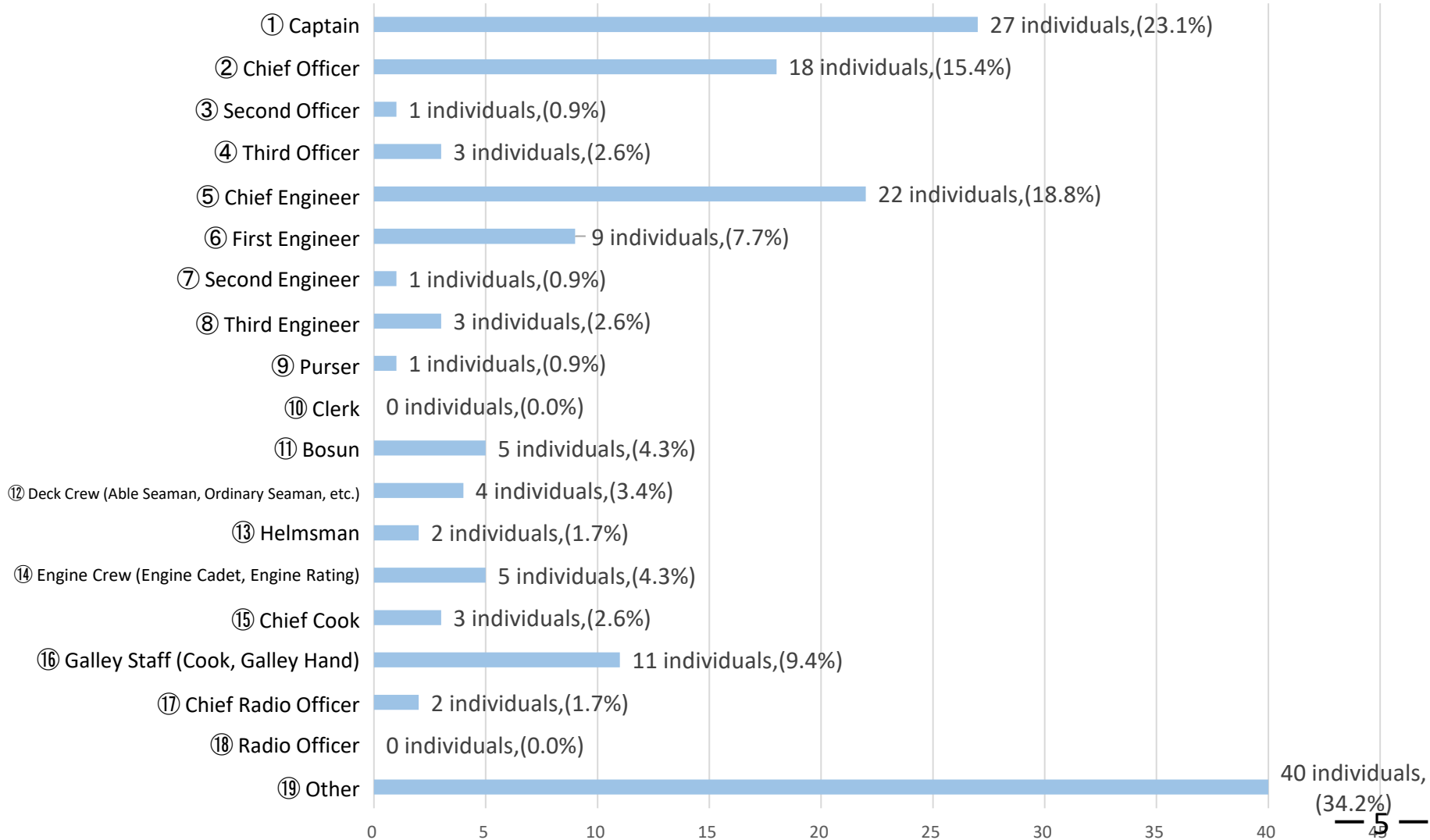


Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 1-4)(Responses from seafarers)

(4) For those who selected "① Yes" in question (2), **please select the position(s) of the other seafarers or superiors who exhibited such behavior onboard.** If multiple positions apply, please select all that apply.

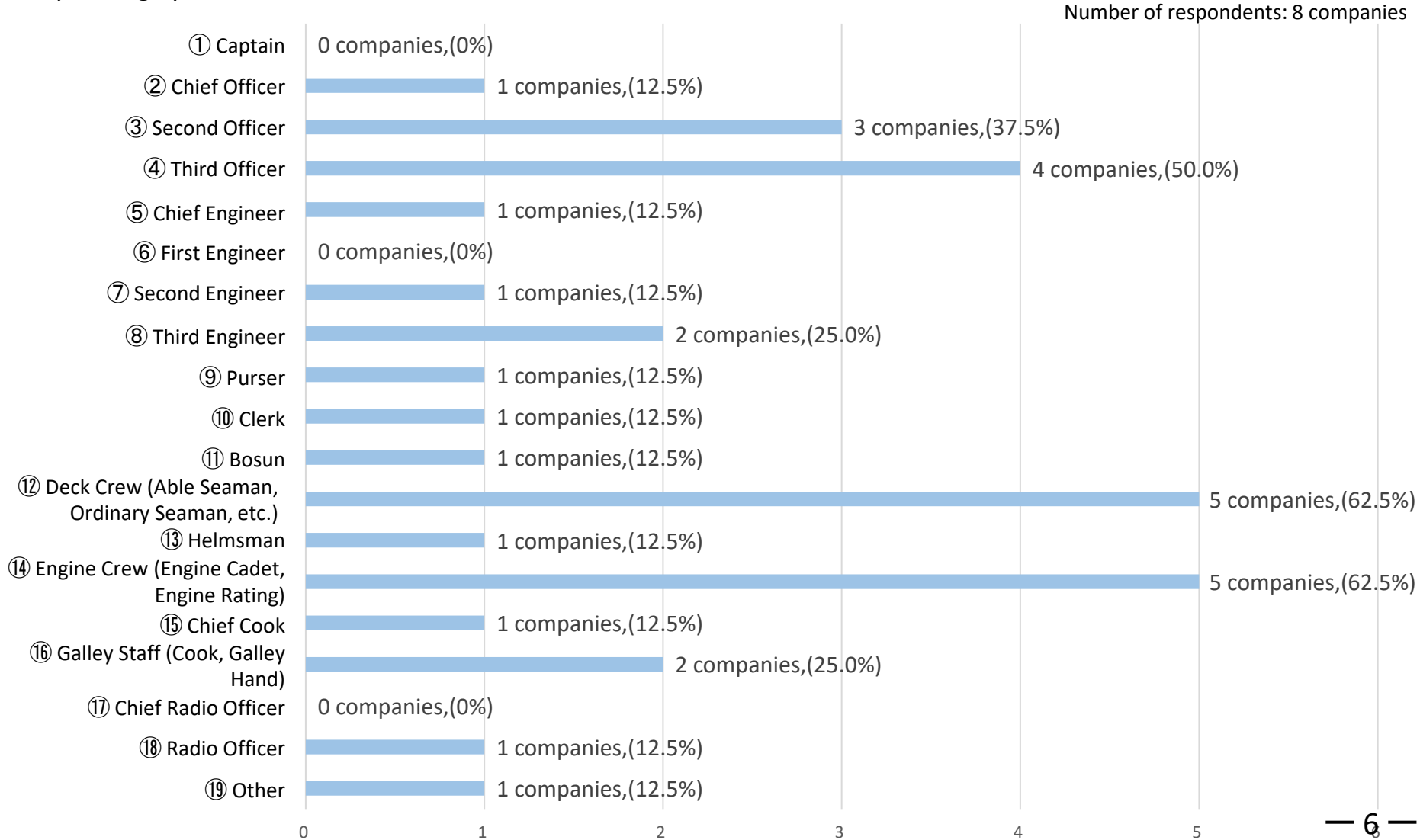
Number of respondents: 117 individuals



Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 1-5)(Responses from Shipping Companies)

(5) For those who selected "① Yes" in question (1), **please indicate the job positions of the seafarers who were victims of harassment or bullying.** Please select all applicable options. If multiple seafarers are involved, please select all corresponding options.



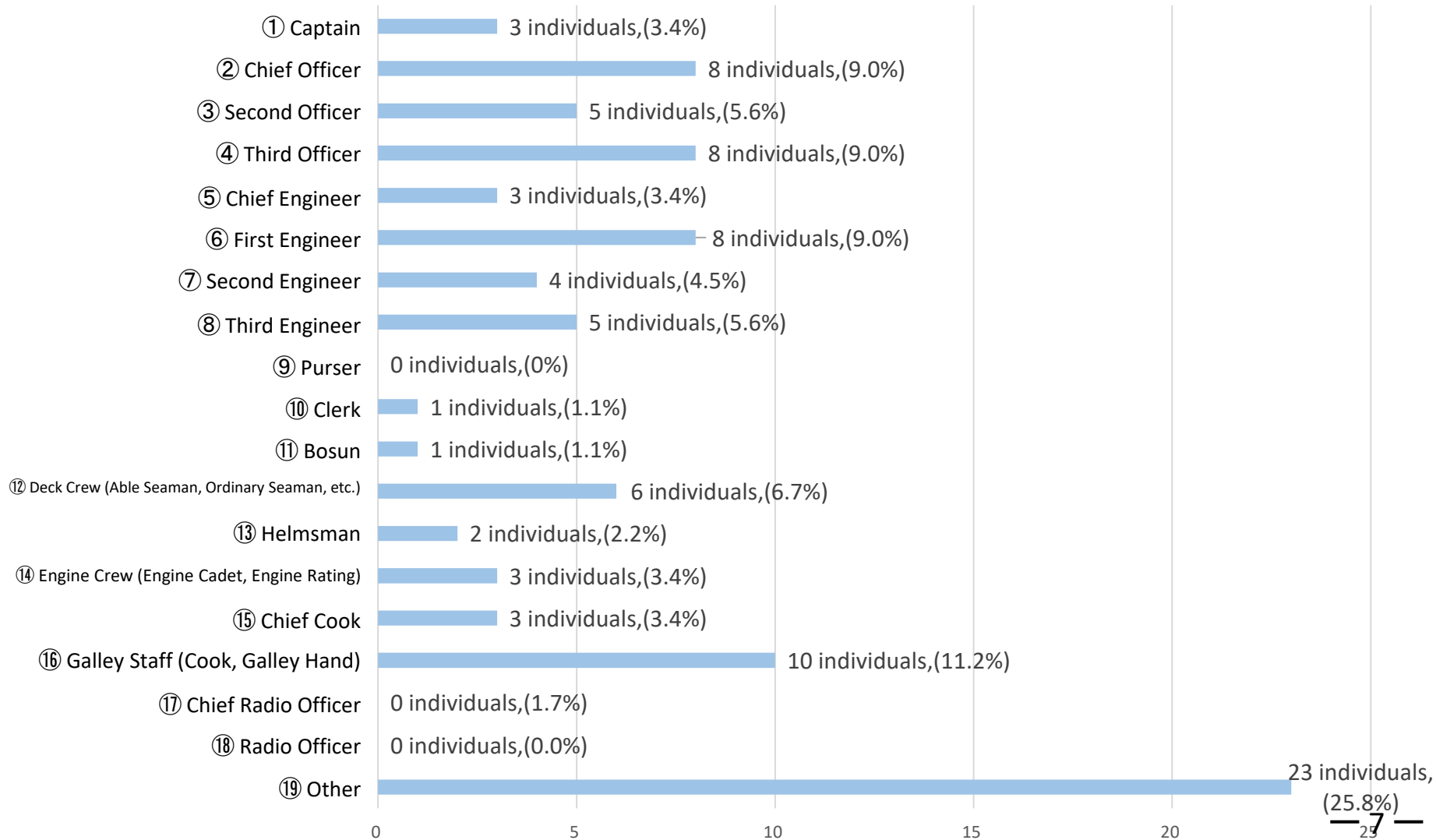
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 1-6)(Responses from seafarers)

