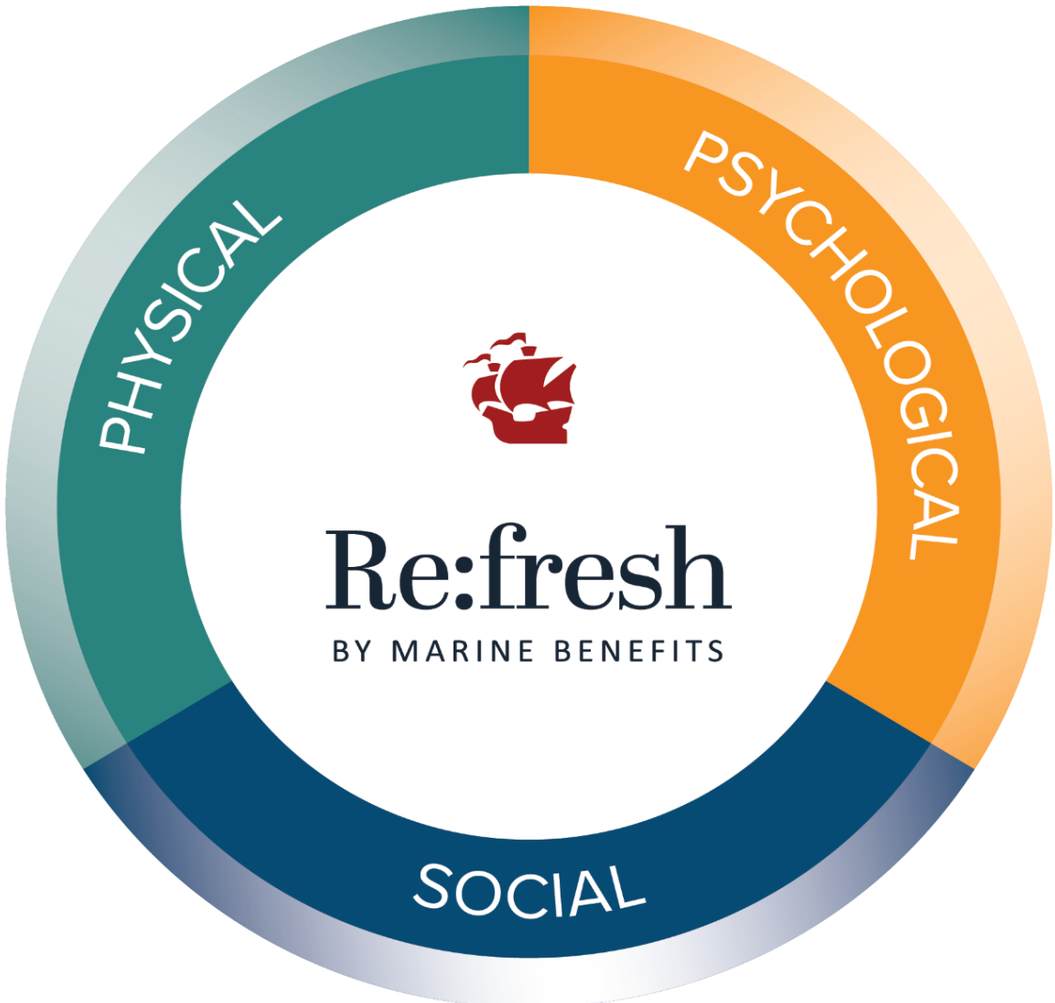
Re:fresh Global 2026

BY MARINE BENEFITS



MARINE BENEFITS



01 Physical

Lifestyle	*Risk*	*Health*
Sleep	Diabetes	Health Issues
Smoking	BMI	Medicine Intake
Diet	WHtR	Repatriation
Exercise		

02 Psychological

Happiness	Stress
Wellbeing	Distress

03 Social

Social aspects	Leisure time	Bullying & harassment
Screen time	Flow	Career & retention
Satisfaction	Loyalty	

MARINE BENEFITS

Demographic

About the Participants

Study	Year	Survey period
Re:fresh	2026	Jun 1 - Jun 30
Re:fresh	2024	Feb 12 - Mar 8

- All responses under 20 pax should be viewed with caution.
- The sample sizes (n) will differ from section to section as some questions may have been skipped or the survey stopped early.

	At home	On board	Re:fresh 2026	%	Re:fresh 2024	%
Total participants	**10,690**	**20,230**	**30,920**	**100%**	**36,446**	**100%**
Respondents who completed the survey			**21,350**		**26,429**	
Male	10,263	19,597	29,860	97%	35,619	98%
Female	386	534	920	3%	765	2%
Others	41	99	140	0%	62	0%
18-24 years old	597	971	1,568	5%	2,091	6%
25-30 years old	1,988	3,962	5,950	19%	7,441	20%
31-40 years old	3,763	7,455	11,218	36%	13,008	36%
41-50 years old	2,585	4,991	7,576	25%	8,580	24%
51+ years old	1,757	2,851	4,608	15%	5,326	15%

MARINE BENEFITS

Rank

Demographic

Rank	At home	On board	Re:fresh 2026	%	Re:fresh 2024	%
Senior Officers	**2,284**	**4,480**	**6,764**	**23%**	**6,686**	**19%**
Master/Captain	784	1,821	2,605	9%	2,509	7%
Chief Engineer/Engine Manager	864	1,409	2,273	8%	2,269	7%
Chief Officer/Deck Manager	636	1,250	1,886	6%	1,908	5%
Junior Officers	**3,439**	**5,935**	**9,374**	**31%**	**11,086**	**32%**
Deck Officer/Deck Operations	1,172	2,369	3,541	12%	4,342	12%
Engine Officer/Engine Operations	1,802	2,702	4,504	15%	5,228	15%
Chief Cook/Catering Operations	465	864	1,329	4%	1,516	4%
Ratings	**3,193**	**7,234**	**10,427**	**35%**	**12,922**	**37%**
Deck Rating/Deck Support/Bosun	1,920	4,432	6,352	21%	7,411	21%
Engine Rating/Engine Support	932	2,057	2,989	10%	4,177	12%
Galley Staff/Catering Support	341	745	1,086	4%	1,334	4%
Others	**803**	**1,339**	**2,142**	**7%**	**2,421**	**7%**
Cadet	**515**	**791**	**1,306**	**4%**	**1,746**	**5%**

MARINE BENEFITS

Nationality

Demographic

Nationality	At home	On board	Re:fresh 2026	%	Re:fresh 2024	%
Filipino	4,098	9,619	13,717	44%	14,241	39%
Indian	2,939	4,448	7,387	24%	10,591	29%
Ukrainian	473	909	1,382	4%	2,329	6%
Burmese	319	340	659	2%	1,204	3%
Russian	211	552	763	2%	880	2%
Romanian	274	370	644	2%	734	2%
Polish	181	241	422	1%	691	2%
Chinese	299	468	767	2%	612	2%
Malaysian	203	533	736	2%	462	1%
Indonesian	206	328	534	2%	227	1%
Others	1,487	2,422	3,909	13%	4,475	12%

MARINE BENEFITS

Vessel Type

Demographic

Vessel type	At home	On board	Re:fresh 2026	%	Re:fresh 2024	%
Bulk Carrier	1,858	4,330	6,188	21%	5,223	15%
Container Ships	1,600	3,208	4,808	16%	15,237	44%
Other vessel	547	1,265	1,812	6%	1,068	3%
Passenger - Cruise Ship	368	392	760	3%	490	1%
Product carrier	411	532	943	3%	867	2%
Speciality Ship Ro-Ro	435	782	1,217	4%	981	3%
Tankers - Chemical	1,123	1,868	2,991	10%	2,850	8%
Tankers - Crude oil	1,374	2,399	3,773	13%	3,238	9%
Liquified gas carrier/LPG	1,716	3,457	5,173	17%	3,310	10%
Others	540	1,081	1,621	5%	786	2%
Other Tankers	262	465	727	2%	739	2%

MARINE BENEFITS

Time spent on board

Demographic

Months	Re:fresh 2026	%	Re:fresh 2024	%
1	5,002	25%	5,525	26%
2	3,727	19%	3,301	15%
3	3,062	15%	3,525	16%
4	2,450	12%	2,708	12%
5	1,873	9%	2,185	10%
6	1,528	8%	1,754	8%
7	929	5%	1,076	5%
8	671	3%	825	4%
9	400	2%	577	3%
10	83	0%	127	1%
11	18	0%	25	0%
12	18	0%	16	0%
>12 months	18	0%	21	0%

MARINE BENEFITS

The average seafarer

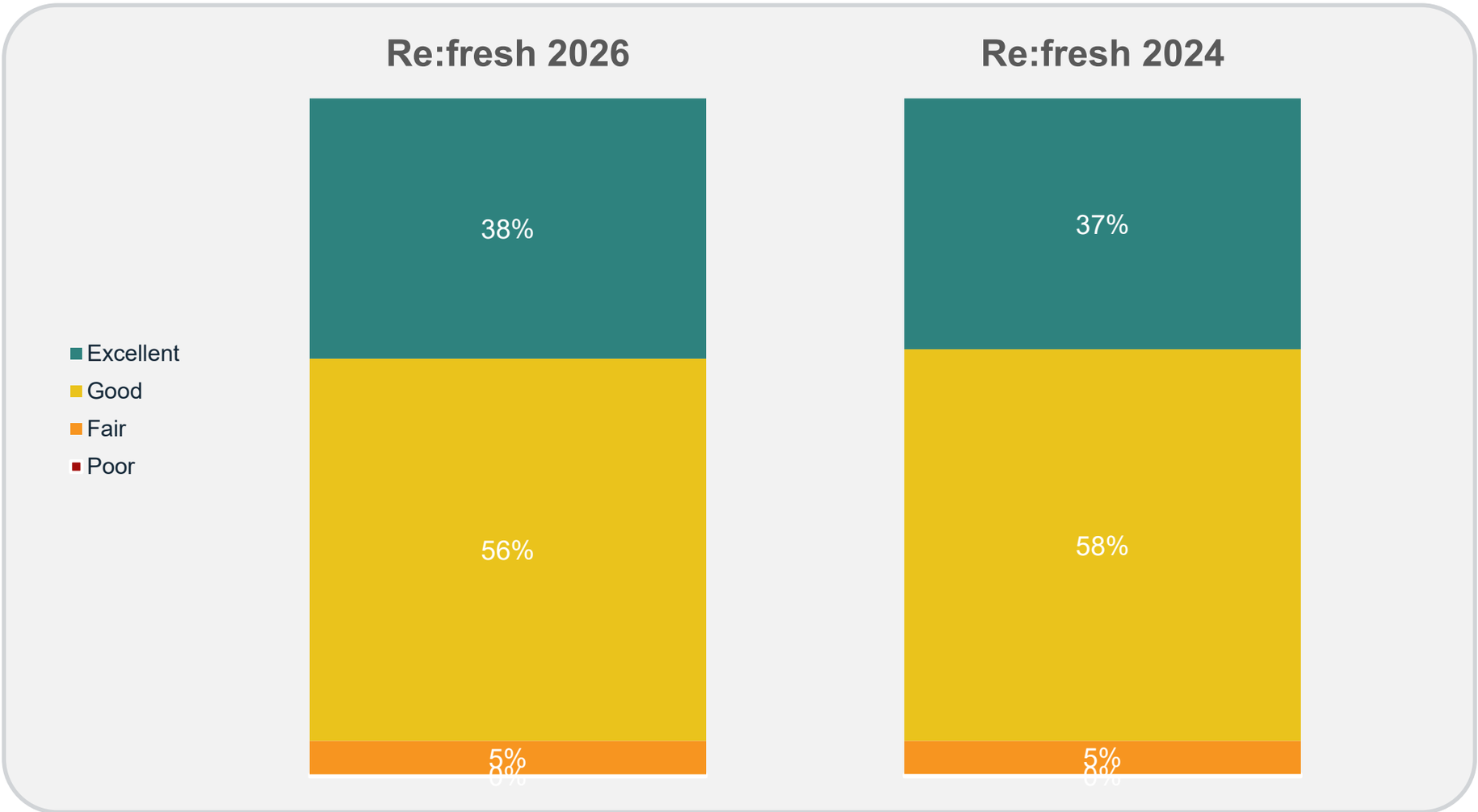
Demographic

Average seafarer	Re:fresh 2026	Re:fresh 2024
Age	39 years old	38 years old
Gender	Male	Male
Civil status	Married or in a domestic partnership (72%)	Married or in a domestic partnership (73%)
Children (% with children)	67%	66%
Years at sea	9.6 years	9.4 years
Months aboard	3.37	3.51
Years with present employer	8.0 years	7.4 years
No. of shipping companies worked at	2.63	2.71
% of seafarers with female colleagues onboard	42%	32%

MARINE BENEFITS

Self-rated health

How would you rate your health in general?

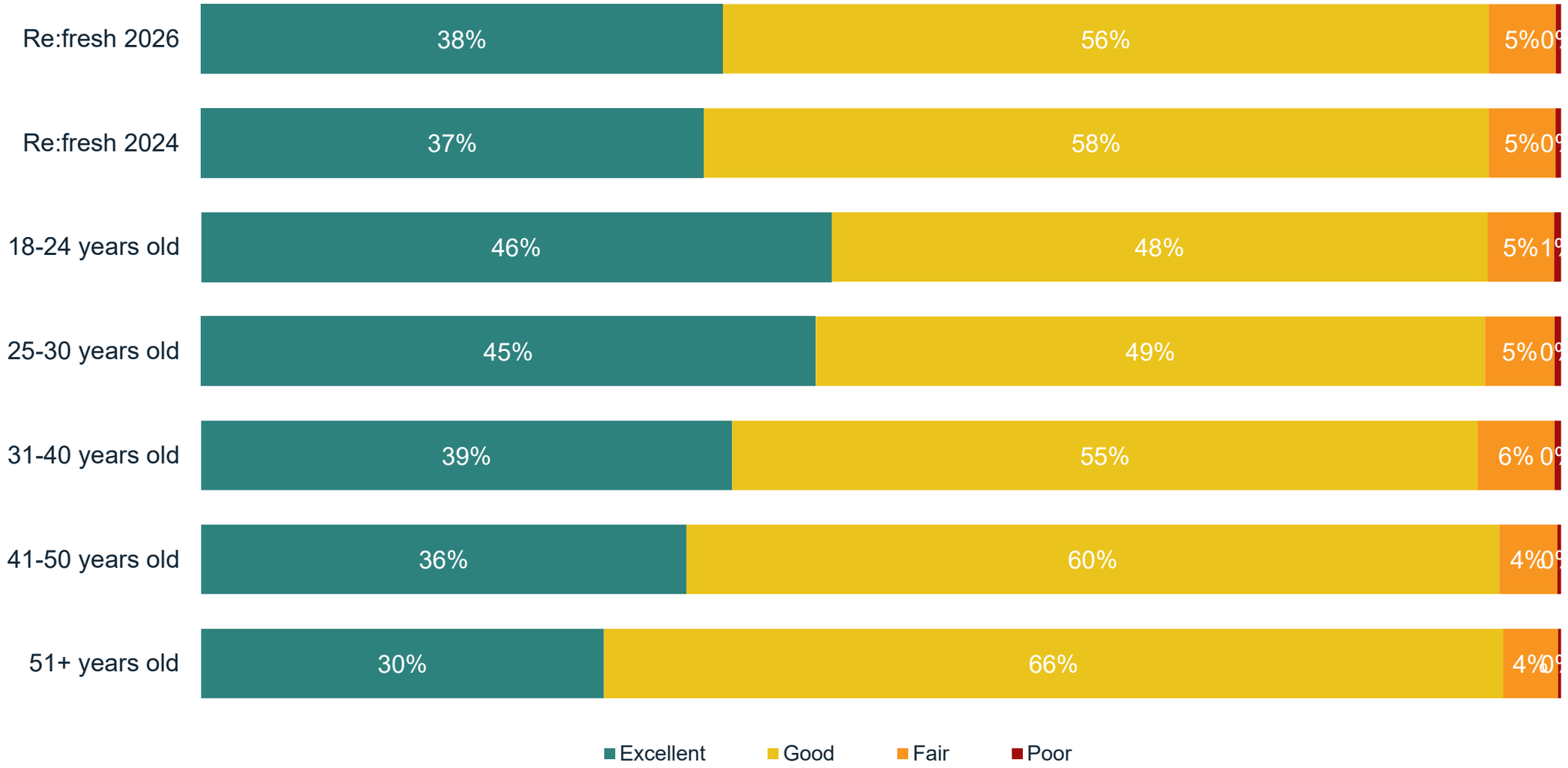


Re:fresh 2026 N = 30,920
Re:fresh 2024 N = 36,446

MARINE BENEFITS

Self-rated health

By age



Re:fresh 2026 N = 30,920
Re:fresh 2024 N = 36,446

MARINE BENEFITS

Wellbeing

The balance between resources and challenges



Health: A state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity (WHO)

MARINE BENEFITS



Lifestyle	Risk factors	Health issues
Sleep / Rest	Body Mass Index	Health issues
Smoking	Waist-to-Height Ratio	Medicine intake
Diet	Diabetes risk	Repatriation
Exercise		

MARINE BENEFITS

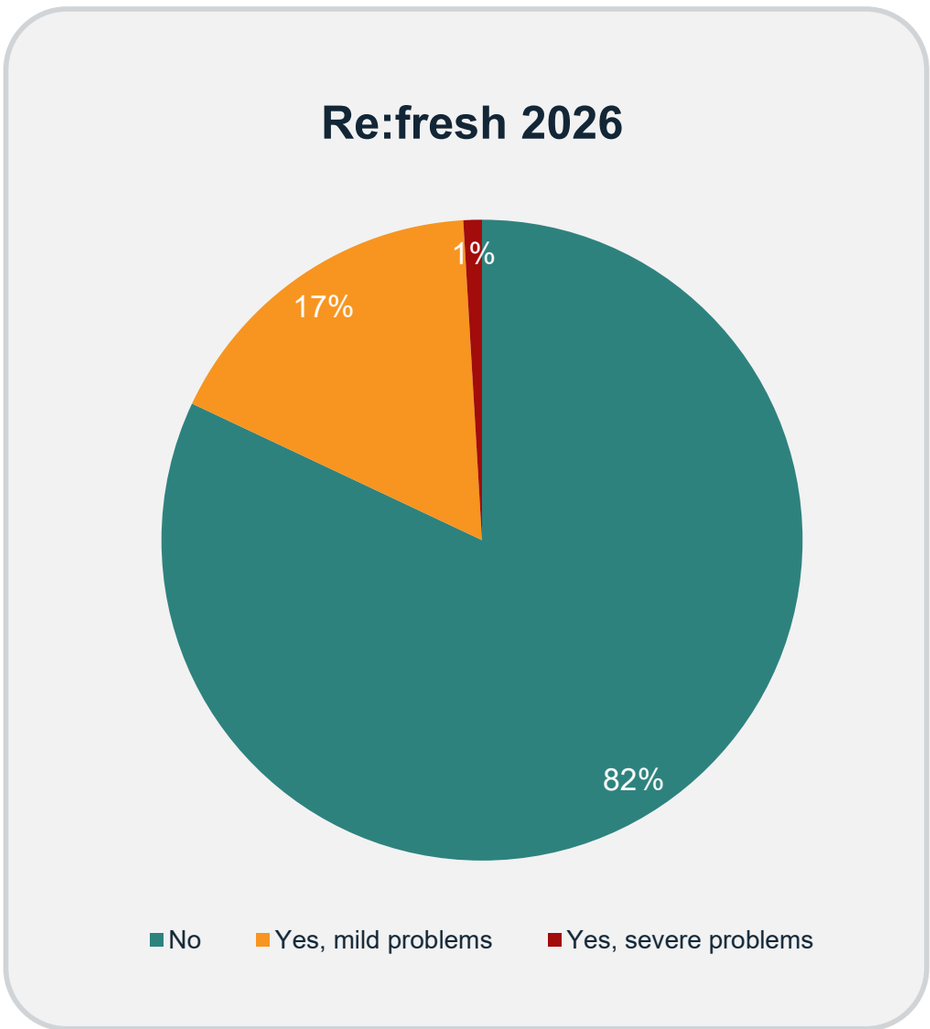
Sleep

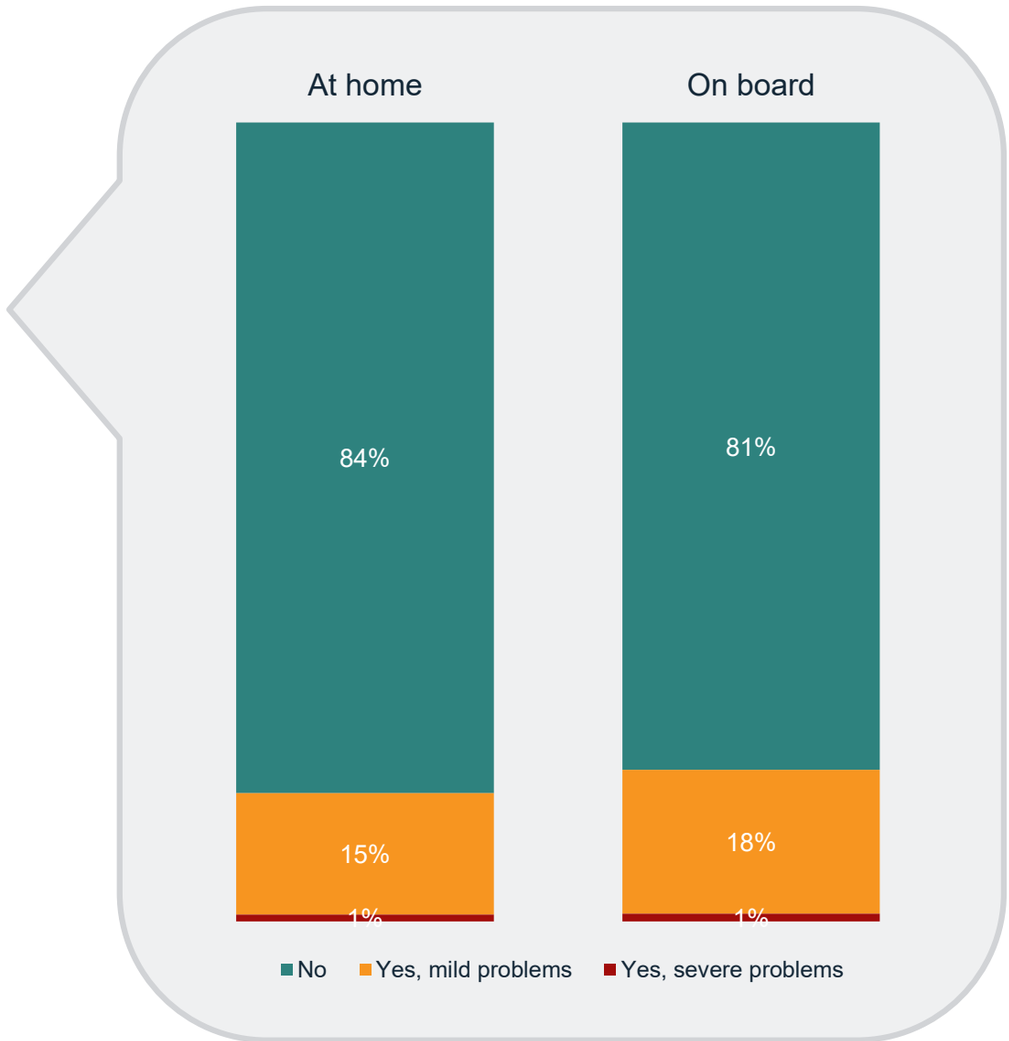


MARINE BENEFITS

Sleep

Do you have problems sleeping?