(6) In the past three years, while on board, have you been subjected to comments or actions by other seafarers or your superiors that have caused you mental or physical strain or distress, or affected your psychological or physical health?

Occupations of those who selected '① Yes' for the question in(2)

Number of respondents: 89 individuals



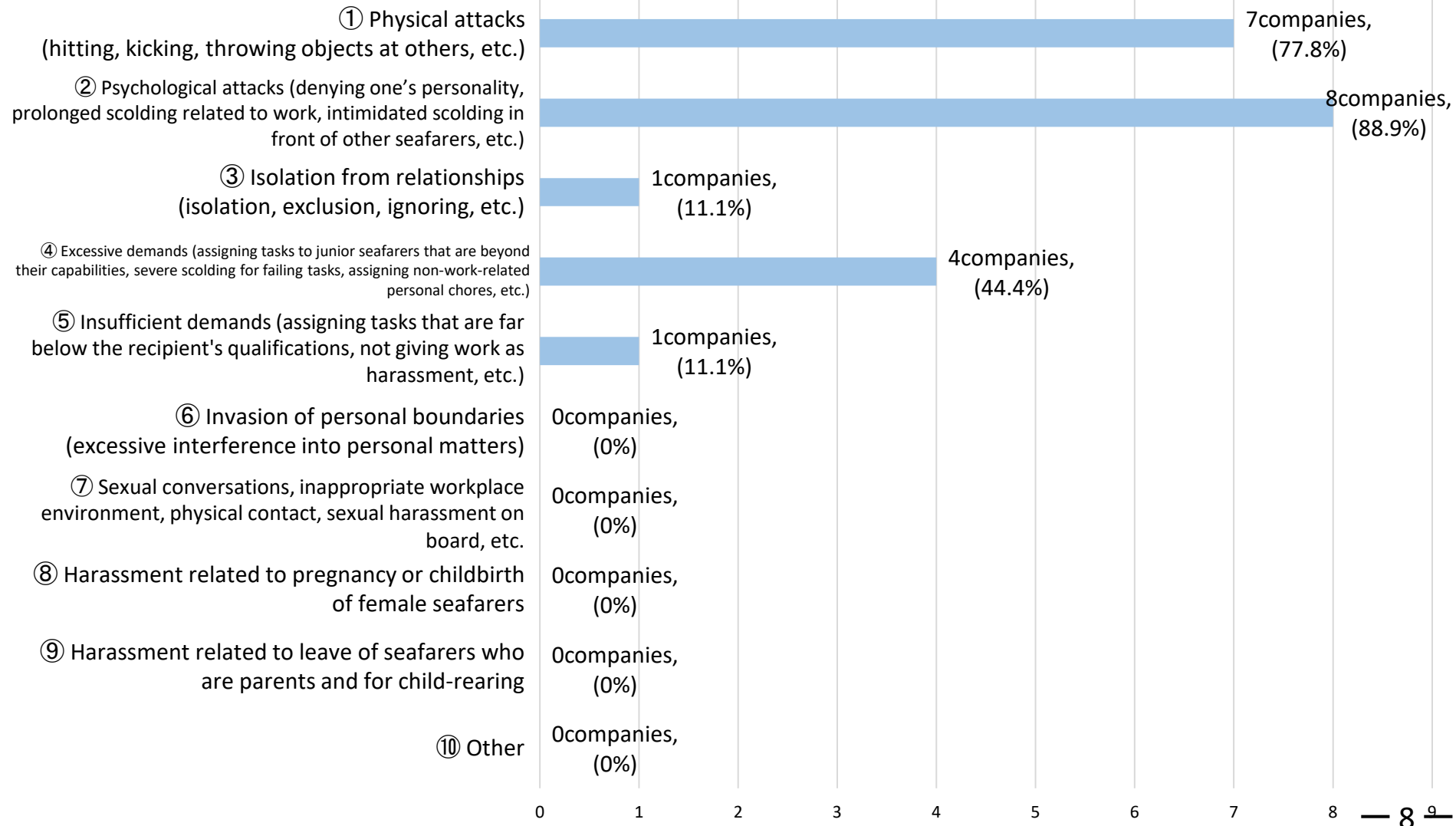
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 2-1)(Responses from Shipping Companies)

(7) For those who selected "① Yes" in question (1), please **specify the nature of the reports or complaints** filed by seafarers. Please select all applicable options.

If multiple incidents apply, please select all corresponding options.

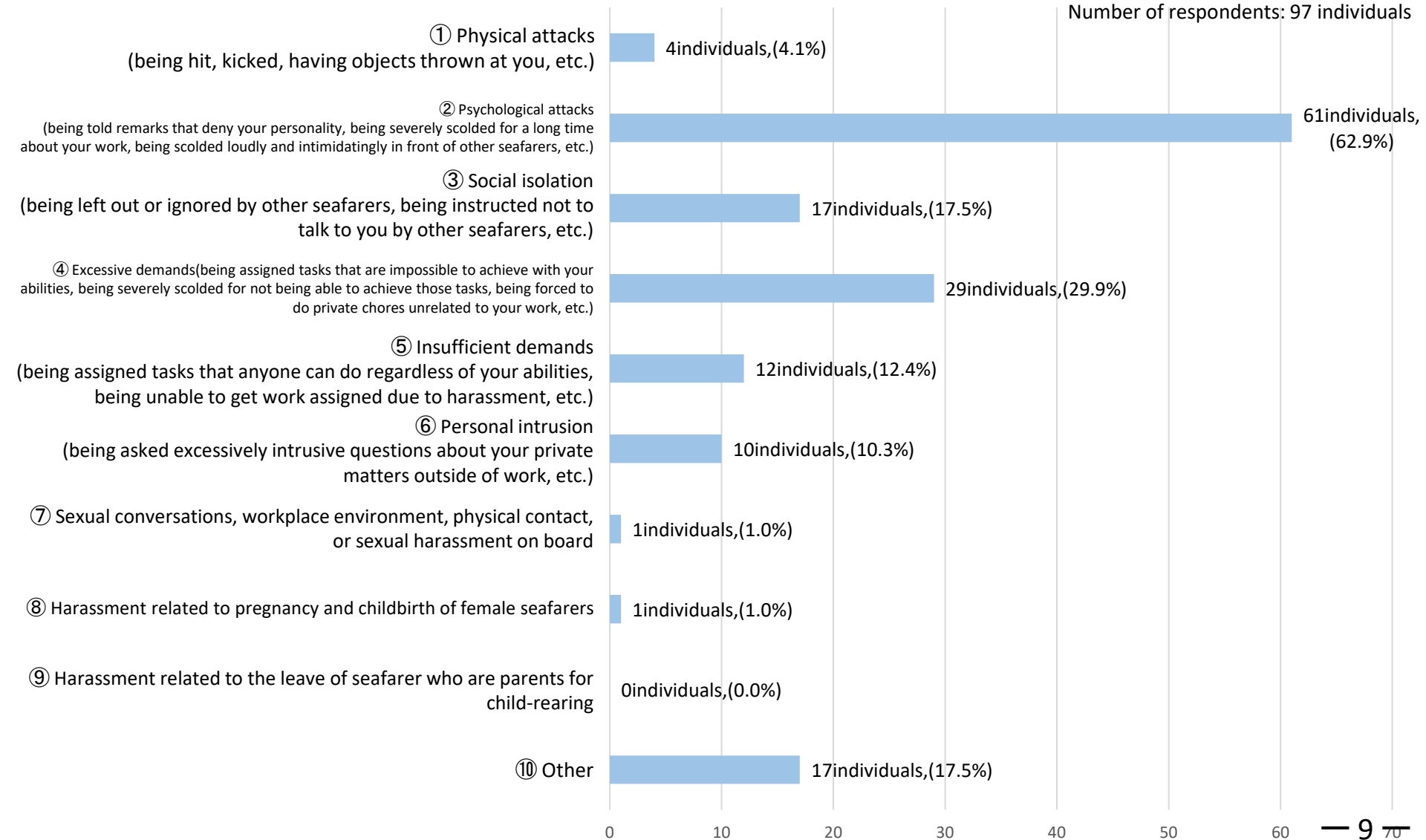
Number of respondents: 9 companies



Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 2-2)(Responses from seafarers)

(8) For those who selected "① Yes" in question (2), please specify **the types of remarks or actions you experienced**. If applicable, please specify the frequency. If none of the options apply or if it is unclear whether they apply, you may skip the question.



Survey Results(Part 2-2)(Additional comments from seafarers)

(9) For those who selected "① Yes" in question (2), Please briefly describe the nature of those remarks or actions, within reasonable limits in the space below.

- boss around, pressured, bullied
- Be racially discriminated against, long time work without a break.
- Mainly verbal abuse or public humiliation
- Always yelling and always finding mistakes.
- Shouting and cursing
- Bullying and scolded in front of many individuals
- over power use
- Too much expectation that leads to overwhelming stress onboard
- a C/O bullied me daily because of my nationality
- My 1st Engineer have been giving me remarks that implied I am not competent enough. He have been picking on me every time.
- Psychological burden of being completely ignored by seniors while discussing any major issues and no appreciation for the work.
- Superior in office noted to frequently demean / demoralize seafarers onboard instead of being part of the onboard team, encouraging the team & helping the team.
- Some senior officer told me your slow and incompetent. The fact that they only got angry at you because they make it personal because you don't involve in their drinking session.