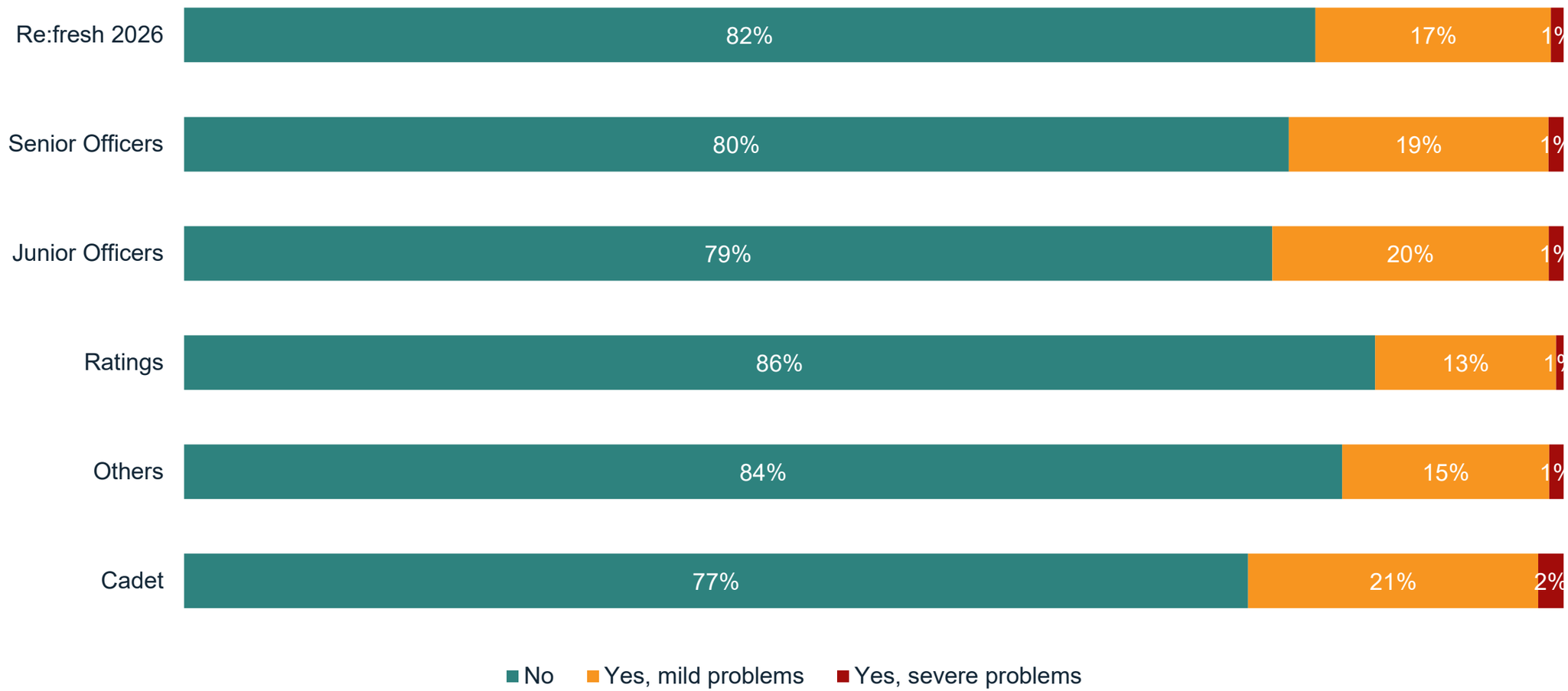


Re:fresh 2026 N = 23,546

MARINE BENEFITS

Sleep

By rank group



Re:fresh 2026 N = 23,546

MARINE BENEFITS

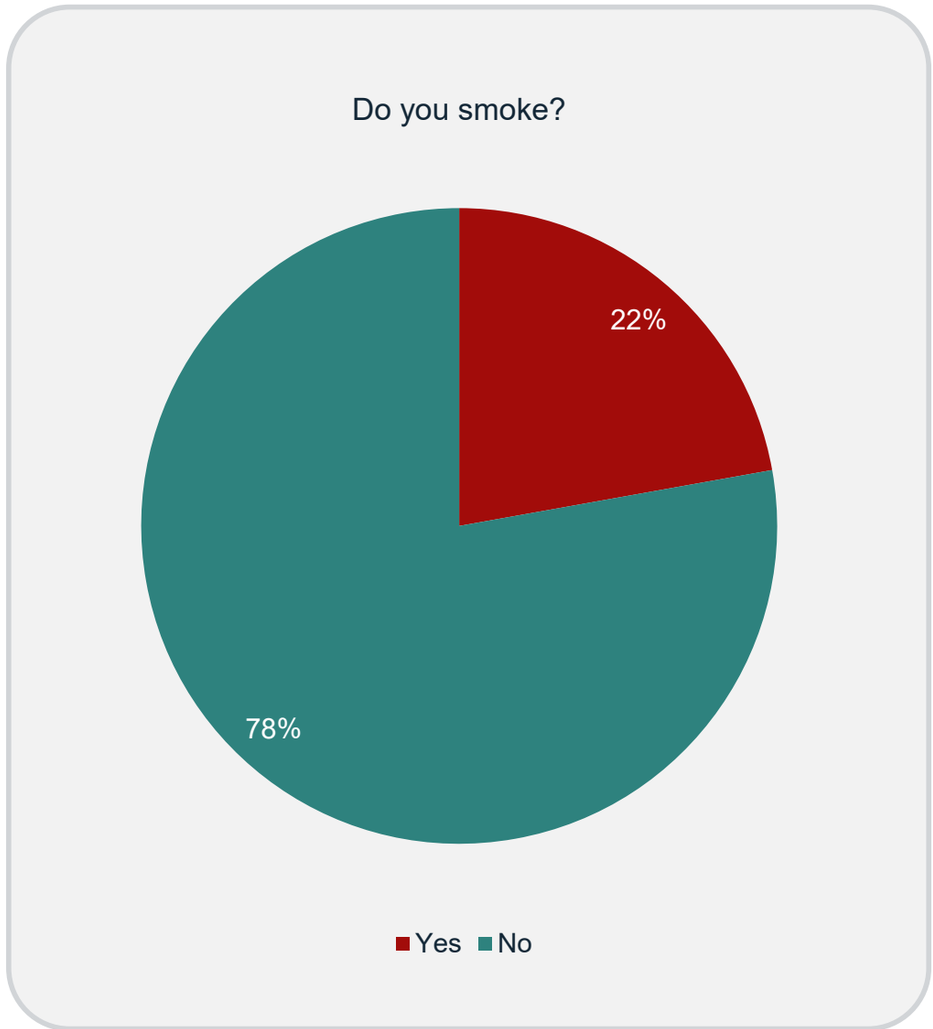
Smoking

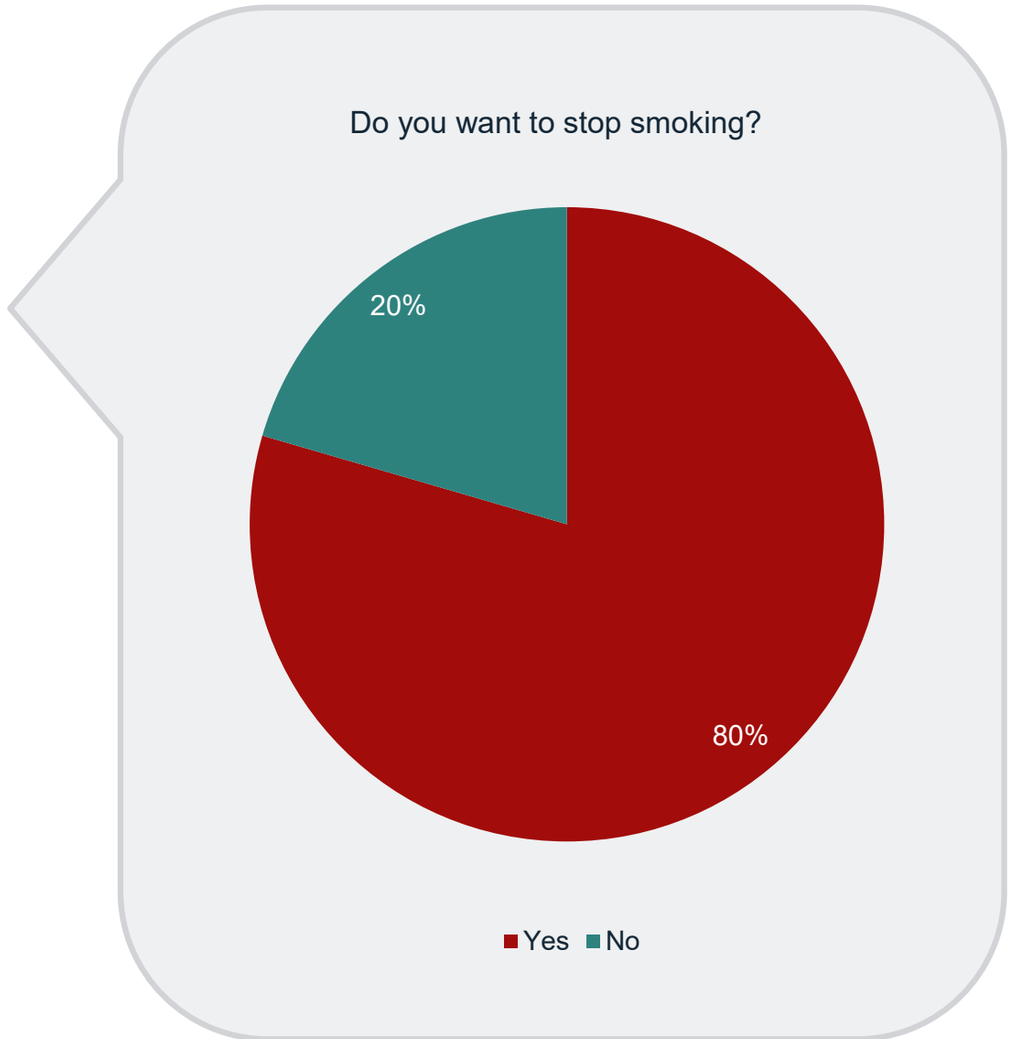


MARINE BENEFITS

Smoking habits

Summary



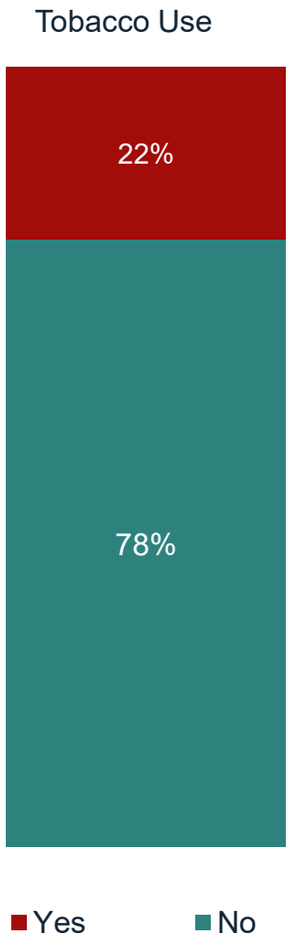


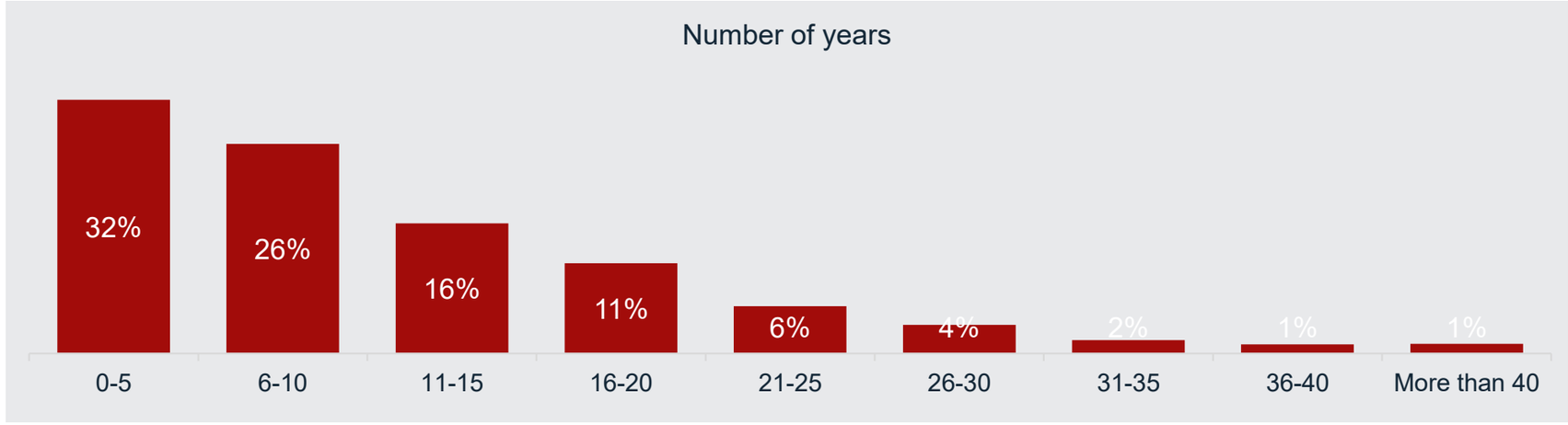
Re:fresh 2026 N = 24,663

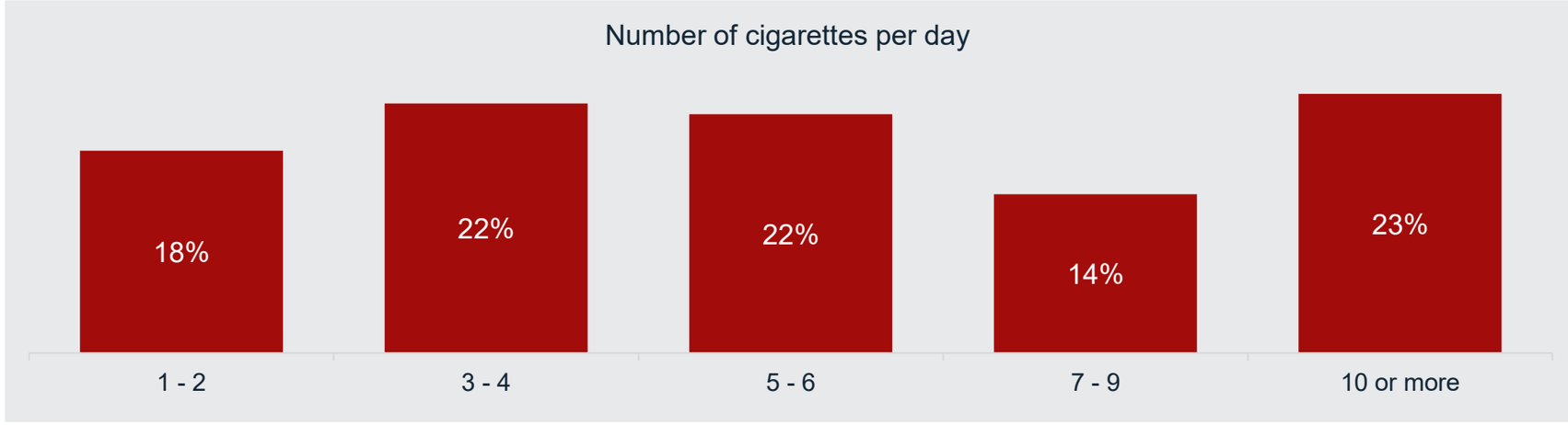
MARINE BENEFITS

Smoking habits

Summary





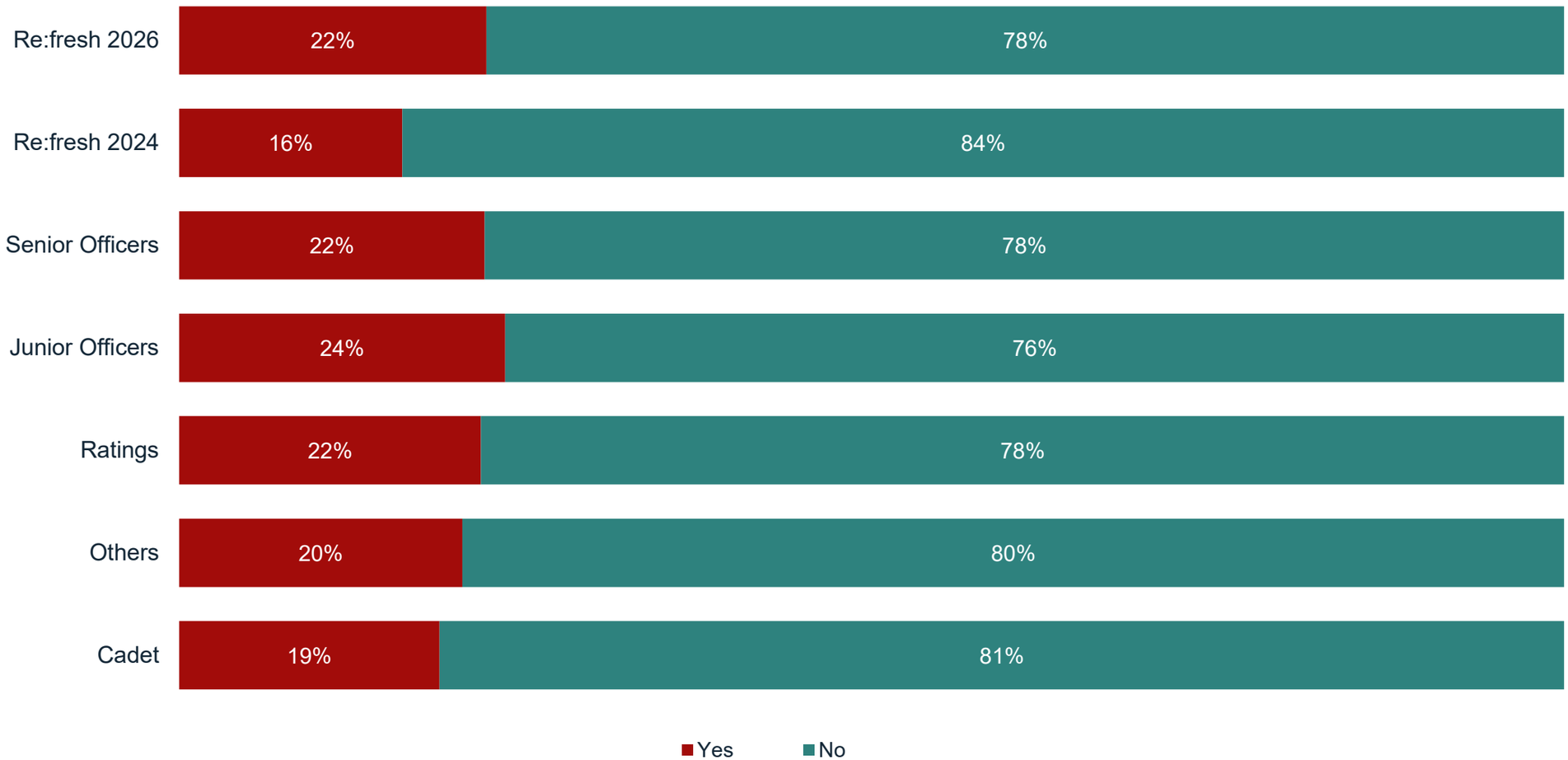


Re:fresh 2026 N = 5,525

MARINE BENEFITS

Do you smoke?

By rank group

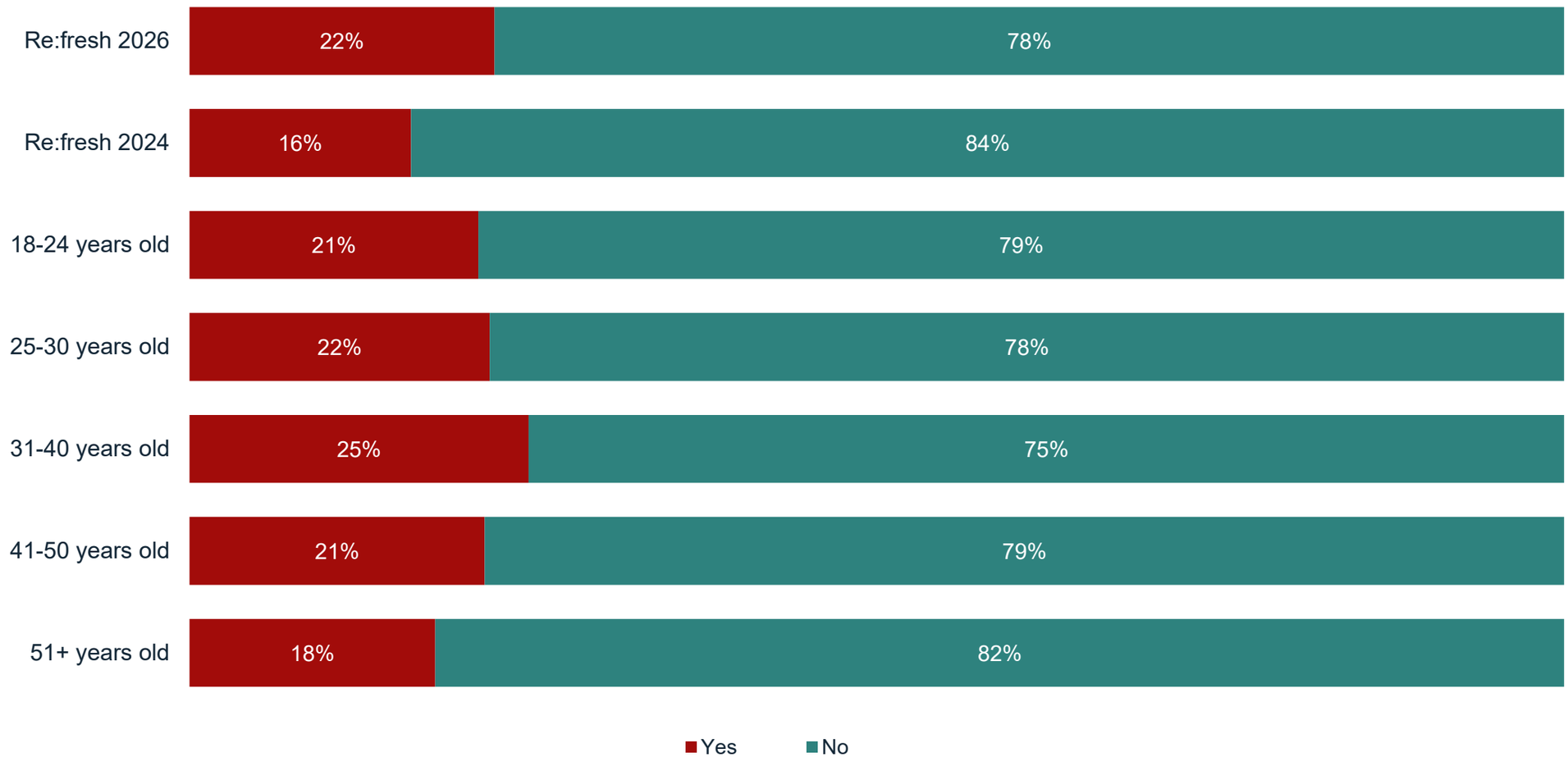


Re:fresh 2026 N = 24,663
Re:fresh 2024 N = 29,181

MARINE BENEFITS

Do you smoke?

By age

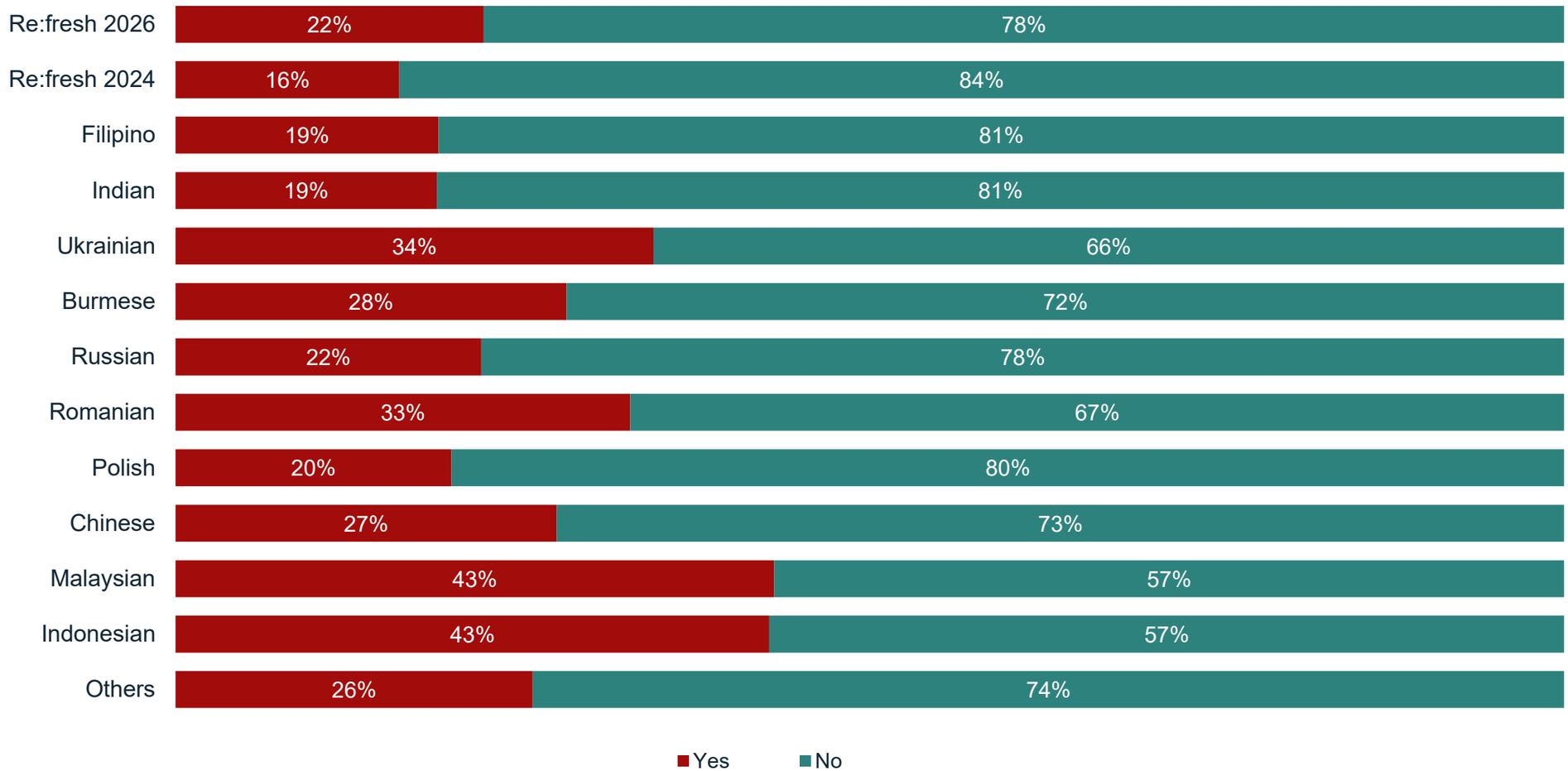


Re:fresh 2026 N = 24,663
Re:fresh 2024 N = 29,181

MARINE BENEFITS

Do you smoke?

By nationality

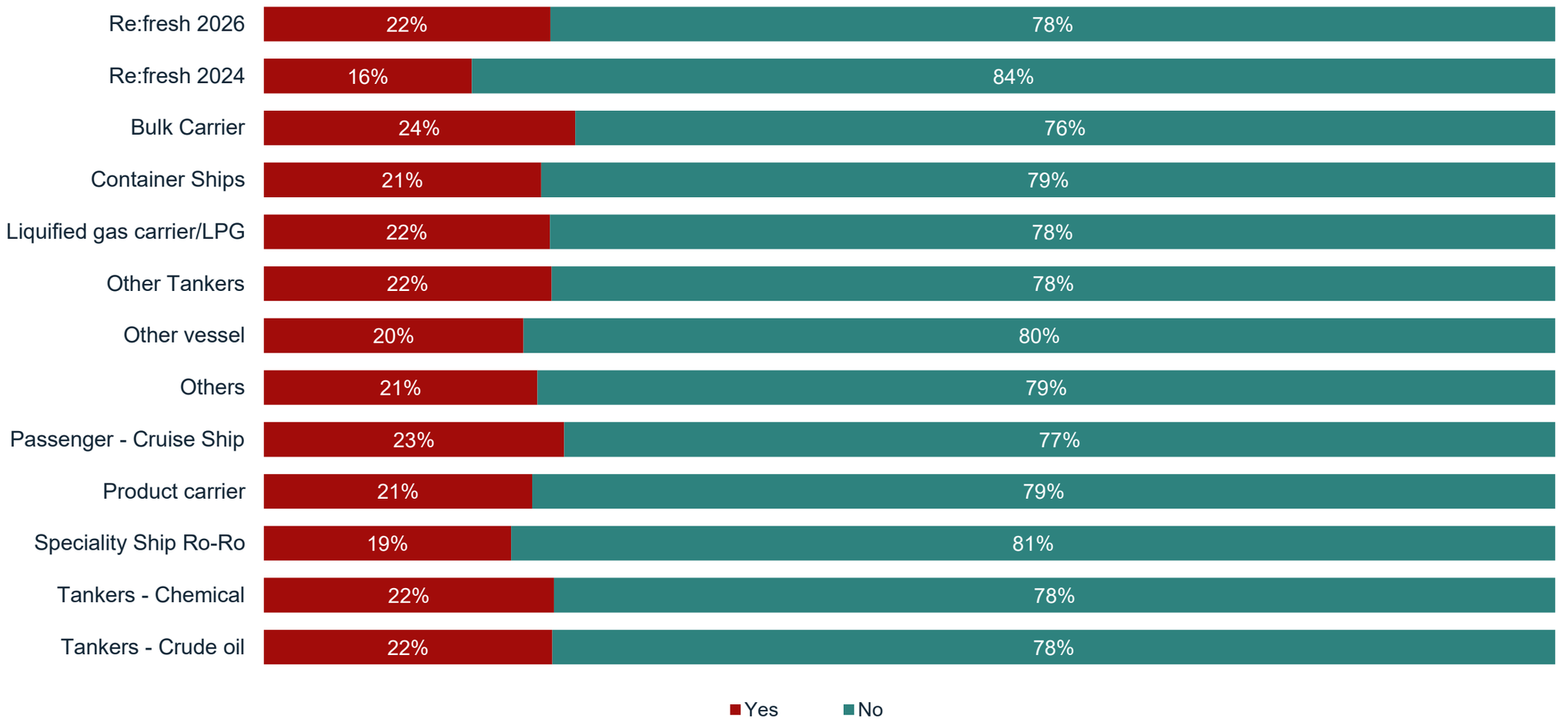


Re:fresh 2026 N = 24,663
Re:fresh 2024 N = 29,181

MARINE BENEFITS

Do you smoke?

By vessel type



Re:fresh 2026 N = 24,663
Re:fresh 2024 N = 29,181

MARINE BENEFITS

Diet



MARINE BENEFITS

Diet

A healthy diet plays a crucial role in promoting overall health and wellbeing. It protects against malnutrition as well as helps prevent various chronic noncommunicable diseases such as heart disease, high blood pressure, diabetes, and cancer. Move towards eating more “real food” and less processed food. A heathy diet is essential for good health. Make good choices and embrace variety that supports wellbeing.

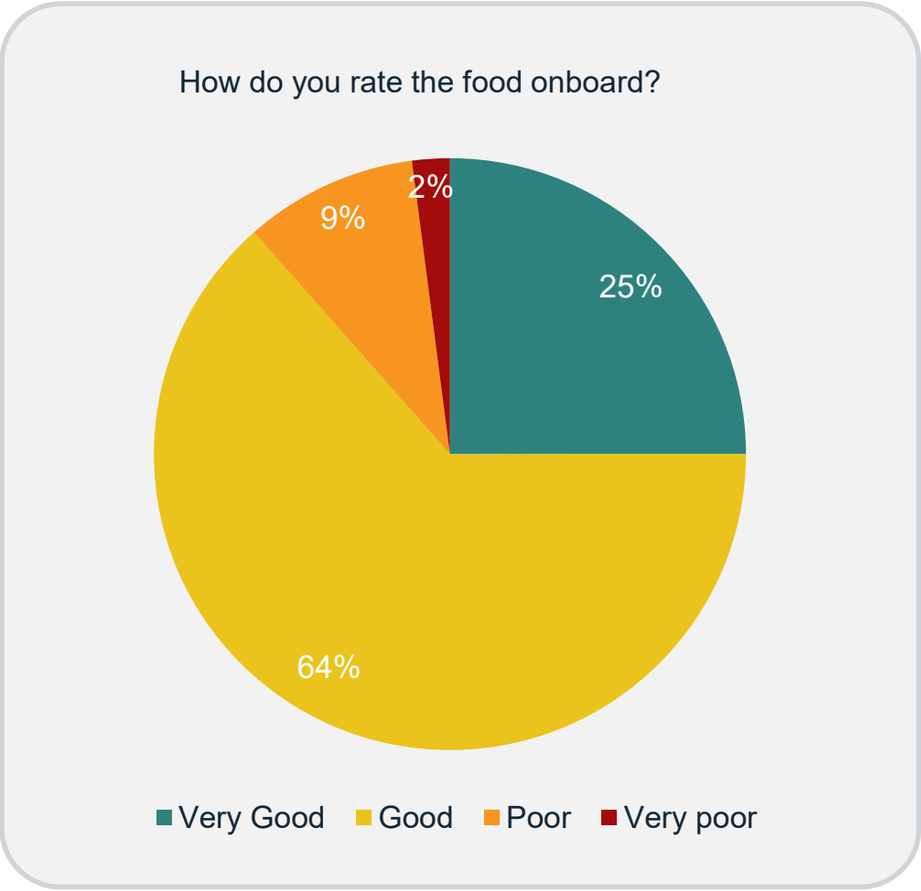
The World Health Organization’s diet recommendations:

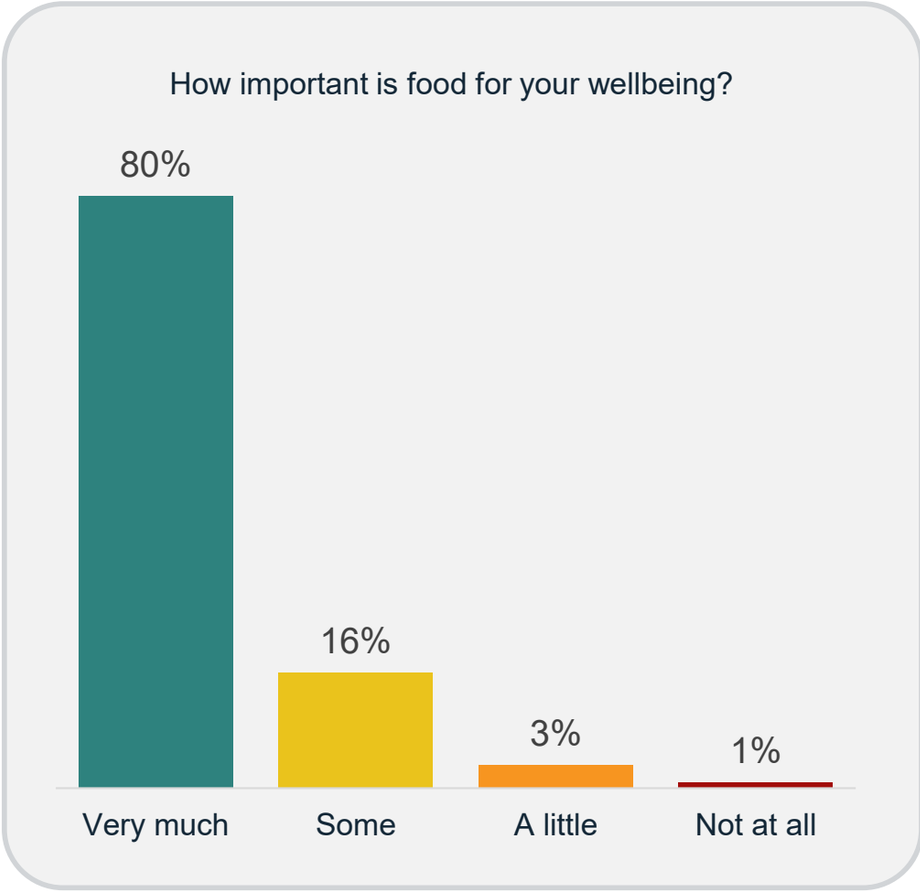
- 1-2 portions of fish per week.
- Avoid or minimize sugary drinks.
- At least 400g fruits and vegetables per day.
- Limit intake of sugar.
- Moderate fat intake.
- Avoid industrially-produced trans-fats.
- Keep track of salt/sodium intake to below 5g/day. It helps prevent hypertension, reduces the risk of heart disease and lowers the risk of stroke.

Source: https://www.who.int/news-room/fact-sheets/detail/healthy-diet

MARINE BENEFITS

Food and beverages

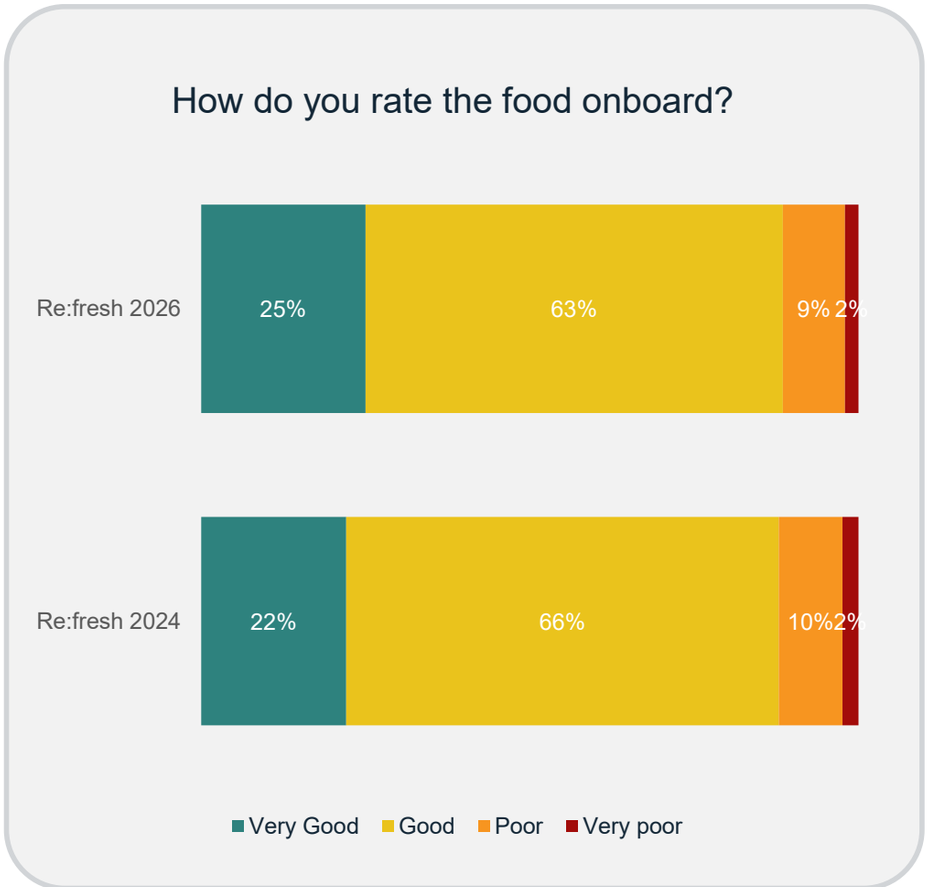


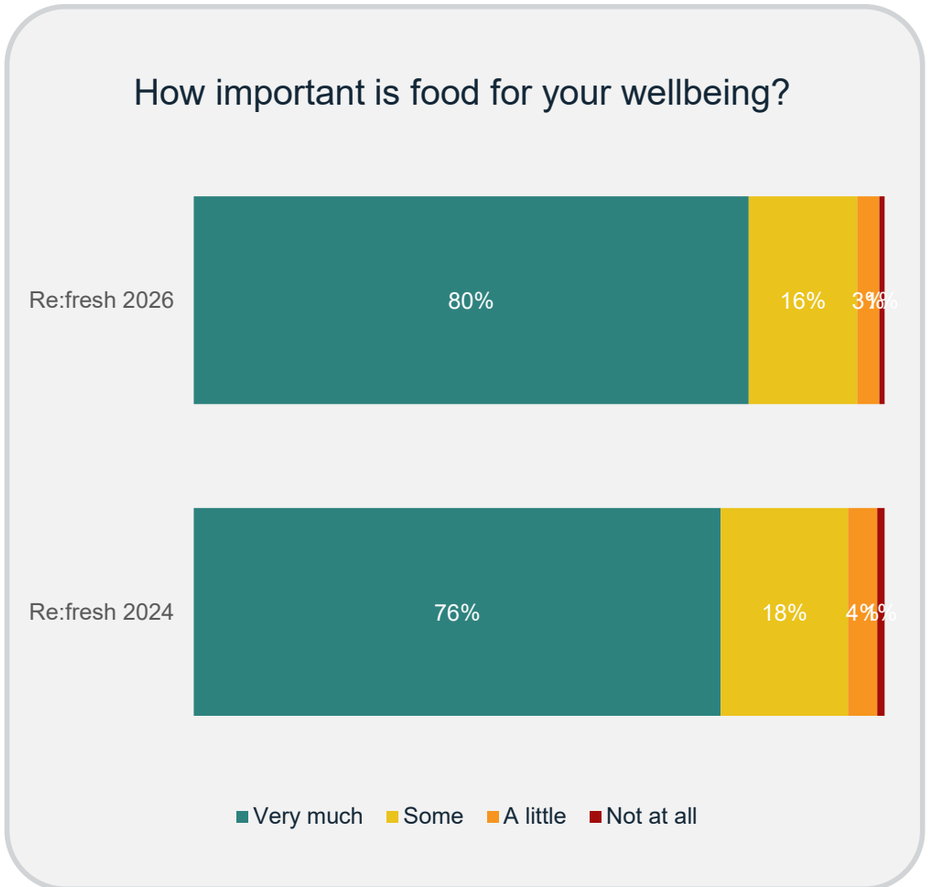


Re:fresh 2026 N = 24,972

MARINE BENEFITS

Food and beverages



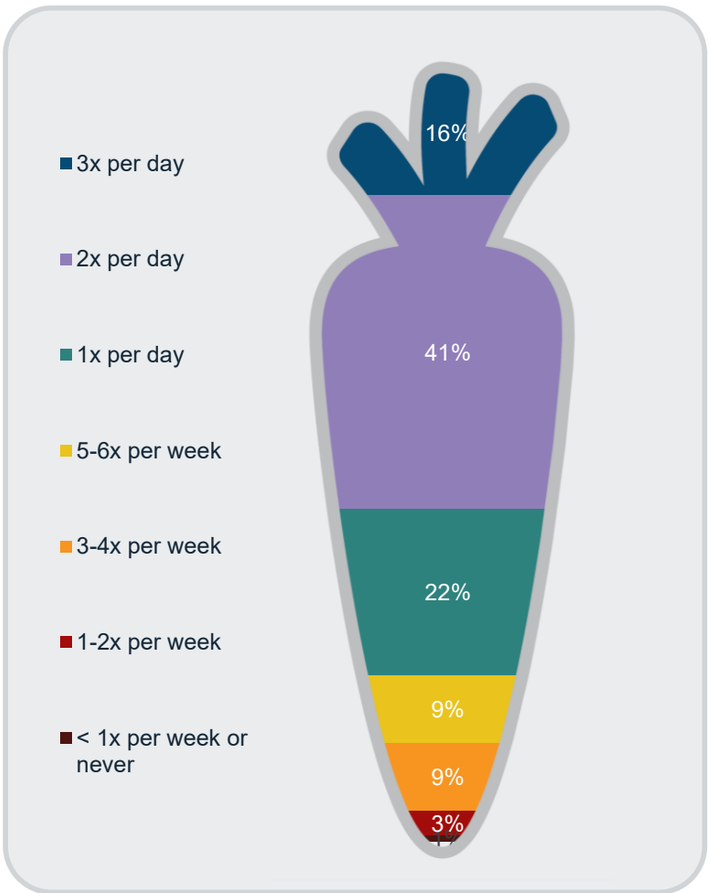


Re:fresh 2026 N = 24,972
Re:fresh 2024 N = 29,586

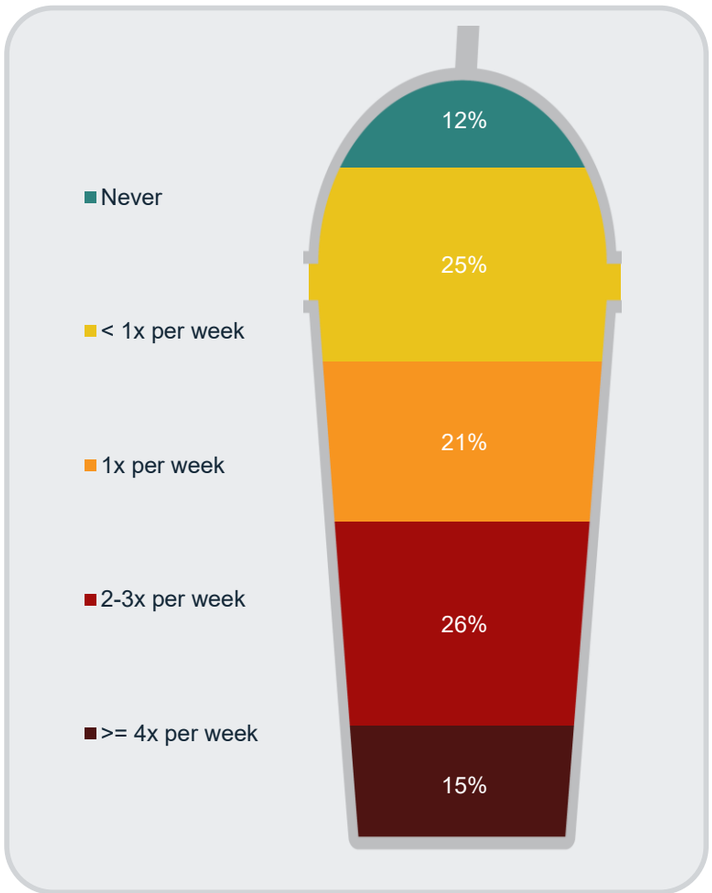
MARINE BENEFITS

Eating Habits

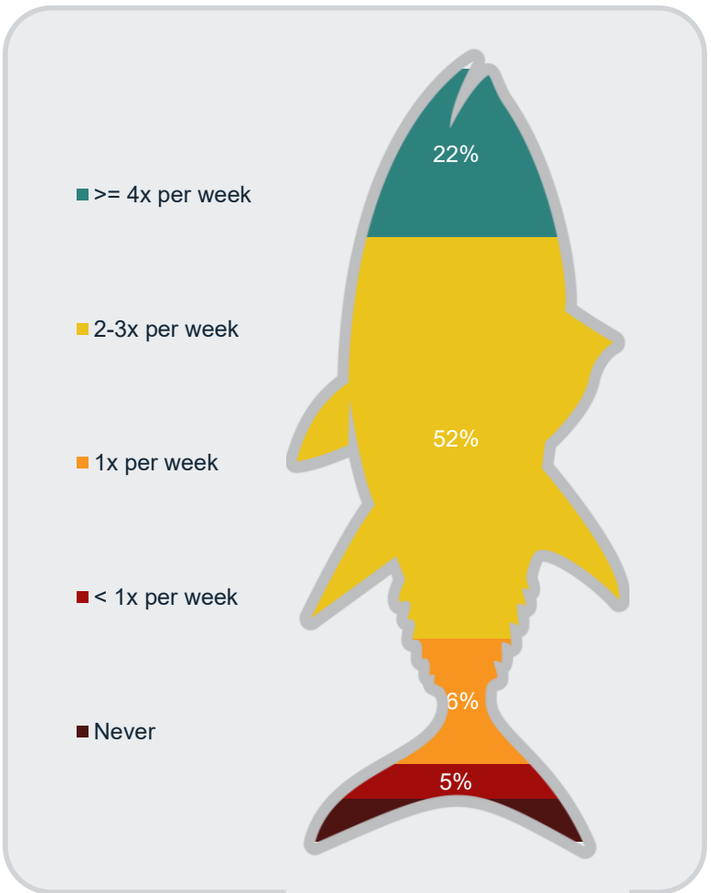
How often do you eat vegetables (including root vegetables)?