Survey Results(Part 2-2)(Additional comments from seafarers)(continued)

(9) For those who selected "① Yes" in question (2), Please briefly describe the nature of those remarks or actions, within reasonable limits in the space below.

- Office pressing to do some jobs, which cannot be done. Too many papers for a single person. Increasing volume of paper-work from office and other companies. Crew change department not planning properly crew change in time.
- Chief Eng shouting and swearing at the crew members for a simple reasons. When unexpected problems appear instead of giving advice he was throwing spanners due to the lack of ideas how to cope with situation

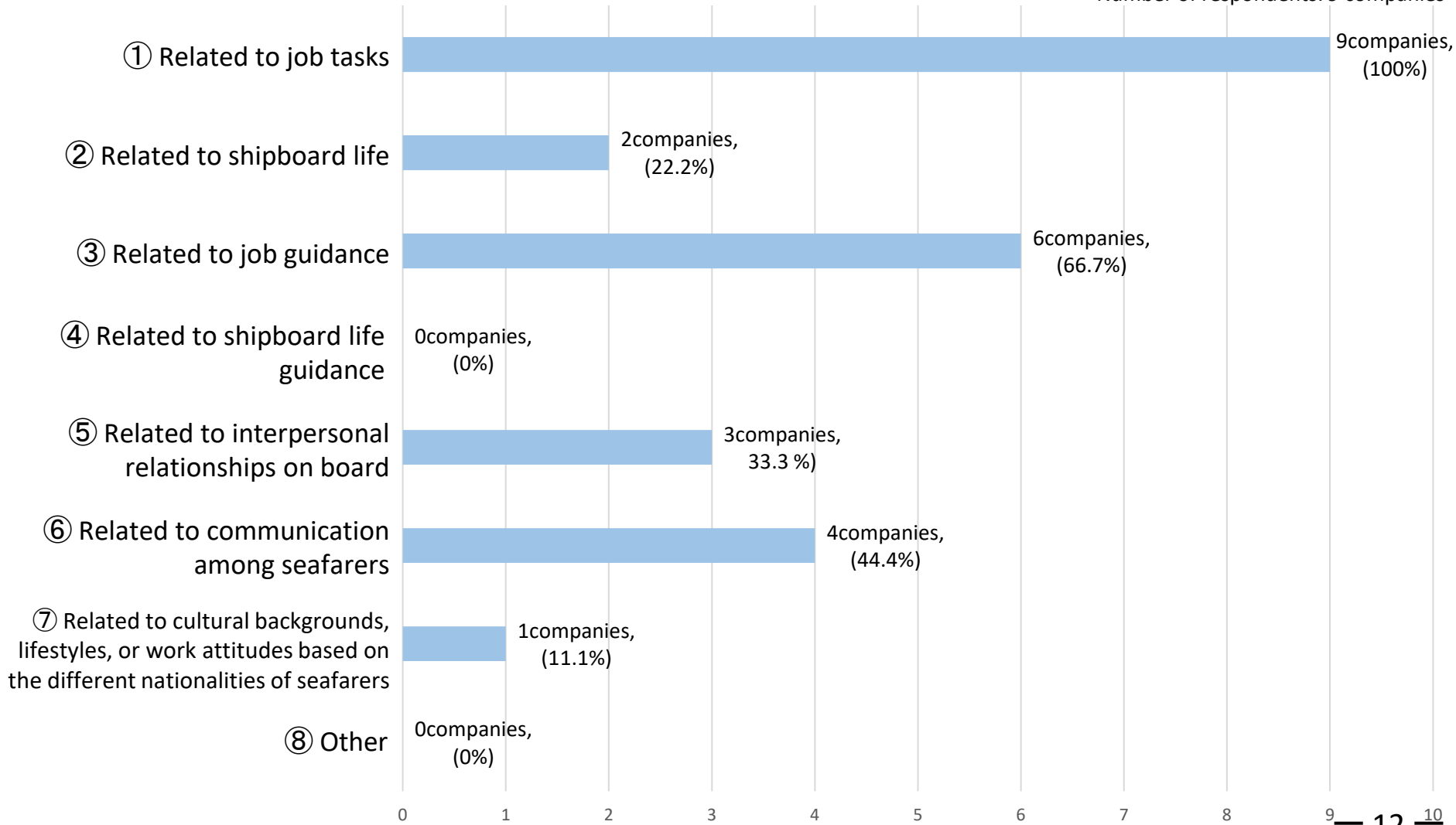
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 3-1)(Responses from Shipping Companies)

(10) For those who selected "① Yes" in question (1), please select **the relevant factors related to harassment and bullying** incidents at your company.

Please select all applicable options. If multiple causes apply, please select all corresponding options.

Number of respondents: 9 companies



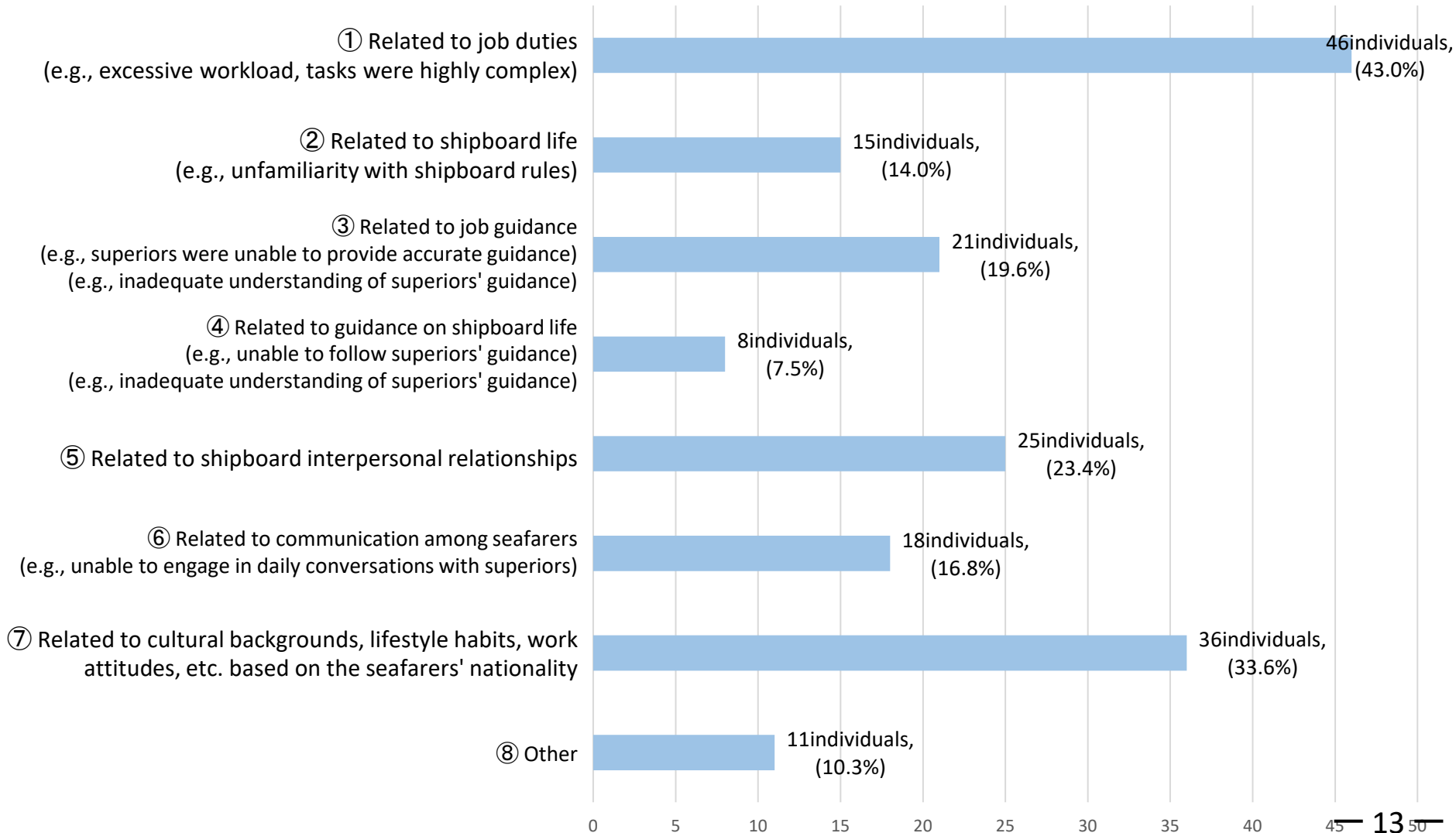
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 3-2)(Responses from seafarers)

(11)For those who selected "① Yes" in question (2), what do you believe to be **the causes or factors of your experience?**
Please select all that apply.

If multiple options apply, please select all that apply.