How often do you drink soda, juice, or other sweetened beverages?



How often do you eat fish or seafood as a main course?



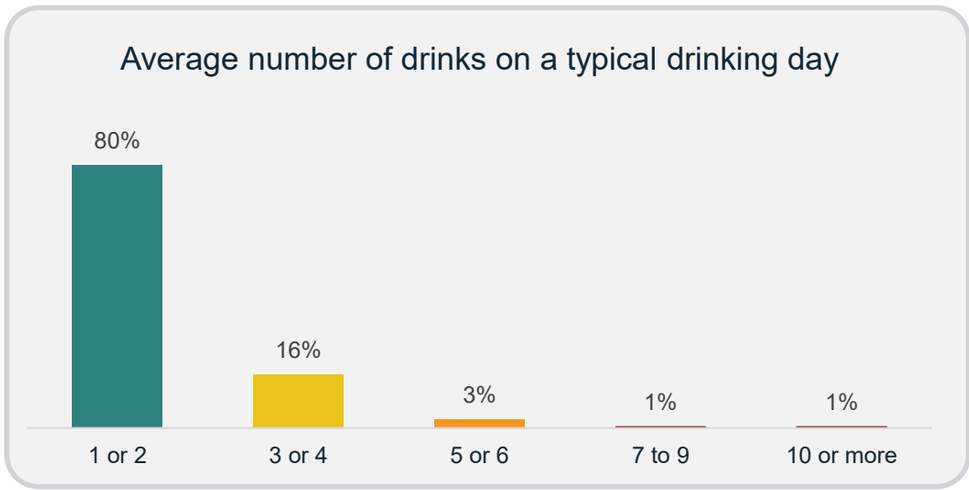
Re:fresh 2026 N = 24,972

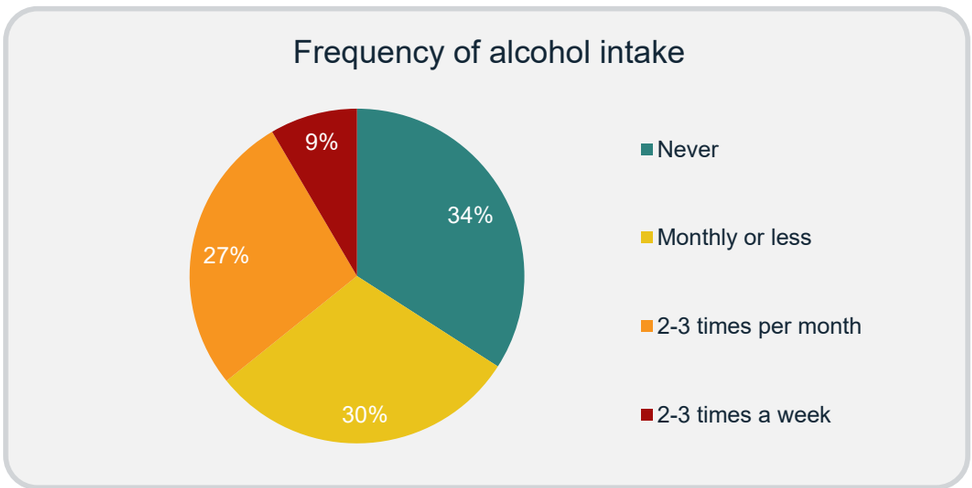
MARINE BENEFITS

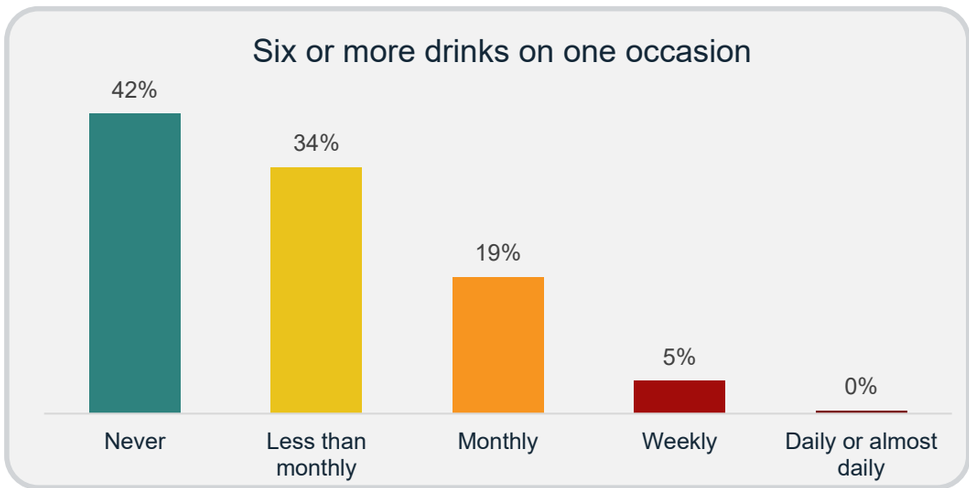
Alcohol habits

While at home









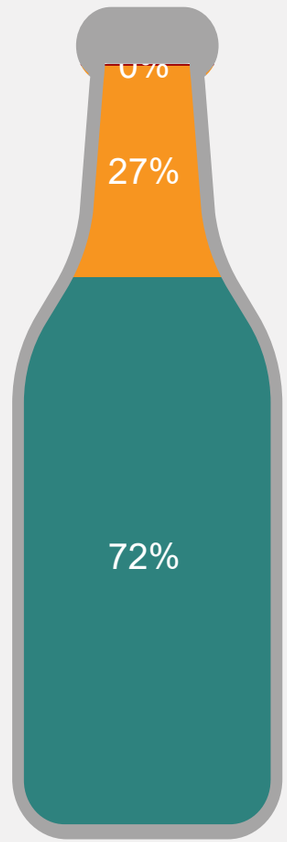
Re:fresh 2026 N = 24,480

MARINE BENEFITS

Audit-C Alcohol screening

Alcohol habits while at home

Alcohol habits	Re:fresh 2026	Re:fresh 2024
Moderate risk	27%	26%
High risk	0%	1%



Re:fresh 2026

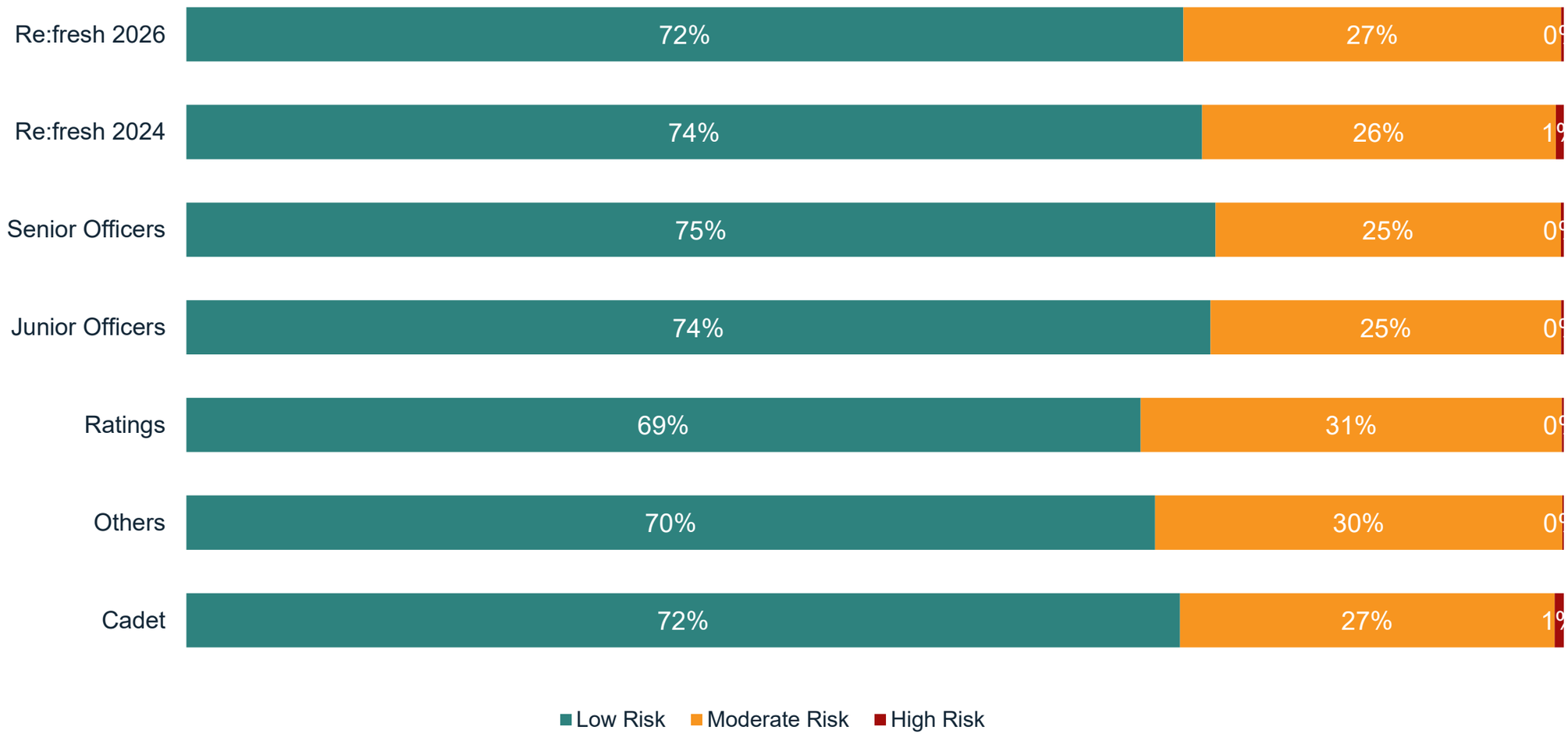
- High Risk
  Score: > 8
- Moderate Risk
  Score: > 4
- Low Risk
  Score: 1-3

Re:fresh 2026 N = 16,103
Re:fresh 2024 N = 20,205

MARINE BENEFITS

Alcohol habits while at home

By rank group



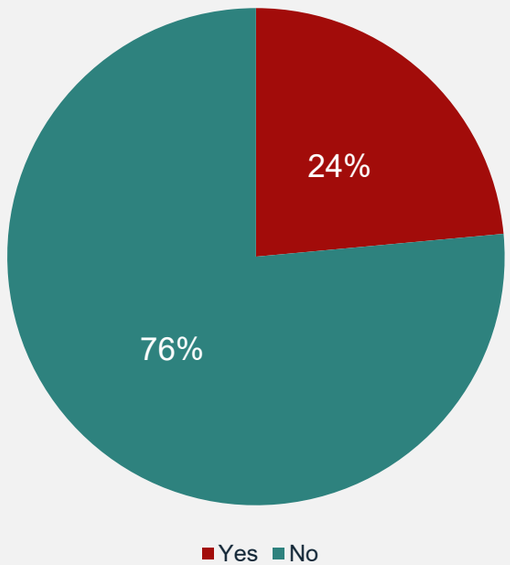
Re:fresh 2026 N = 16,103
Re:fresh 2024 N = 20,205

MARINE BENEFITS

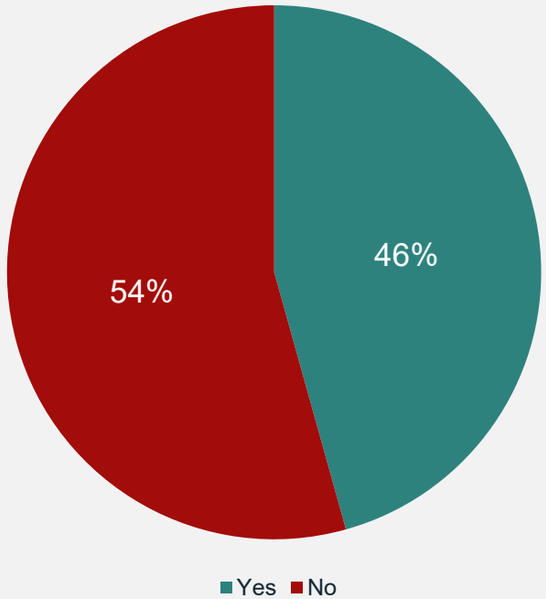
Alcohol habits

Audit-C Alcohol screening

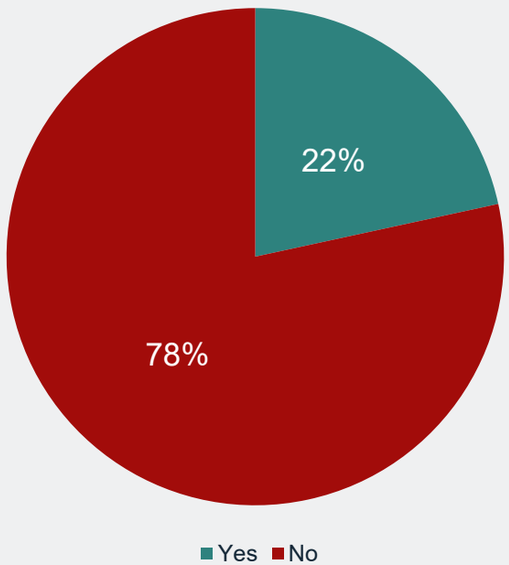
Are you allowed to purchase alchohol onboard?



Do you want to stop drinking?



Have you received any help or advice to help you stop drinking?