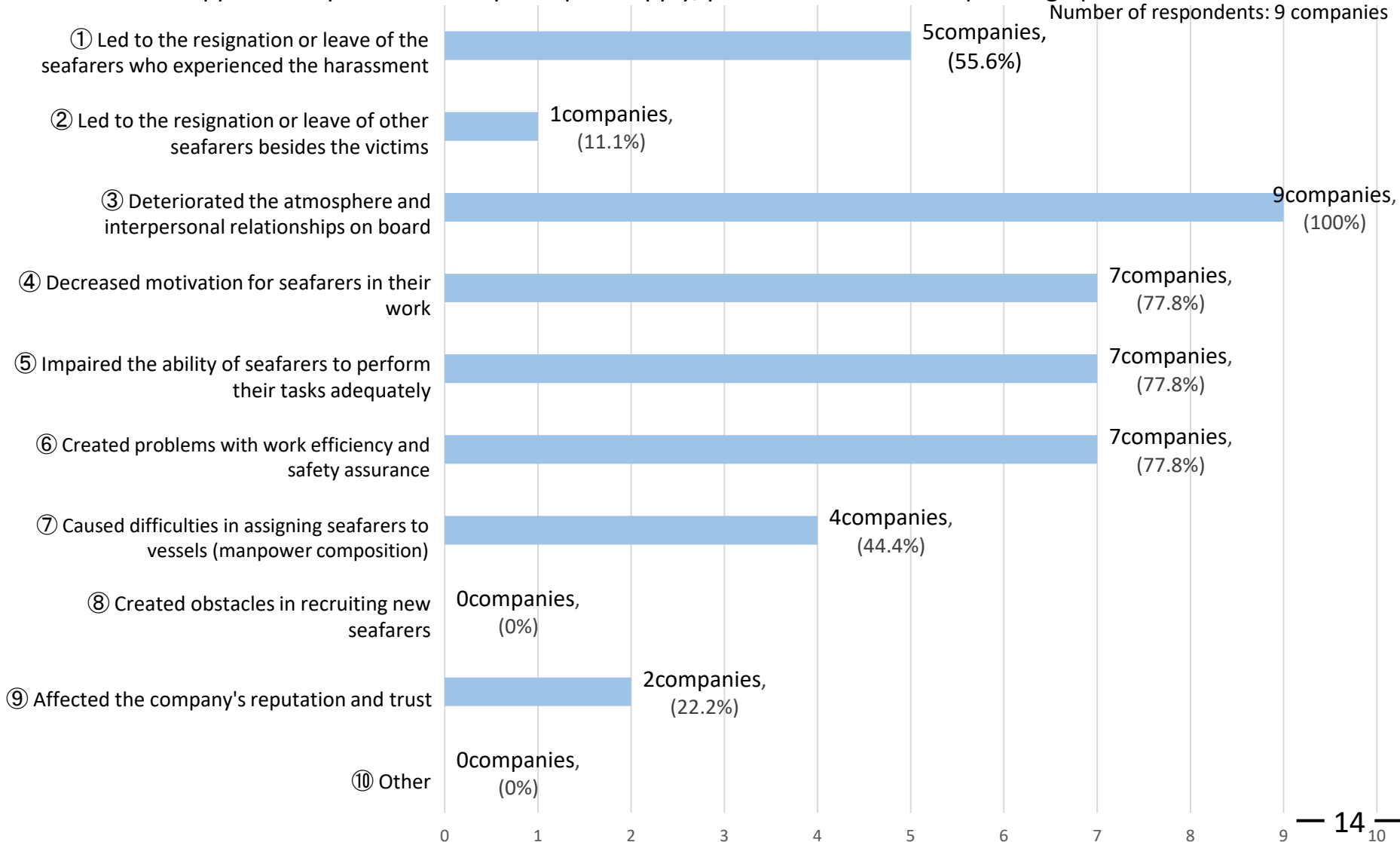
Number of respondents: 107 individuals



Survey Results(Part 4-1)(Responses from Shipping Companies)

(12) For those who selected "① Yes" in question (1), **what kind of impact did the harassment or bullying incidents have on work tasks and internal relationships?**

Please select all applicable options. If multiple impacts apply, please select all corresponding options.



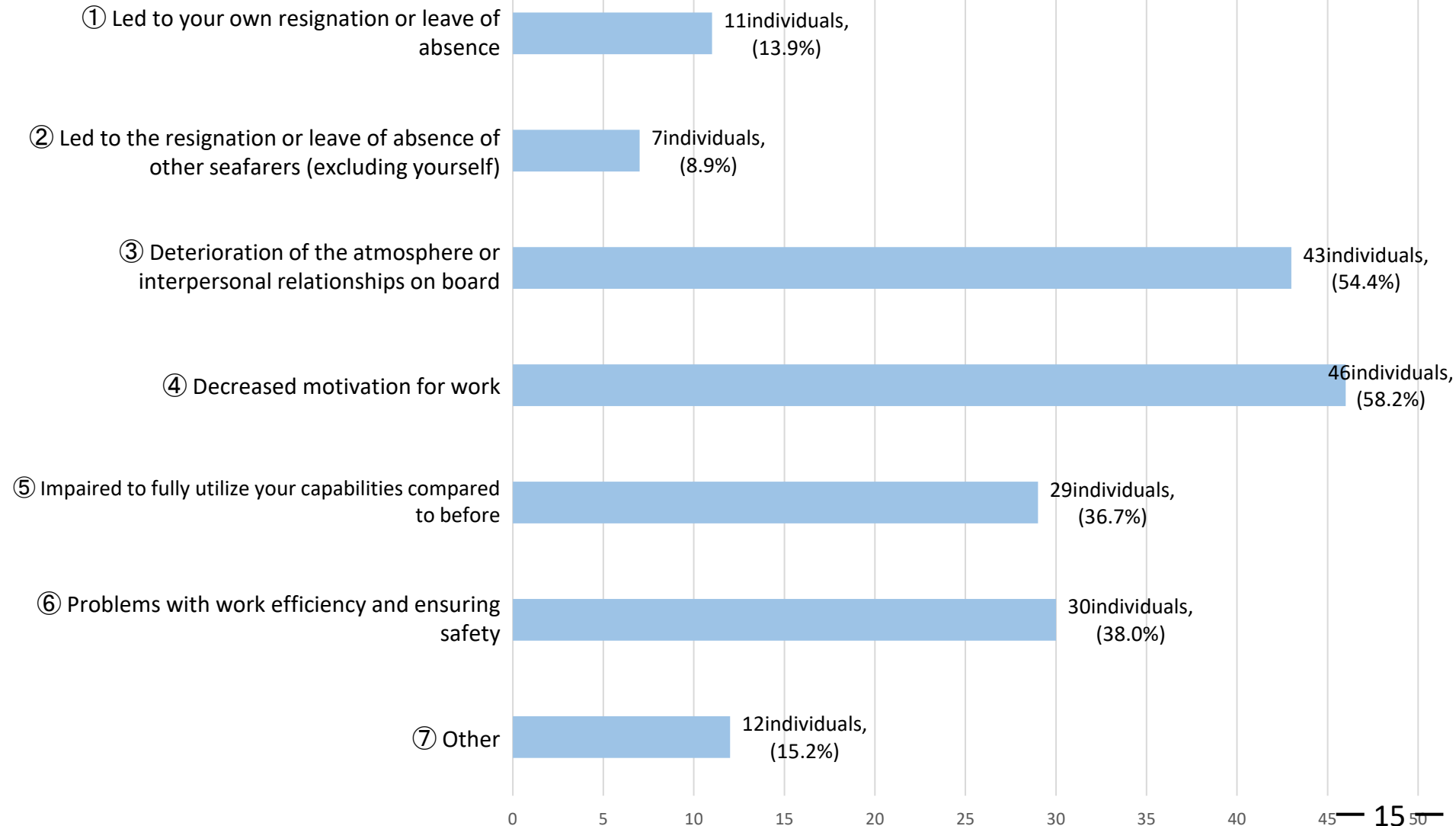
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 4-2)(Responses from seafarers)

(13) For those who selected "① Yes" in question (2), **what impact did the incidents you experienced have on your work or internal relationships?**

Please select all that apply. If multiple options apply, please select all that apply.

Number of respondents: 79 individuals



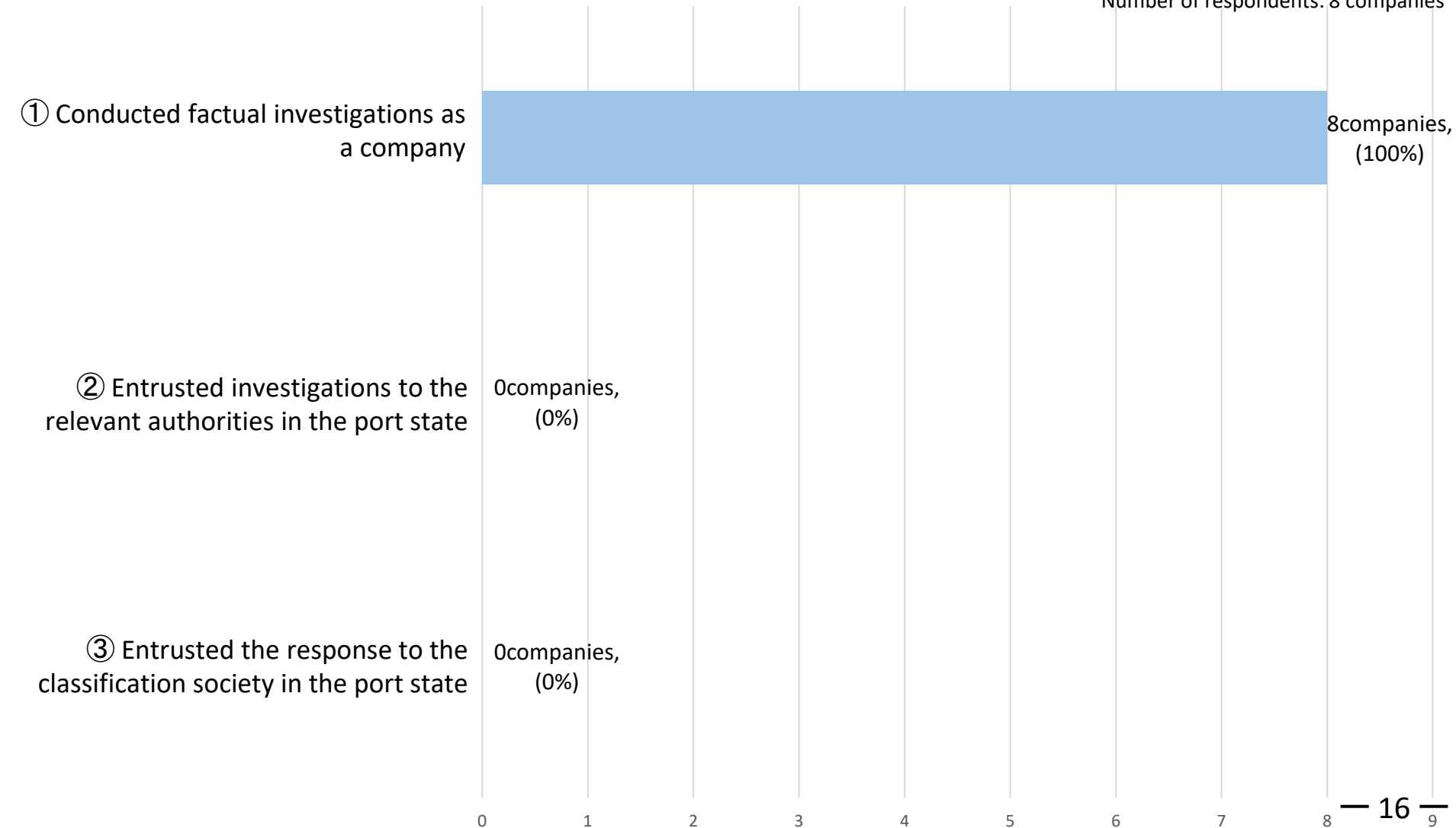
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 5-1)(Responses from Shipping Companies)

(14) For those who selected "① Yes" in question (1), **how did you handle the reports or complaints of harassment or bullying from seafarers?**

Please select all applicable options.

Number of respondents: 8 companies



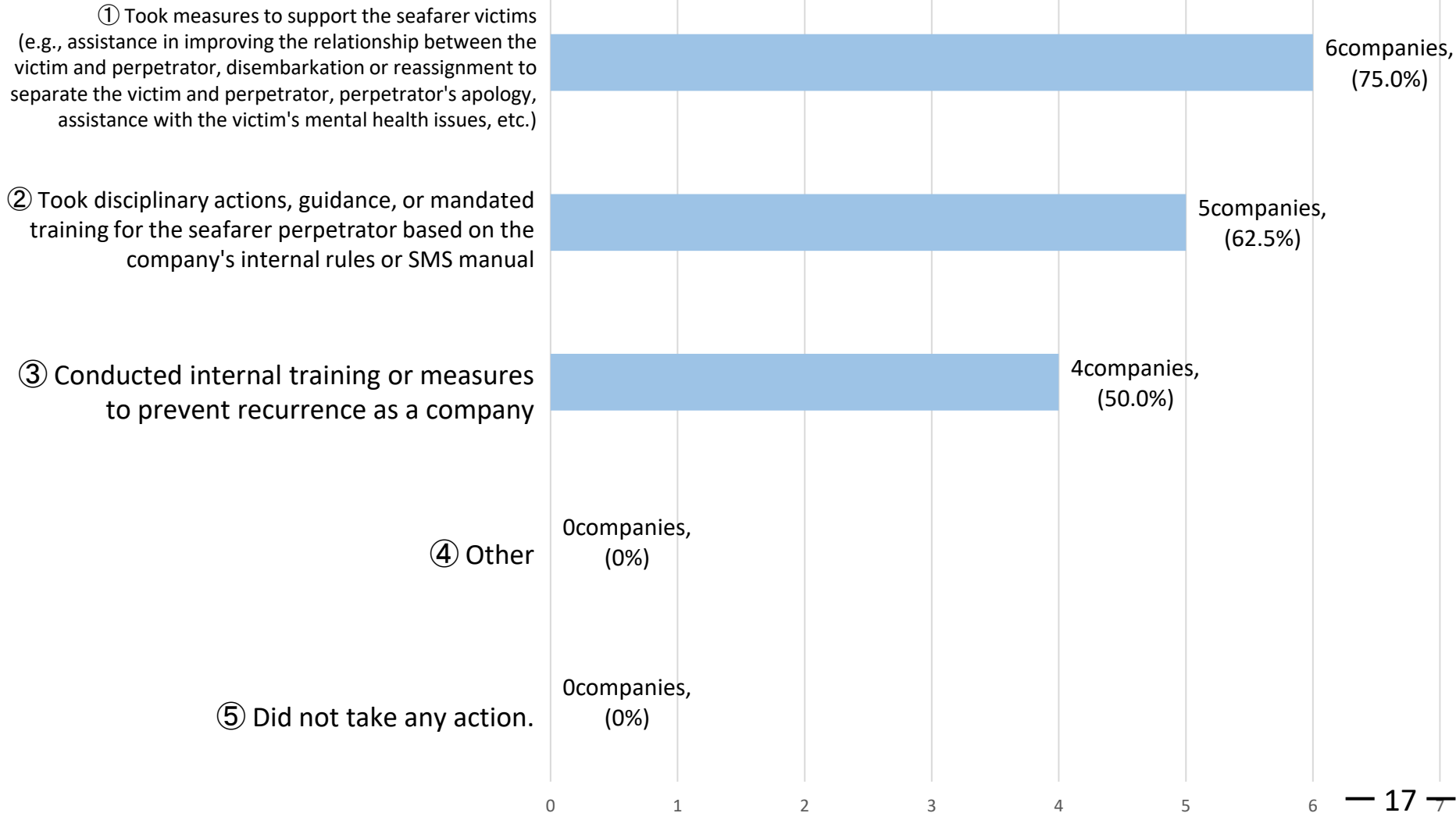
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part5-2)(Responses from Shipping Companies)

(15) For those who selected "① Conducted factual investigations as a company" in question (14), **what actions did you take when harassment or bullying was confirmed as a result of the factual investigations?**

Please select all applicable options. If multiple measures were taken, please select all corresponding options.

Number of respondents: 8 companies



Summary of Survey Results on Bullying Harassment onboard

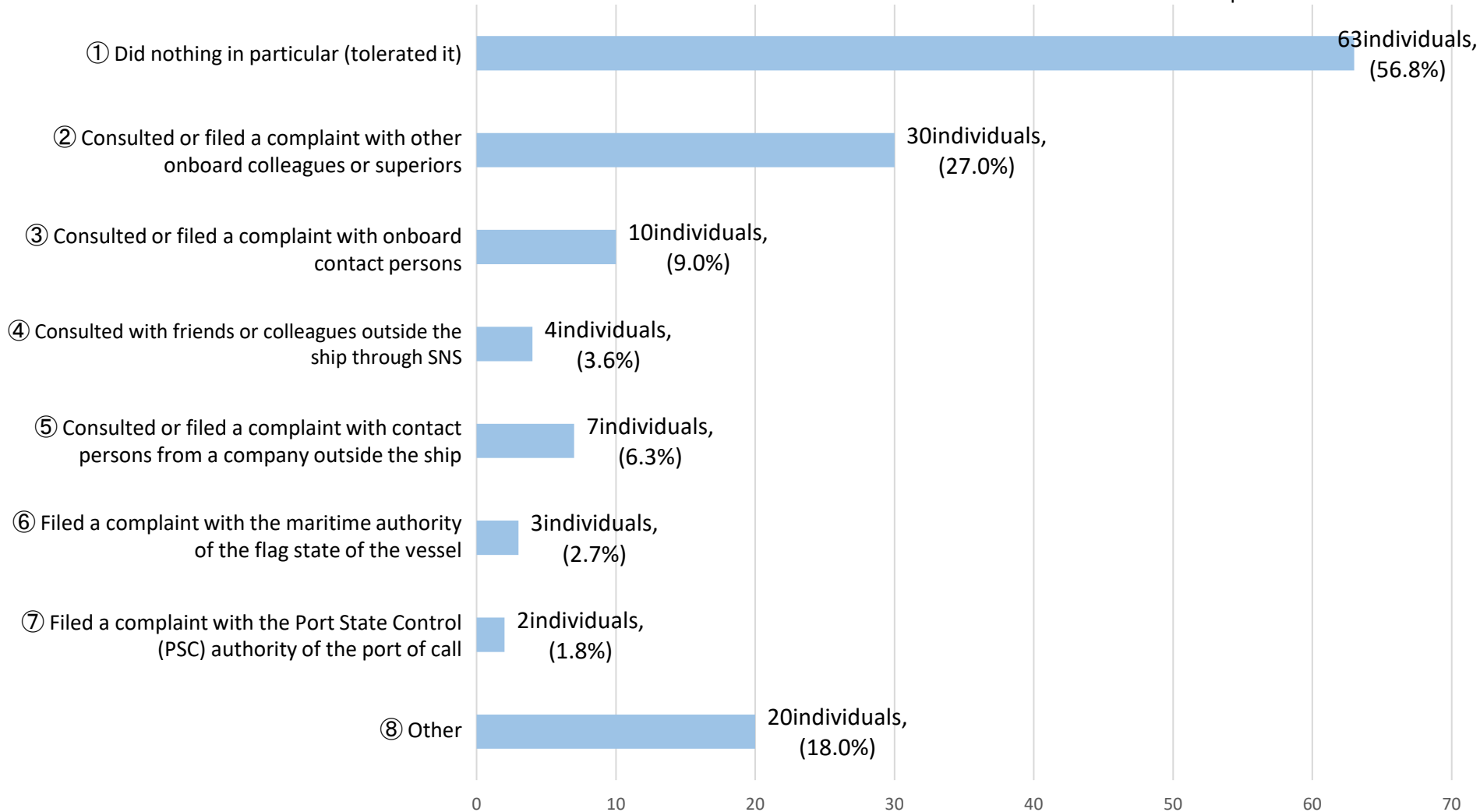
Survey Results(Part5-3)(Responses from seafarers)

(16) For those who selected "① Yes" in question (2), **how did you respond to the issue?**

Please select all that apply.

If multiple options apply, please select all that apply.