N = 16,405

Re:fresh 2026 N = 24,704

MARINE BENEFITS

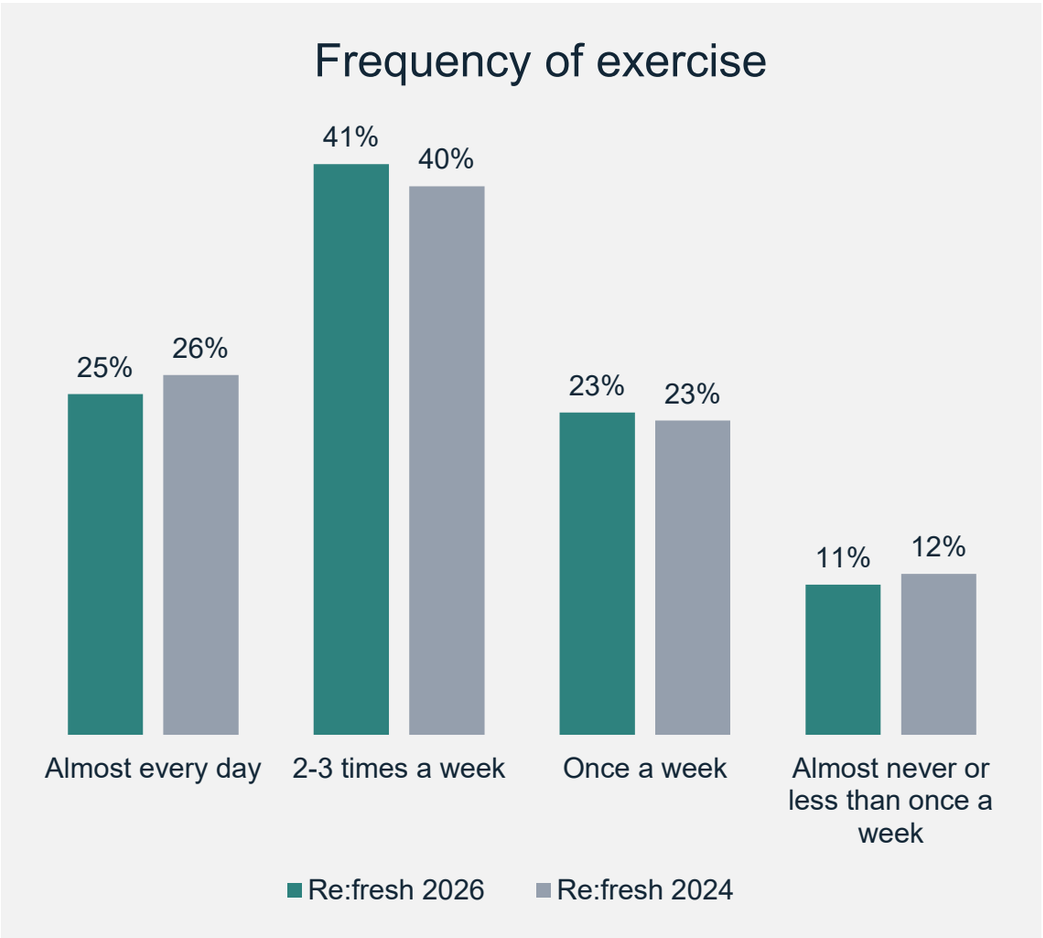
Exercise

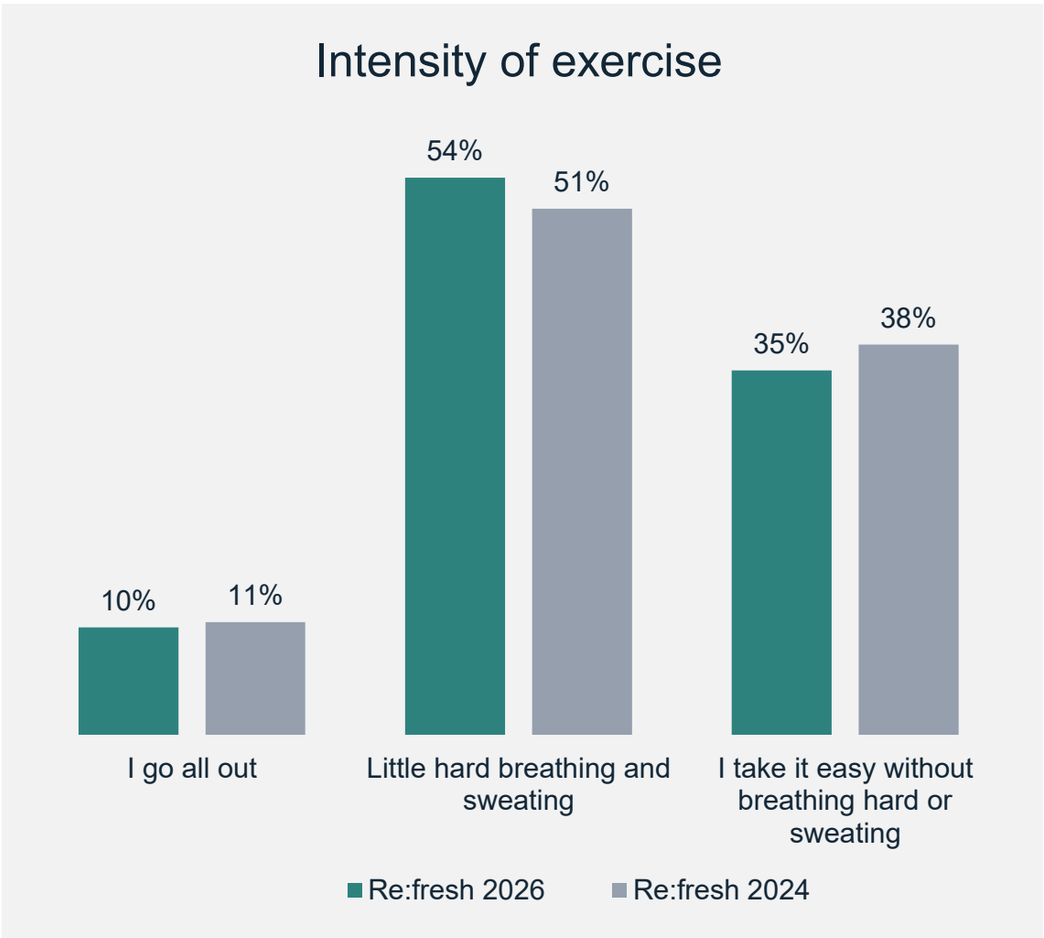


MARINE BENEFITS

Exercise

Frequency and Intensity





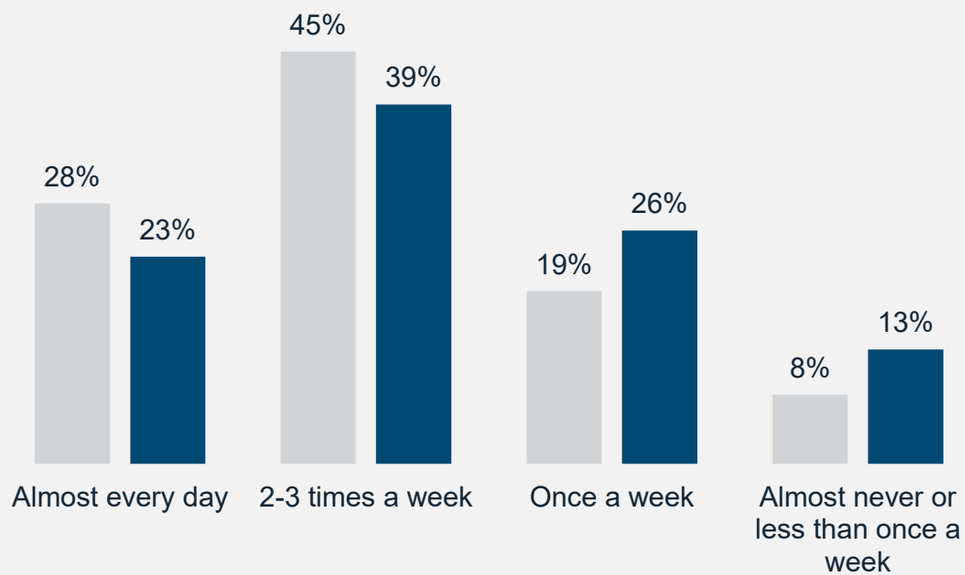
Re:fresh 2026 N = 26,861
Re:fresh 2024 N = 31,666