Number of respondents: 111 individuals

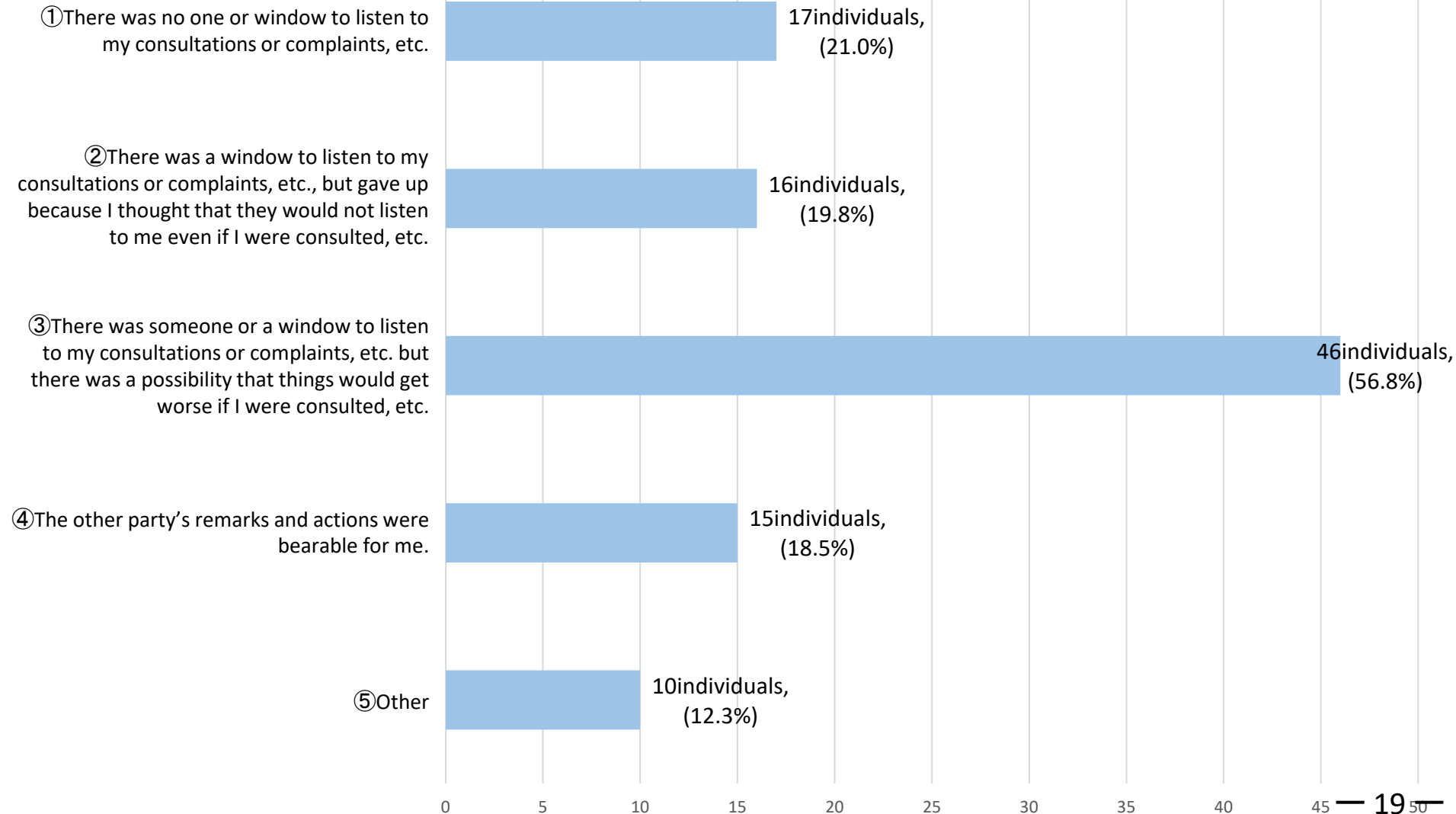


Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 5-4)(Responses from seafarers)

(17) For those who selected '① **Did nothing in particular (tolerated it)**' in question (16). Please select the reason for this. If there are multiple applicable items, please select all that apply.

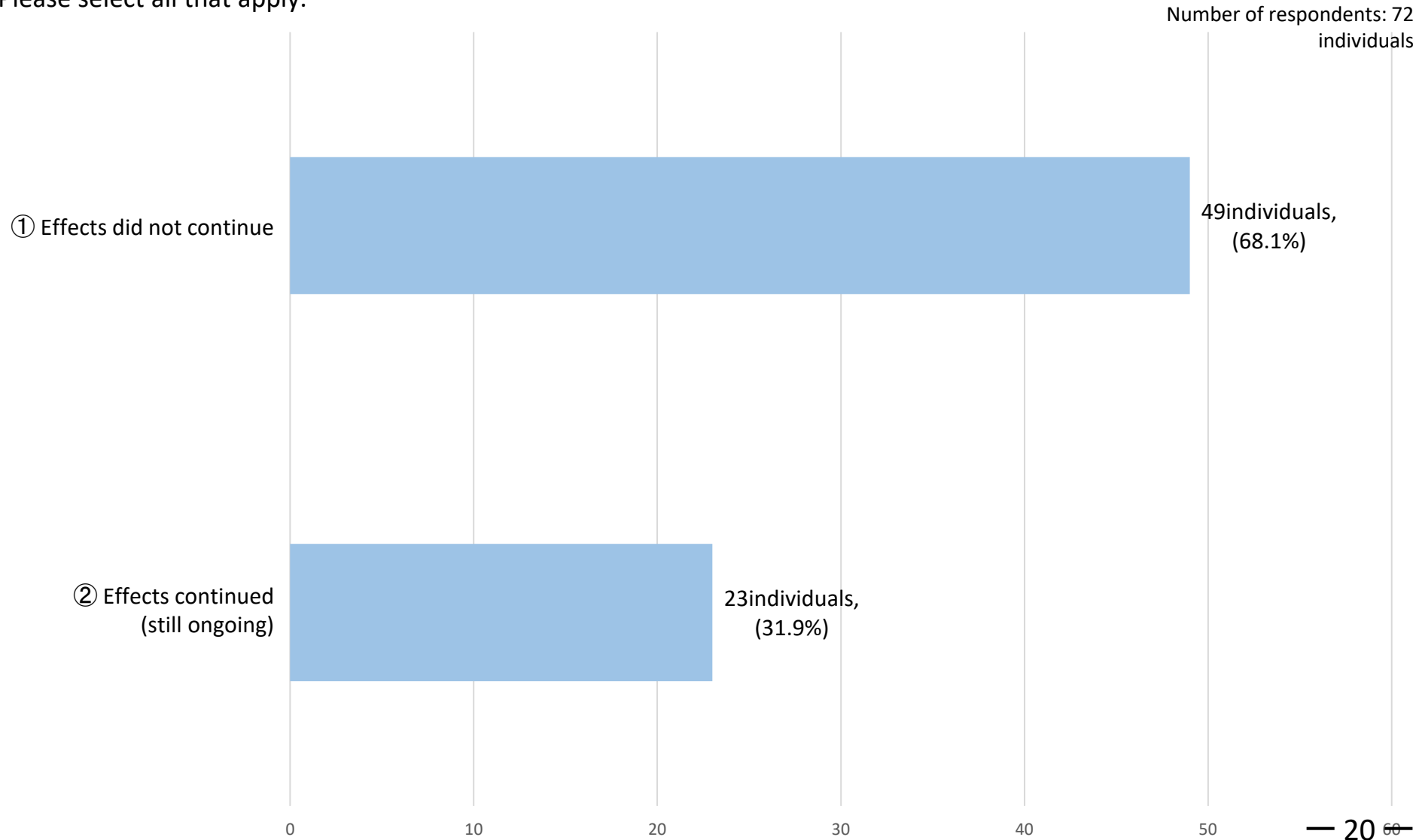
Number of respondents: 81 individuals



Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 6-1)(Responses from seafarers)

(18) For those who answered "① Yes" in question (2), please **select the effects of the incidents during the voyage** on your psychological or physical well-being after disembarking.
Please select all that apply.



Summary of Survey Results on Bullying Harassment onboard

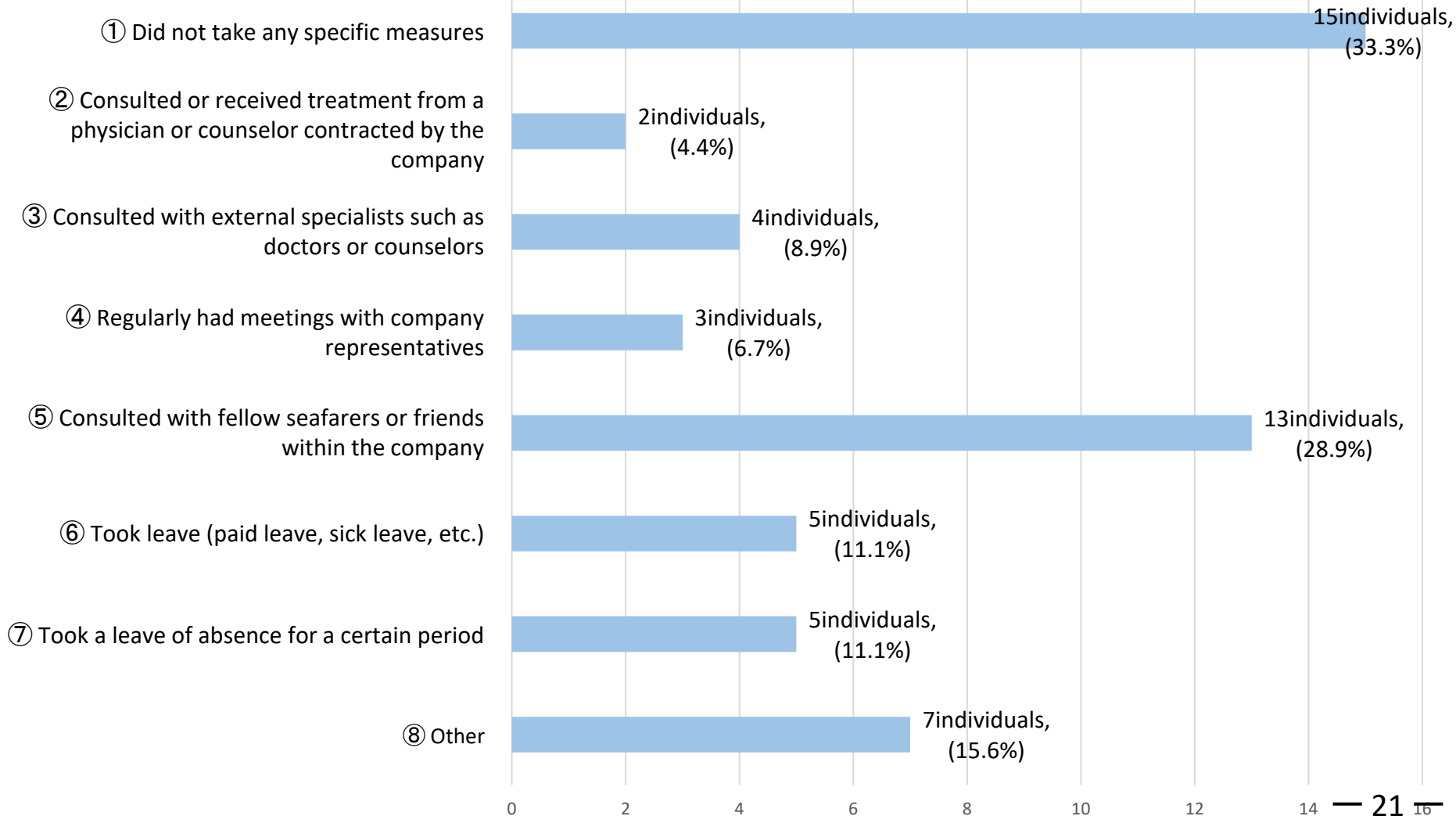
Survey Results(Part 6-2)(Responses from seafarers)

(19) For those who selected "② Effects continued (still ongoing)" in question (18), **please select the measures you took to alleviate your psychological or physical distress.**

Please select all that apply. If multiple options apply, please select all that apply.

Number of respondents: 45 individuals

※If answering this question would cause you distress or anxiety, feel free to skip it.



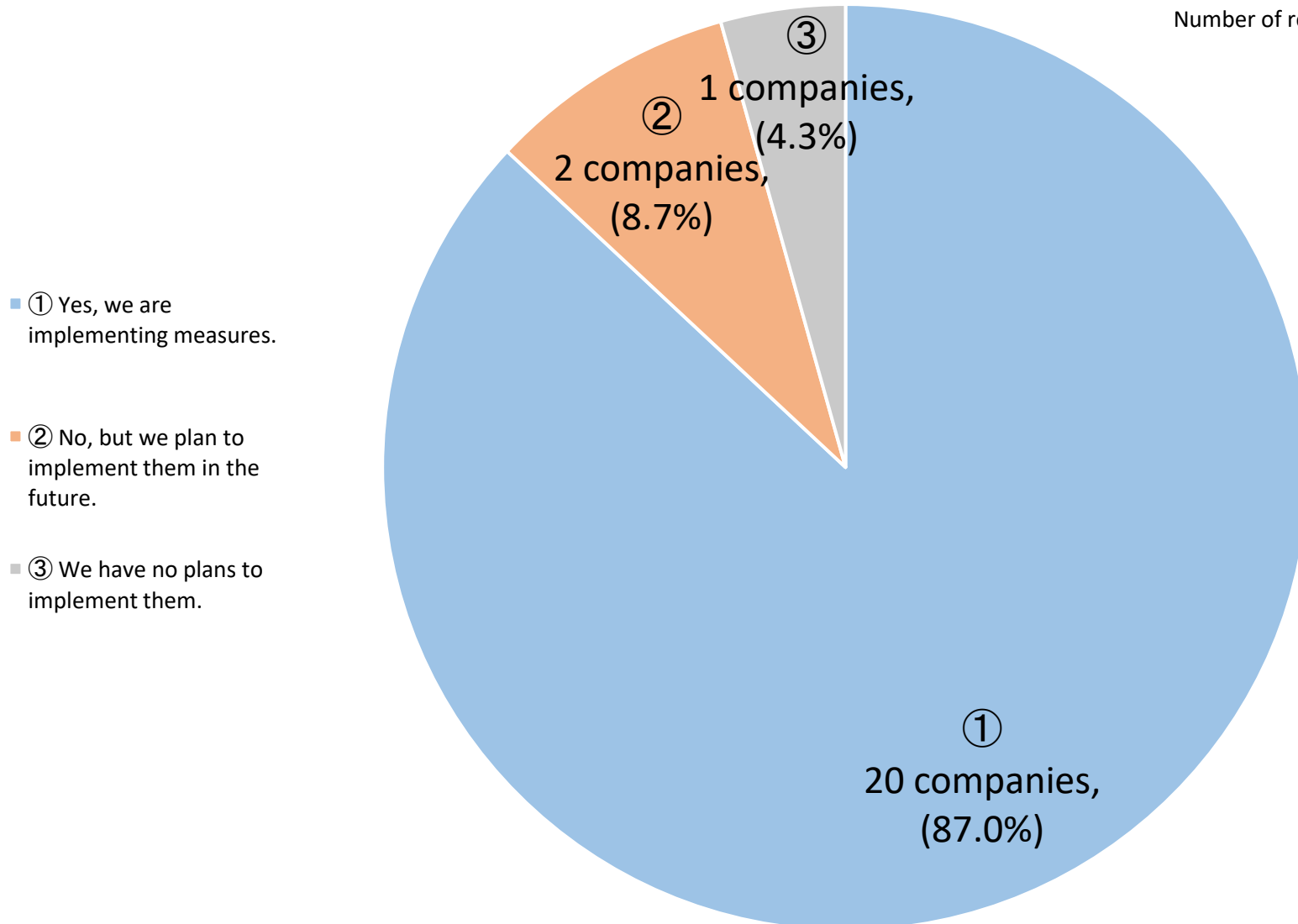
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 7-1)(Responses from Shipping Companies)

(20) **Does your company take measures to address and prevent harassment and bullying?**

Please select the applicable option

Number of respondents: 23 companies



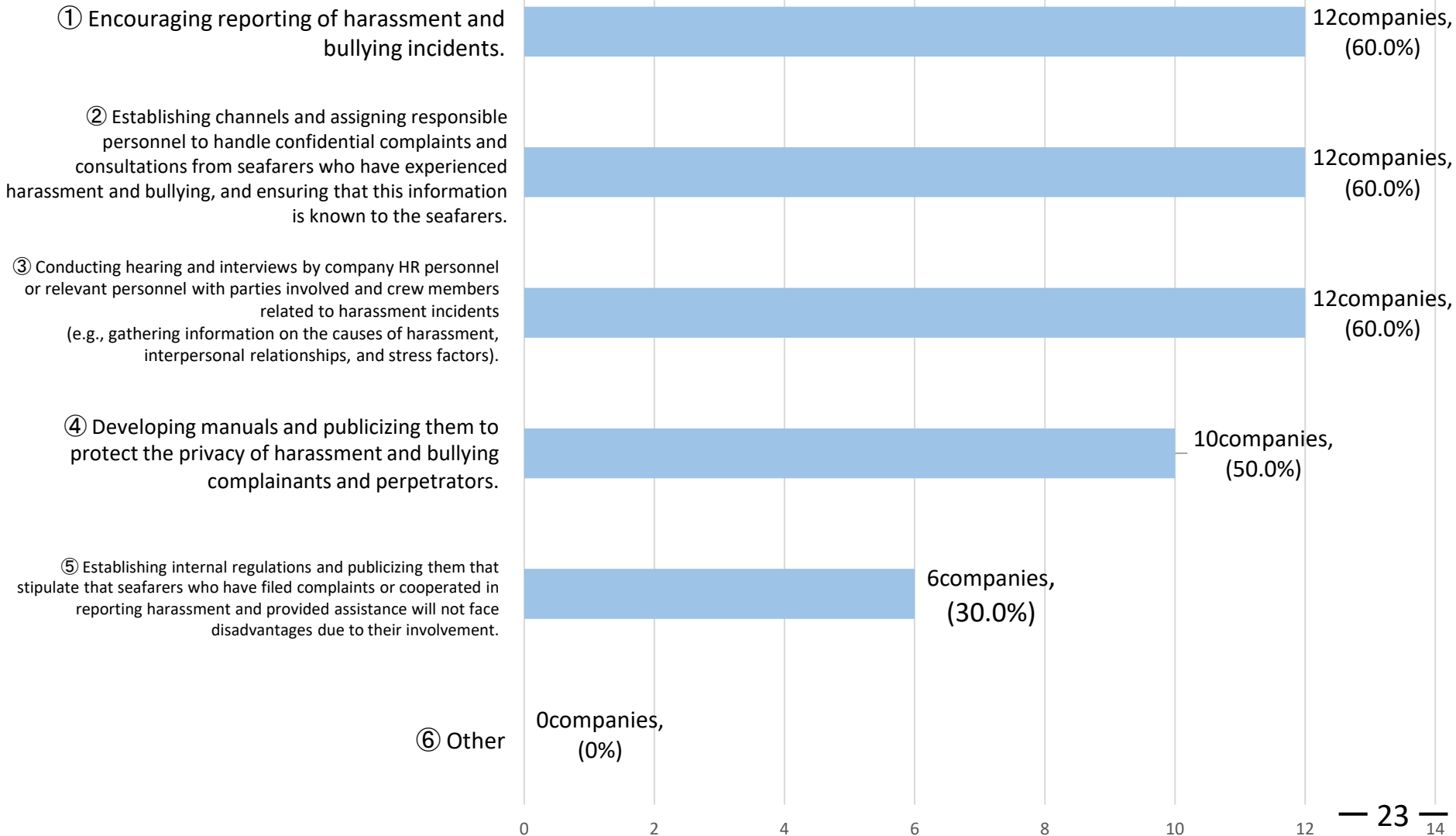
Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 7-2)(Responses from Shipping Companies)

(21) For those who selected "① Yes, we are implementing measures" in (20), please **choose the measures that your company has implemented to address incidents of harassment and bullying.**

If multiple measures apply, please select all that apply.

Number of respondents: 20 companies

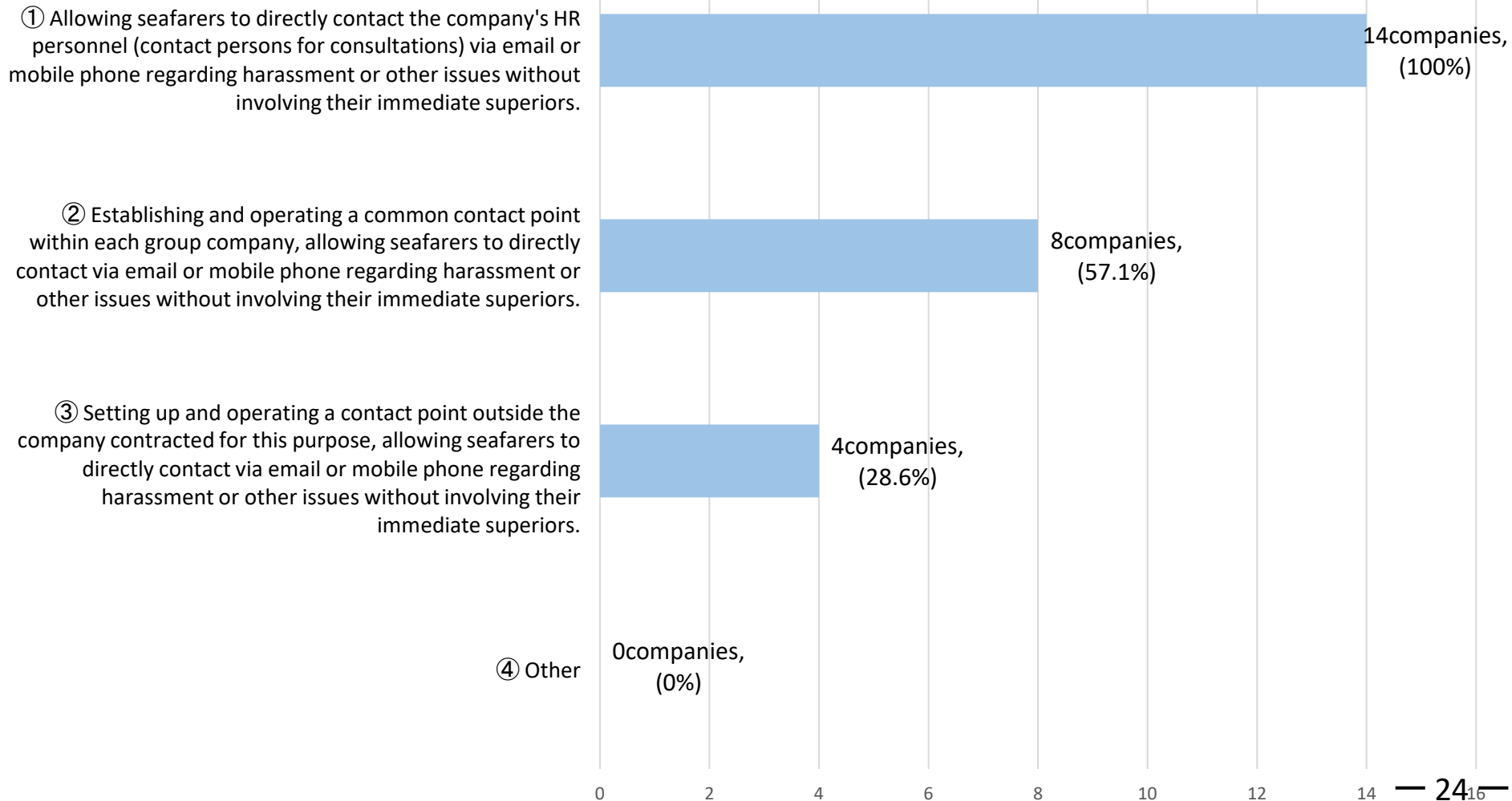


Survey Results(Part 7-3)(Responses from Shipping Companies)