MARINE BENEFITS

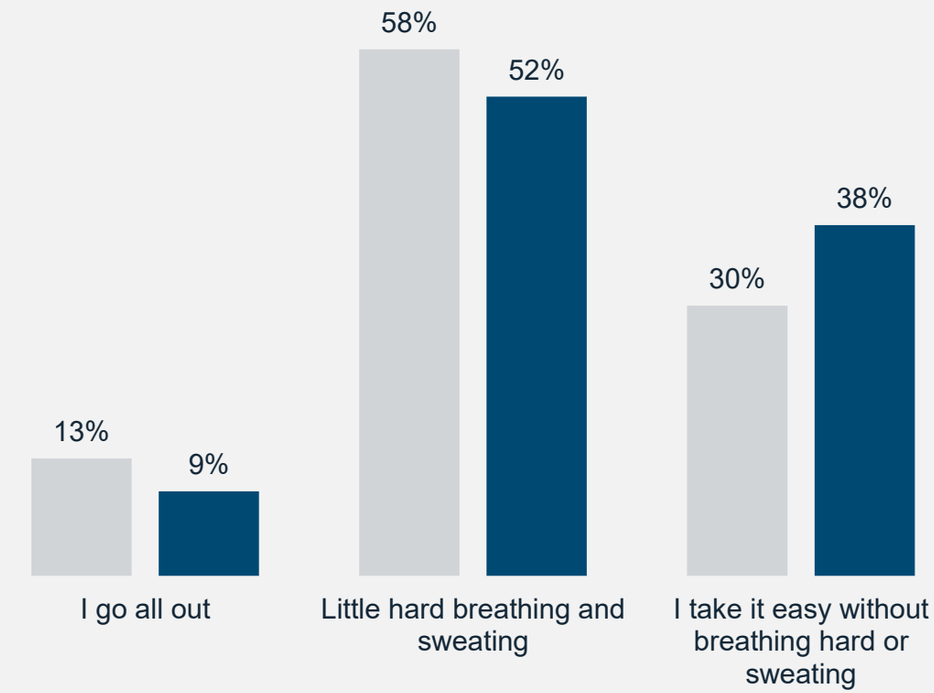
Exercise

At home vs. On board

Frequency of exercise



Intensity of exercise



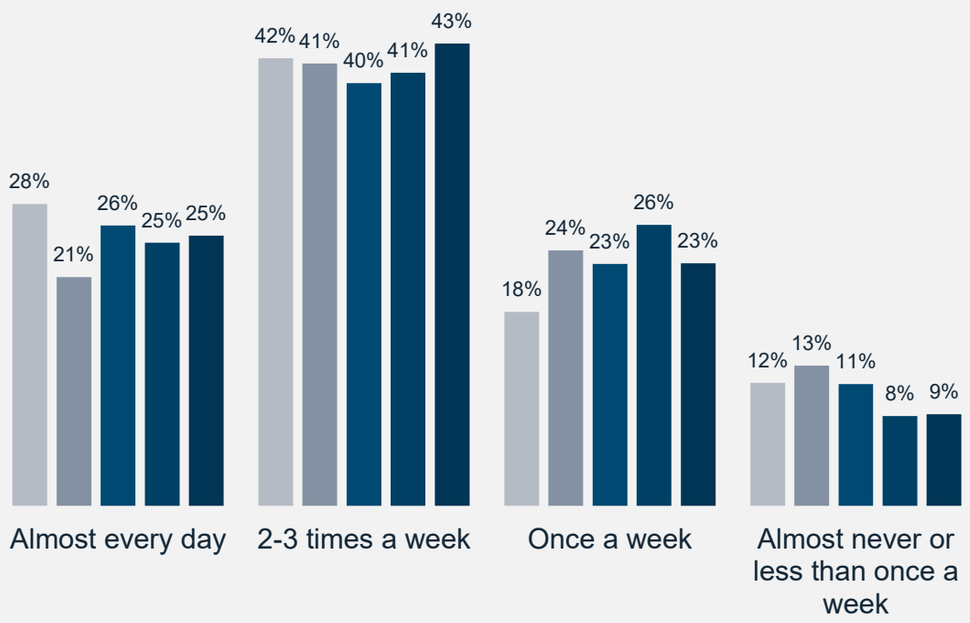
Re:fresh 2026 N = 26,861

MARINE BENEFITS

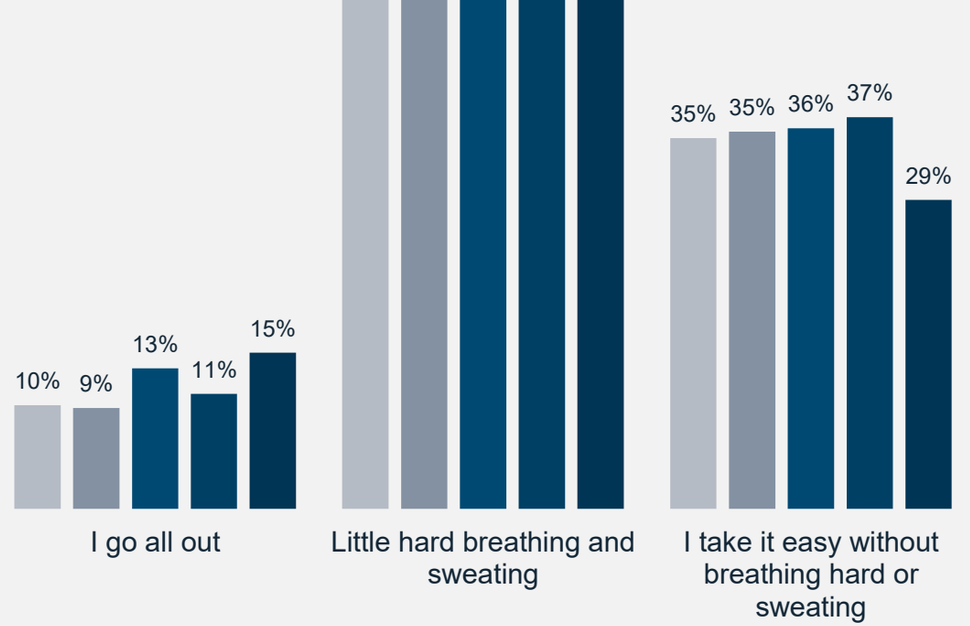
Exercise

By rank group

Frequency of exercise



Intensity of exercise

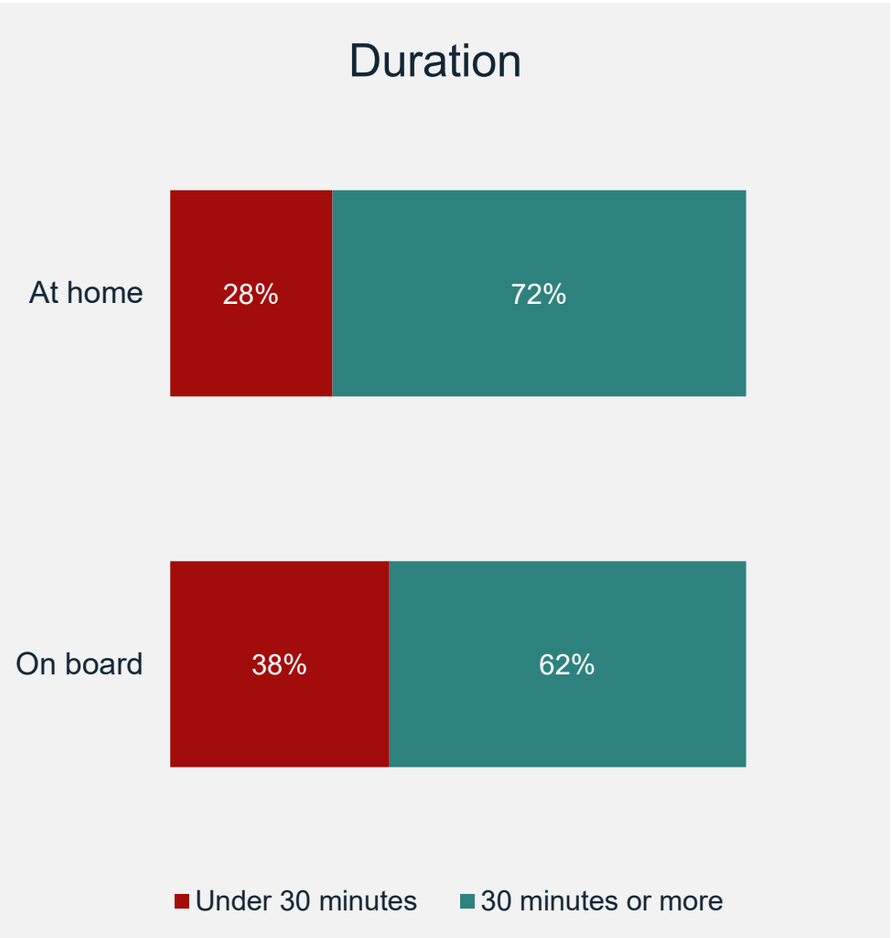


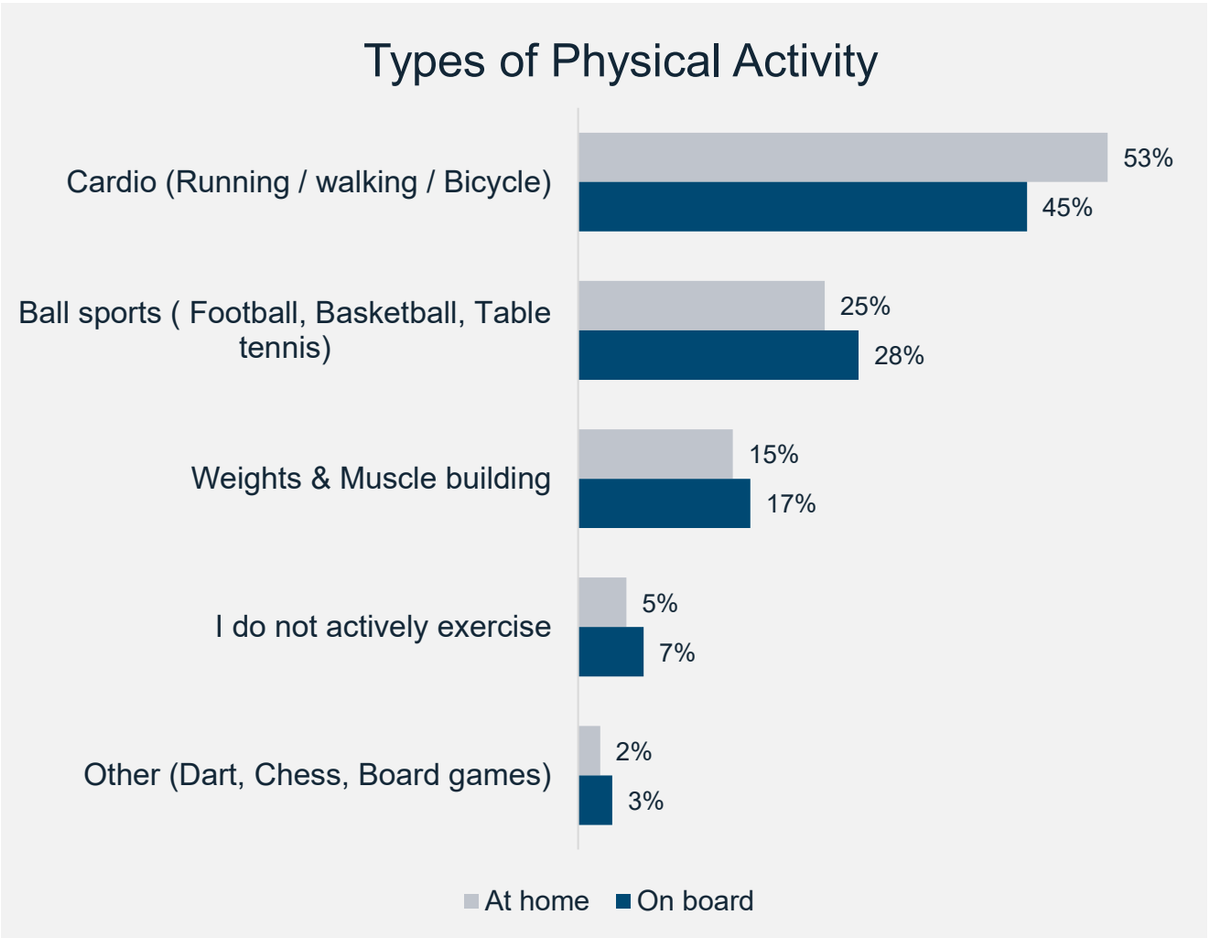
Re:fresh 2026 N = 26,861

MARINE BENEFITS

Exercise

Duration and Fitness Activities





Re:fresh 2026 N = 26,861

MARINE BENEFITS

Reasons for not exercising

Total



Re:fresh 2026 N = 26,861

MARINE BENEFITS

Reasons for not exercising

At home vs. On board

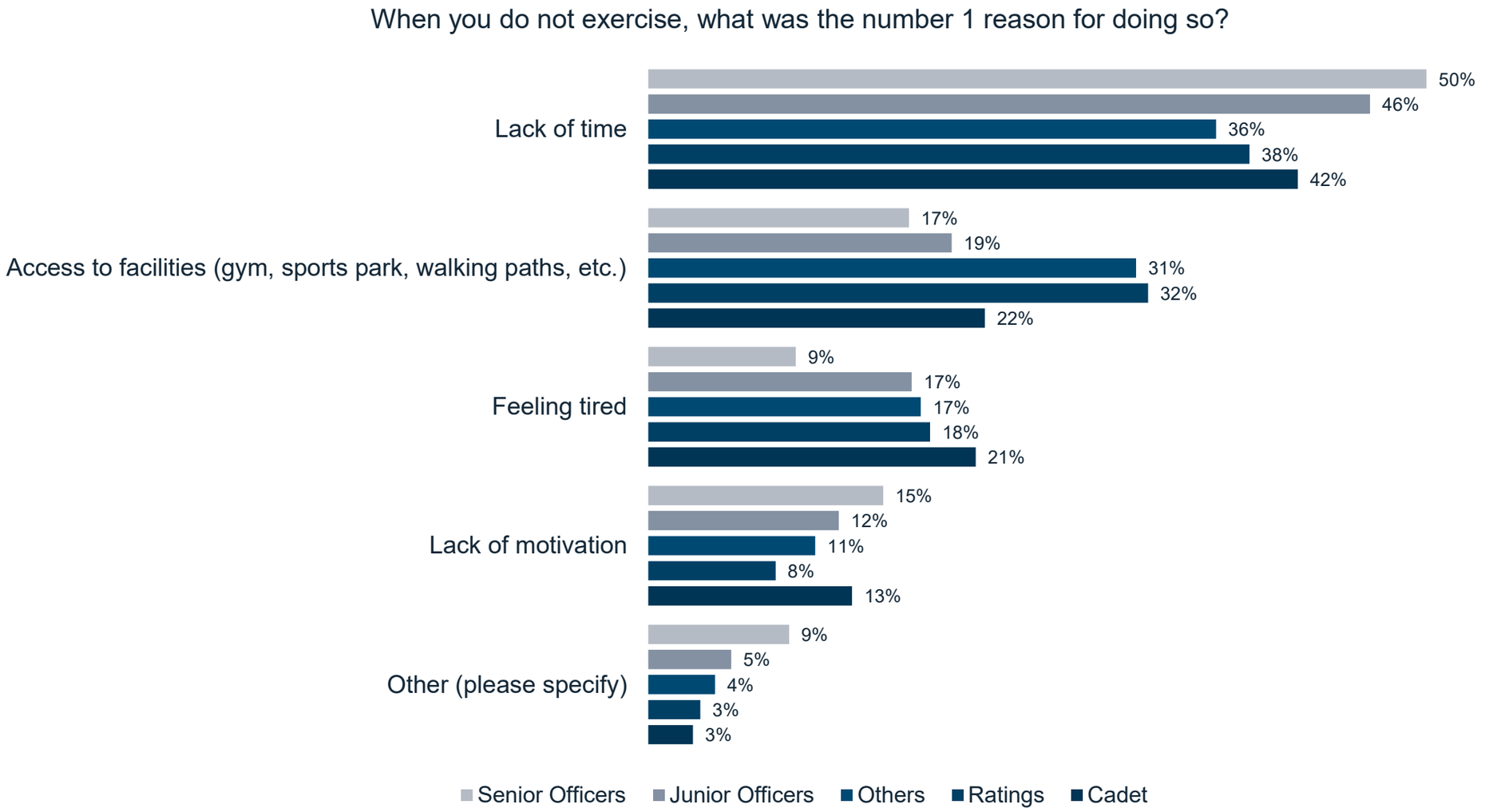


Re:fresh 2026 N = 26,861

MARINE BENEFITS

Reasons for not exercising

By rank group



Re:fresh 2026 N = 26,861

MARINE BENEFITS

Body Mass Index (BMI)



MARINE BENEFITS

Body Mass Index

BMI - measures prevalence of obesity in a population. BMI is a value derived from the weight and heith of an individual. BMI quantifis the amount of muscle, fat, and bone to categorize a person as underweight, normal weight, or obese.

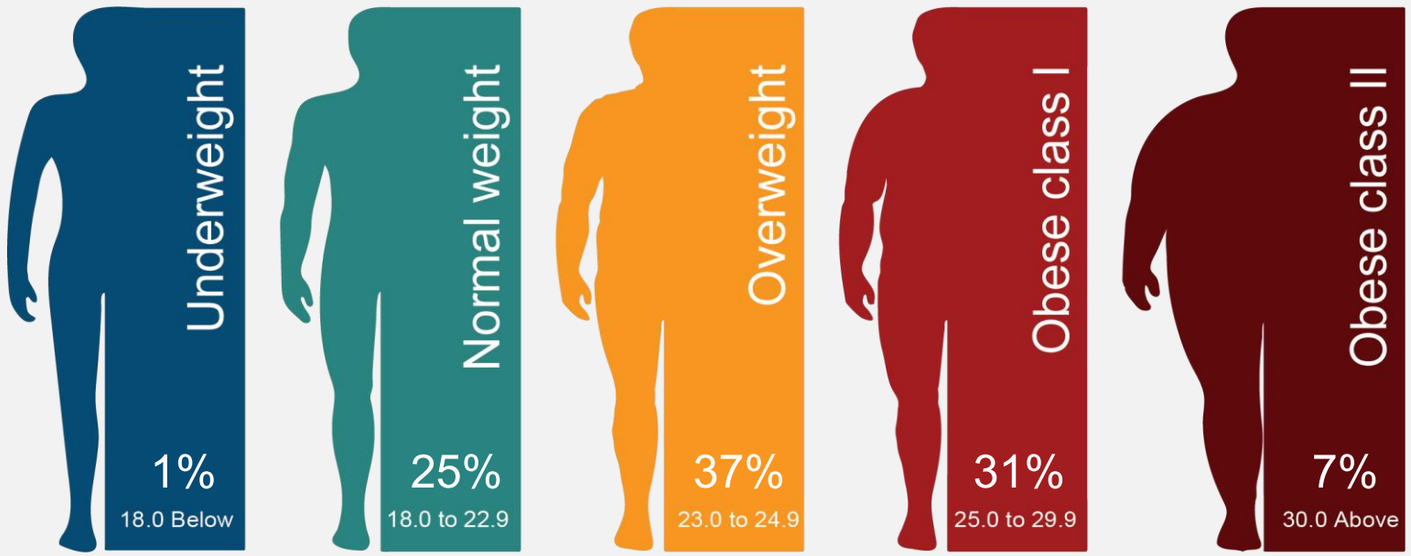
Classification	BMI Caucasian	BMI Asian	Health risk
Underweight	18.5 >	18.5 >	Low
Normal weight	18.5 - 24.9	18.5 - 22.9	Average
Overweight	25.0 <	23.0 <	Mildly Increased
Pre-obese	25.0 - 29.9	23.0 - 24.9	
Obese	30.0 <	25.0 <	
Class I	30.0 - 34.9	25.0 - 29.9	Moderate
Class II	35.0 - 39.0	30.0 <	High
Class III	40.0 <		Very High