(22) For those who selected "② Establishing channels and assigning responsible personnel to handle confidential complaints and consultations from seafarers who have experienced harassment and bullying, and ensuring that this information is known to the seafarers" in (21), **how do you facilitate easy access for seafarers?**

Please select the applicable options.If multiple options apply, please select all that apply

Number of respondents: 14 companies

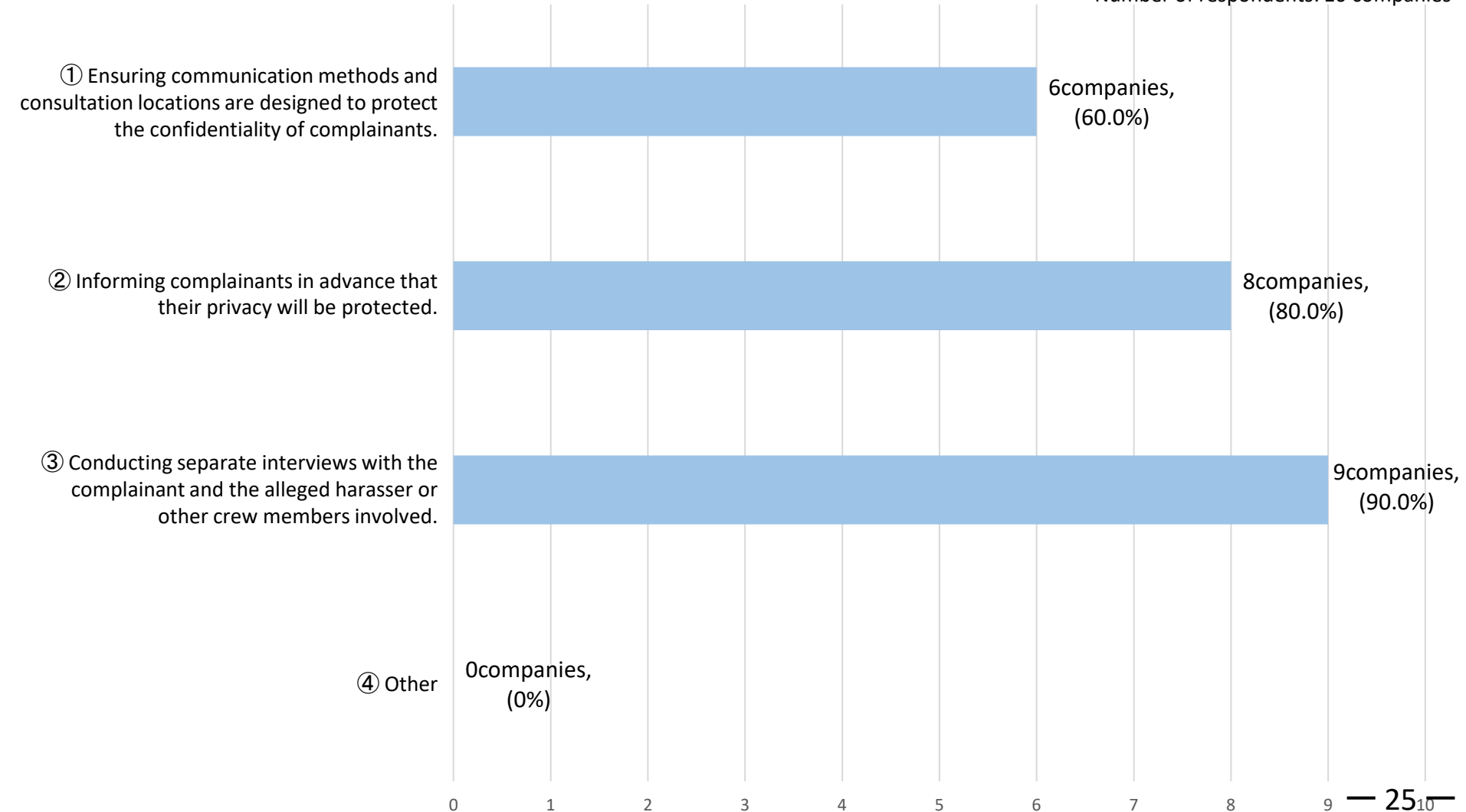


Survey Results(Part 7-4)(Responses from Shipping Companies)

(23) For those who selected "④ Developing manuals and publicizing them to protect the privacy of harassment and bullying complainants and perpetrators" in (21), **what measures do you take to protect the privacy of individuals involved in harassment and bullying cases** reported by seafarers?

Please select the applicable options. If multiple options apply, please select all that apply.

Number of respondents: 10 companies



Summary of Survey Results on Bullying Harassment onboard

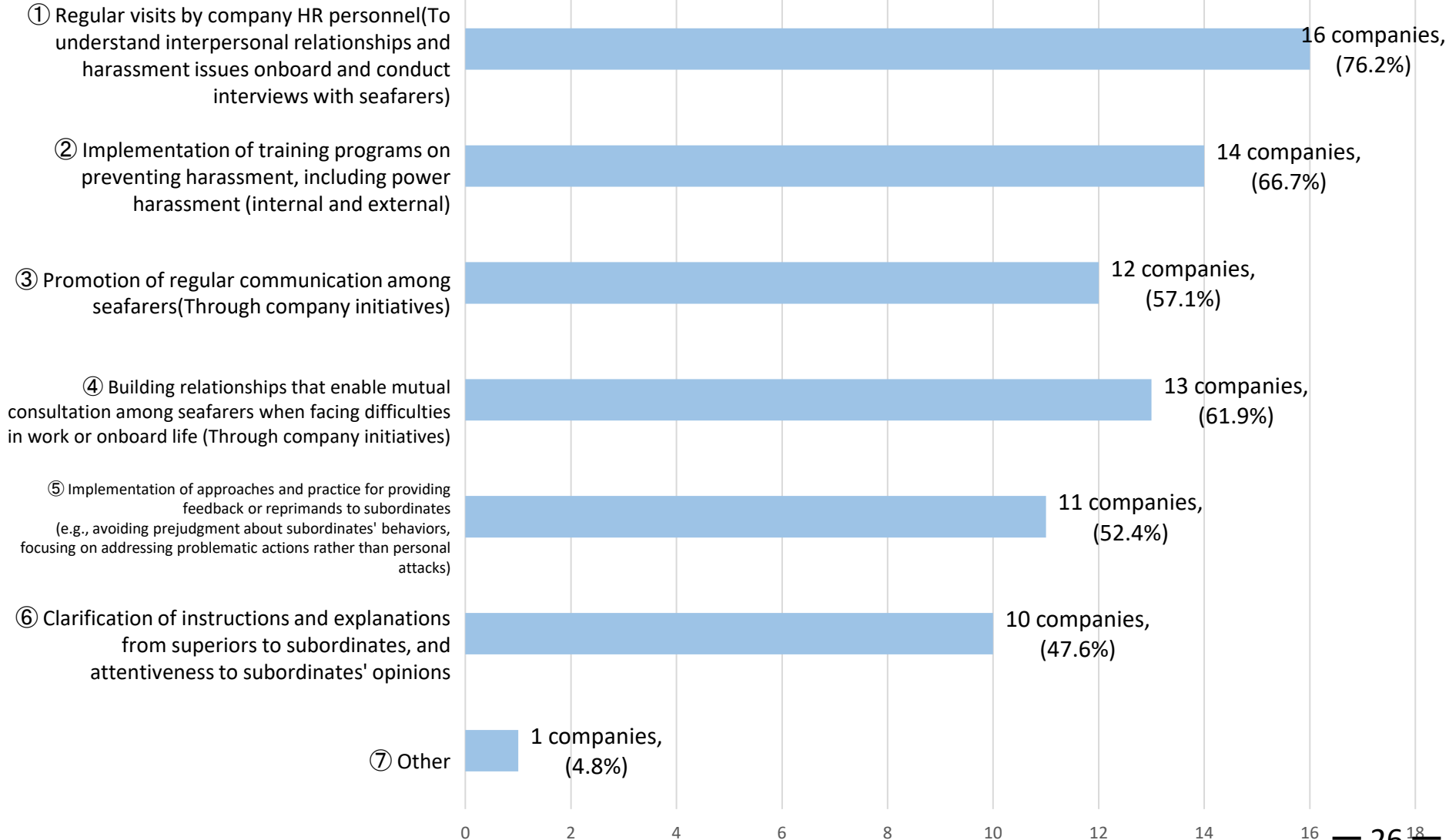
Survey Results(Part 7-5)(Responses from Shipping Companies)

(24) Measures Deemed Necessary for Preventing Harassment and Bullying in Maritime Employment

Please select the measures you consider necessary. If multiple options apply, please select all that apply.

Additionally, if there are any other measures you consider necessary, please provide details.

Number of respondents: 21 companies



Summary of Survey Results on Bullying Harassment onboard

Survey Results(Part 7-6)(Responses from seafarers)

(25)This question is for everyone.

What measures do you believe are necessary to prevent harassment and bullying?

Please select all that apply. If multiple options apply, please select all that apply.

Number of respondents: 556 individuals