MARINE BENEFITS

(BMI) Kg/m2

Body mass index

BMI	Re:fresh 2026	Re:fresh 2024
Average	26.26	26.12

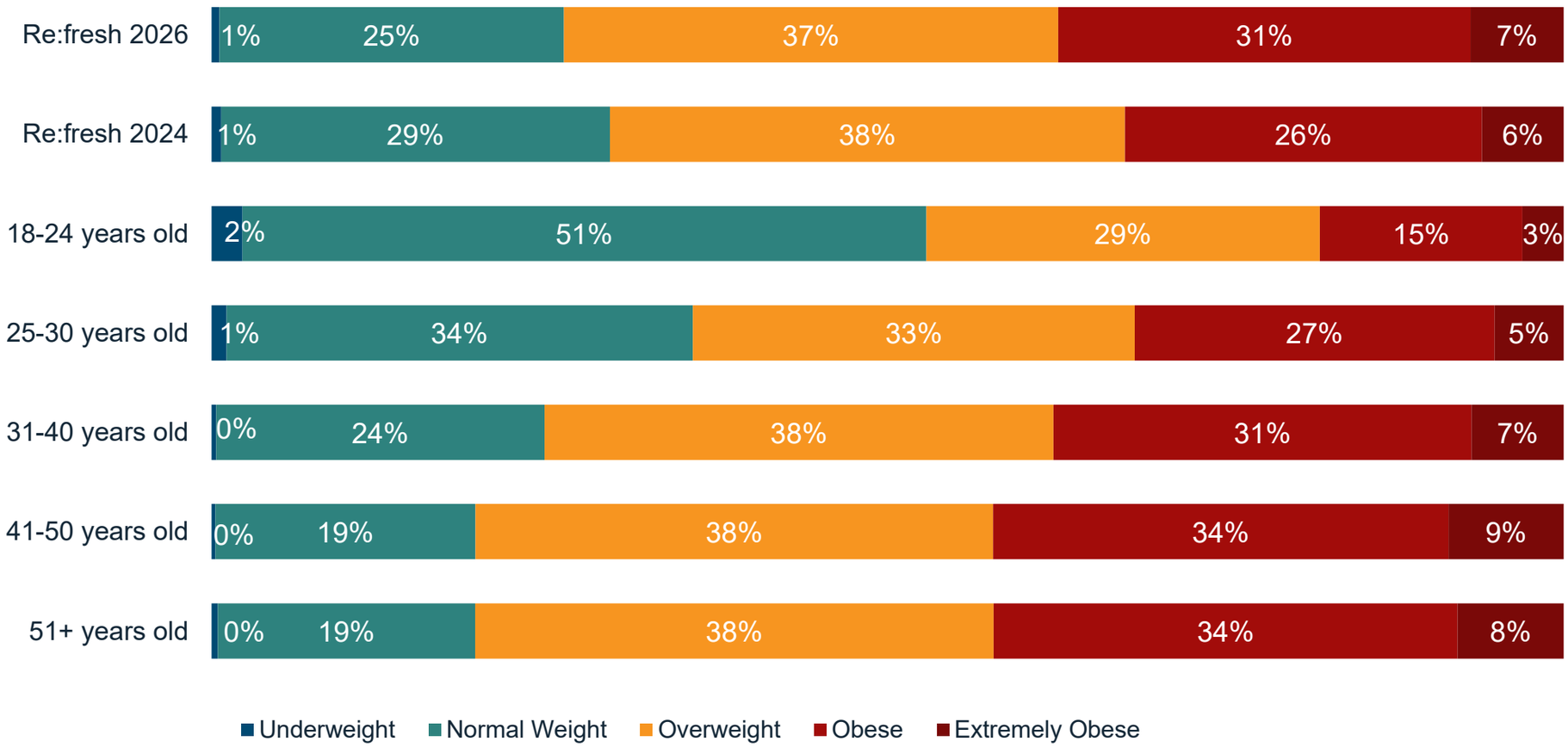


Re:fresh 2026 N = 26,858
Re:fresh 2024 N = 31,662

MARINE BENEFITS

Body mass index

By age

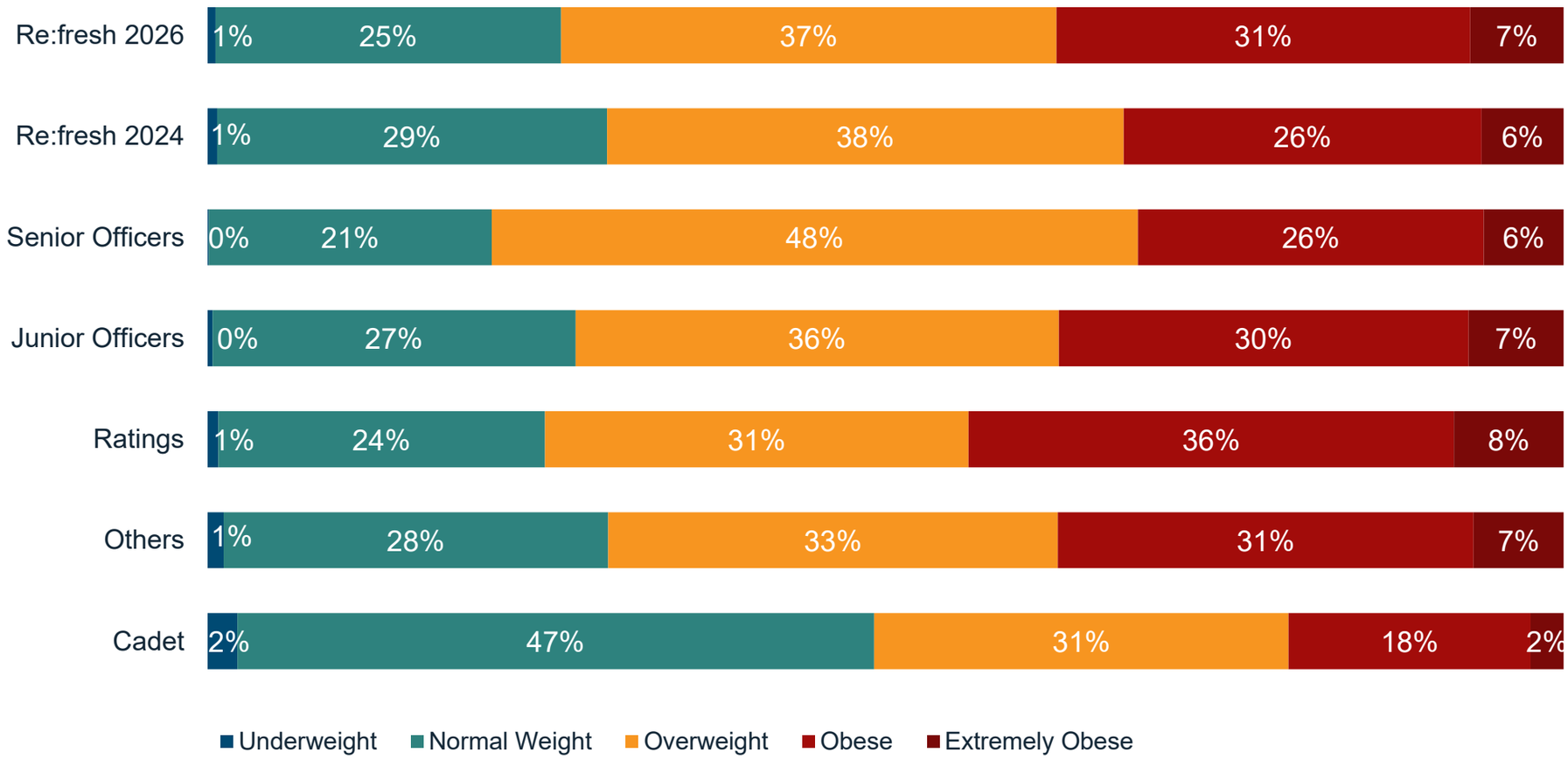


Re:fresh 2026 N = 26,858
Re:fresh 2024 N = 31,662

MARINE BENEFITS

Body mass index

By rank group

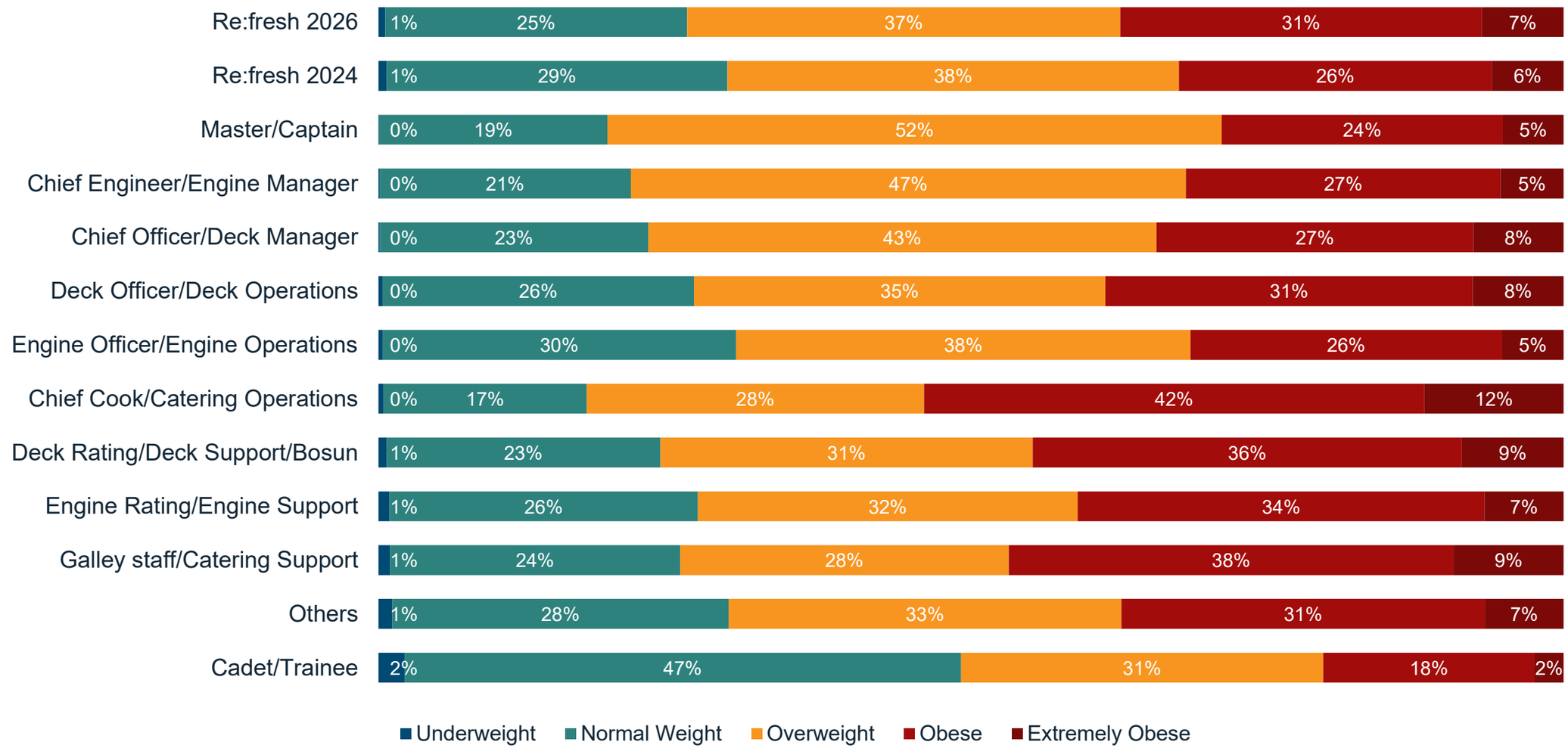


Re:fresh 2026 N = 26,858
Re:fresh 2024 N = 31,662

MARINE BENEFITS

Body mass index

By rank

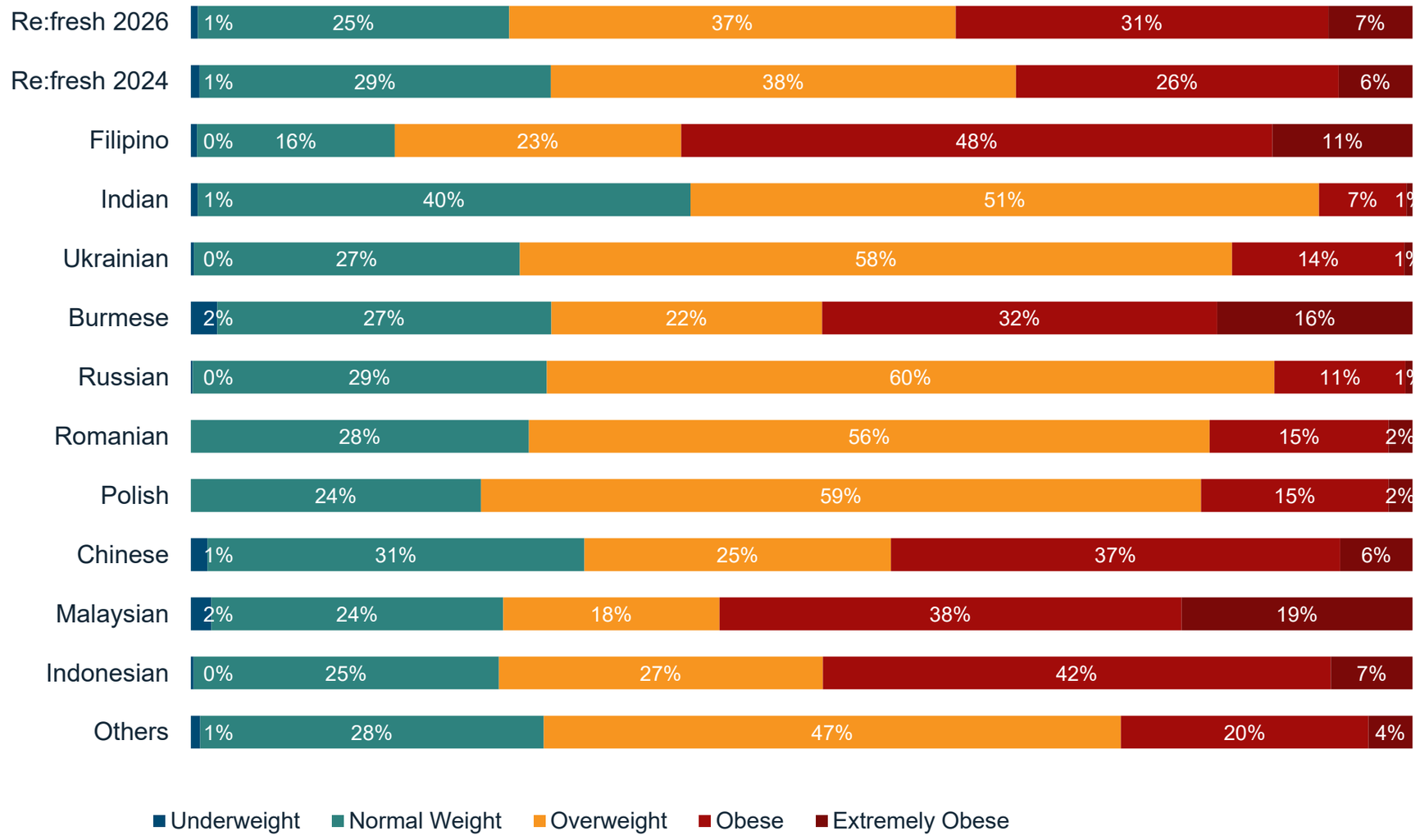


Re:fresh 2026 N = 26,858
Re:fresh 2024 N = 31,662

MARINE BENEFITS

Body mass index

By nationality



Re:fresh 2026 N = 26,858
Re:fresh 2024 N = 31,662

MARINE BENEFITS

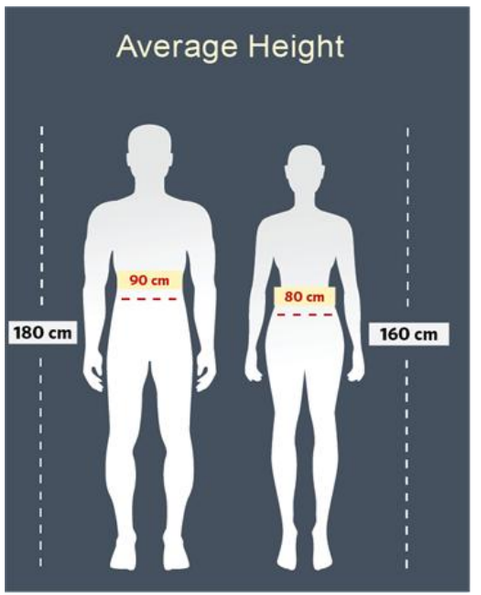
Waist-to-height ratio (WHtR)

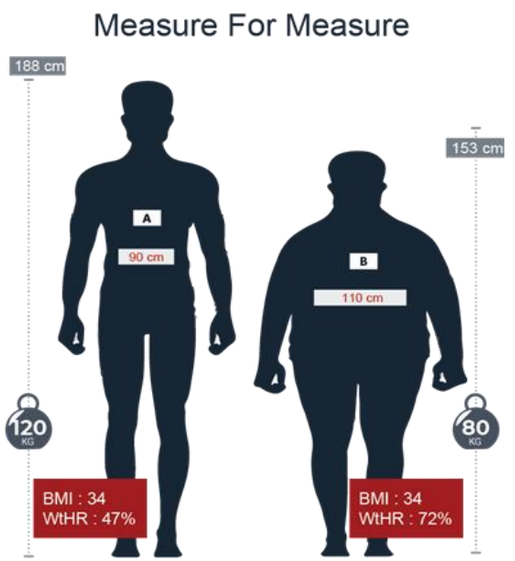


MARINE BENEFITS

Waist-to-height ratio

Waist-to-Height-Ratio - measures the risks of being overweight or obese with focus on abdominal fat versus height. The waist circumference should be less than 50% of the height.



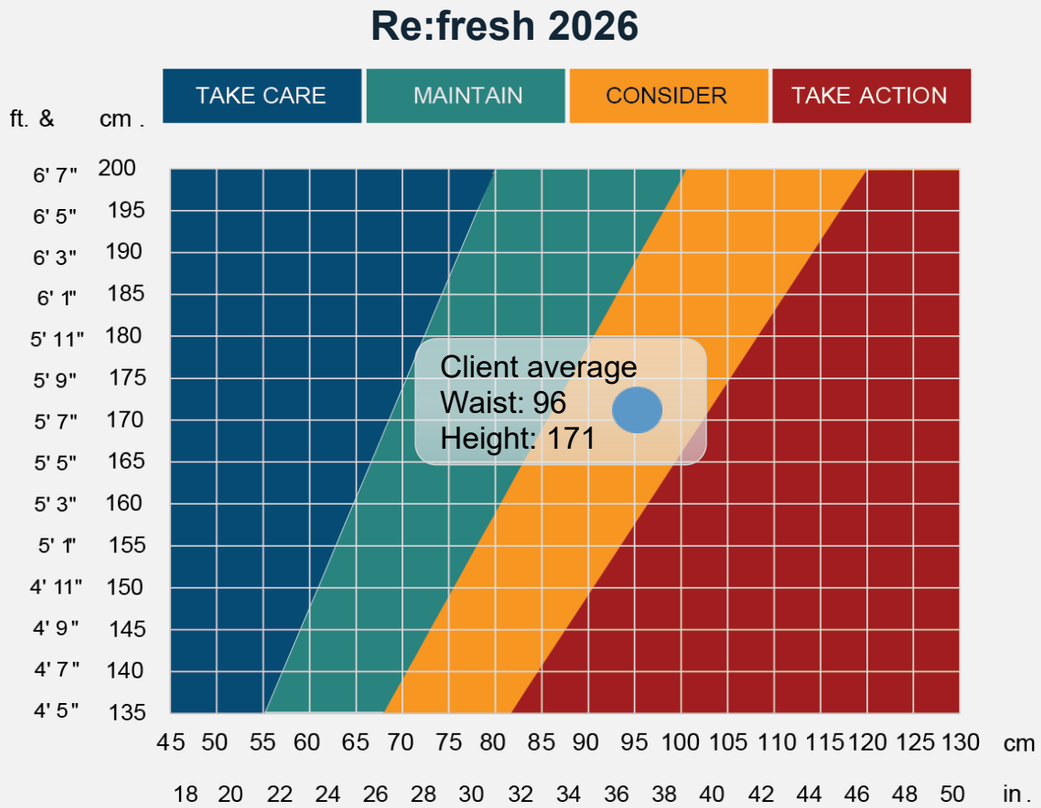


MARINE BENEFITS

Waist / Height

Waist-to-height ratio

WHtR	Re:fresh 2026	Re:fresh 2024
Average	56%	56%

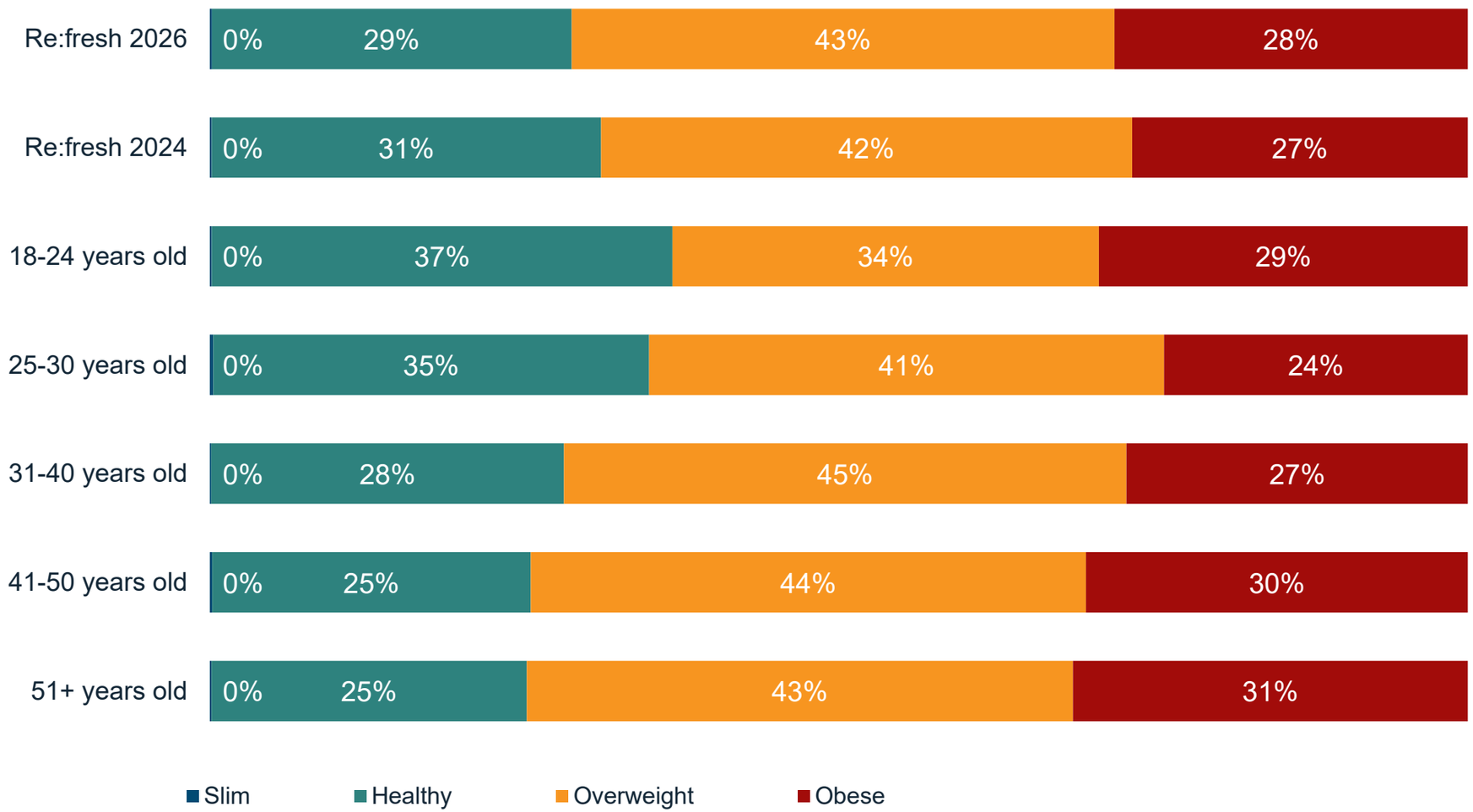


Re:fresh 2026 N = 26,859
Re:fresh 2024 N = 31,666

MARINE BENEFITS

Waist-to-height ratio

By age

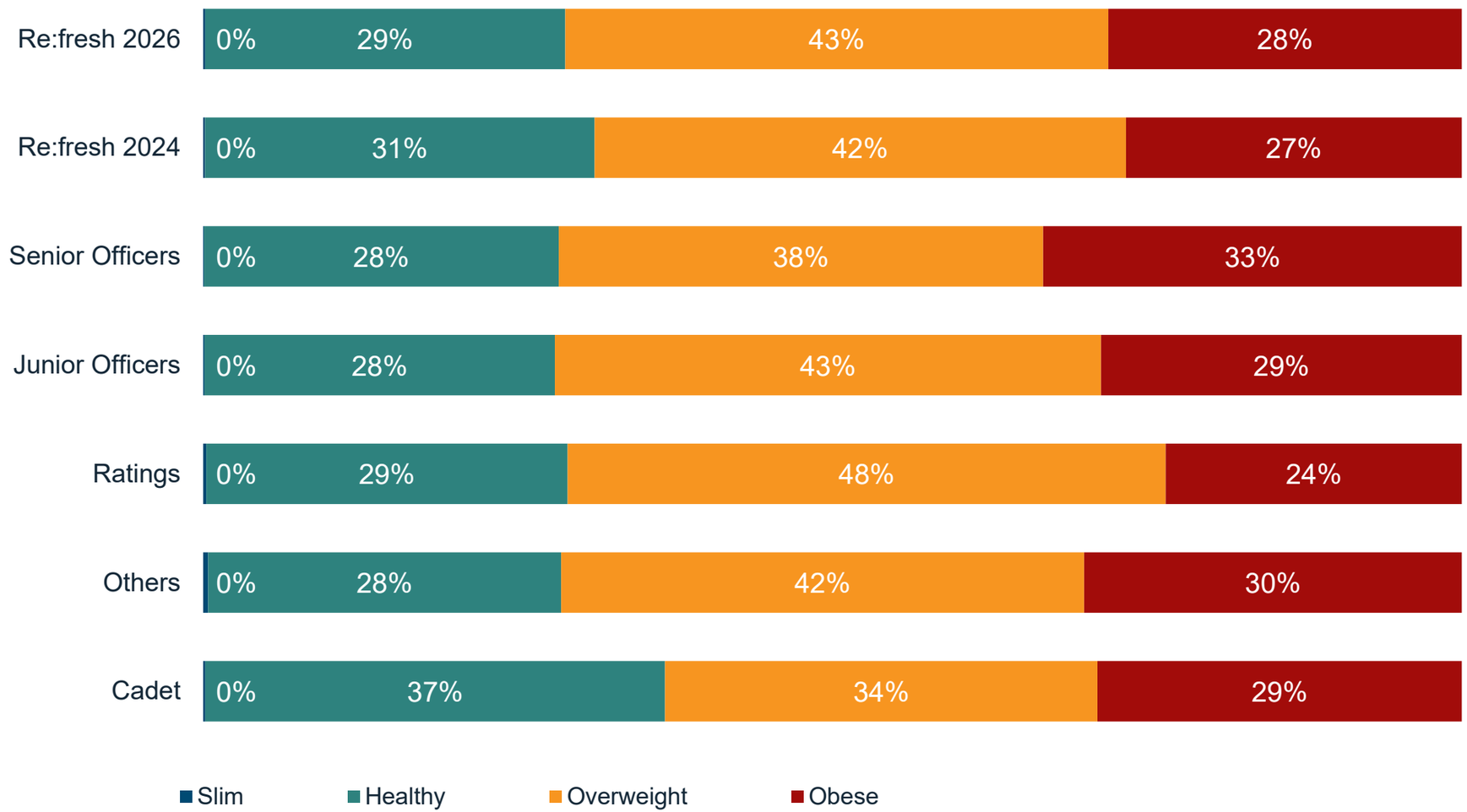


Re:fresh 2026 N = 26,859
Re:fresh 2024 N = 31,666

MARINE BENEFITS

Waist-to-height ratio

By rank group

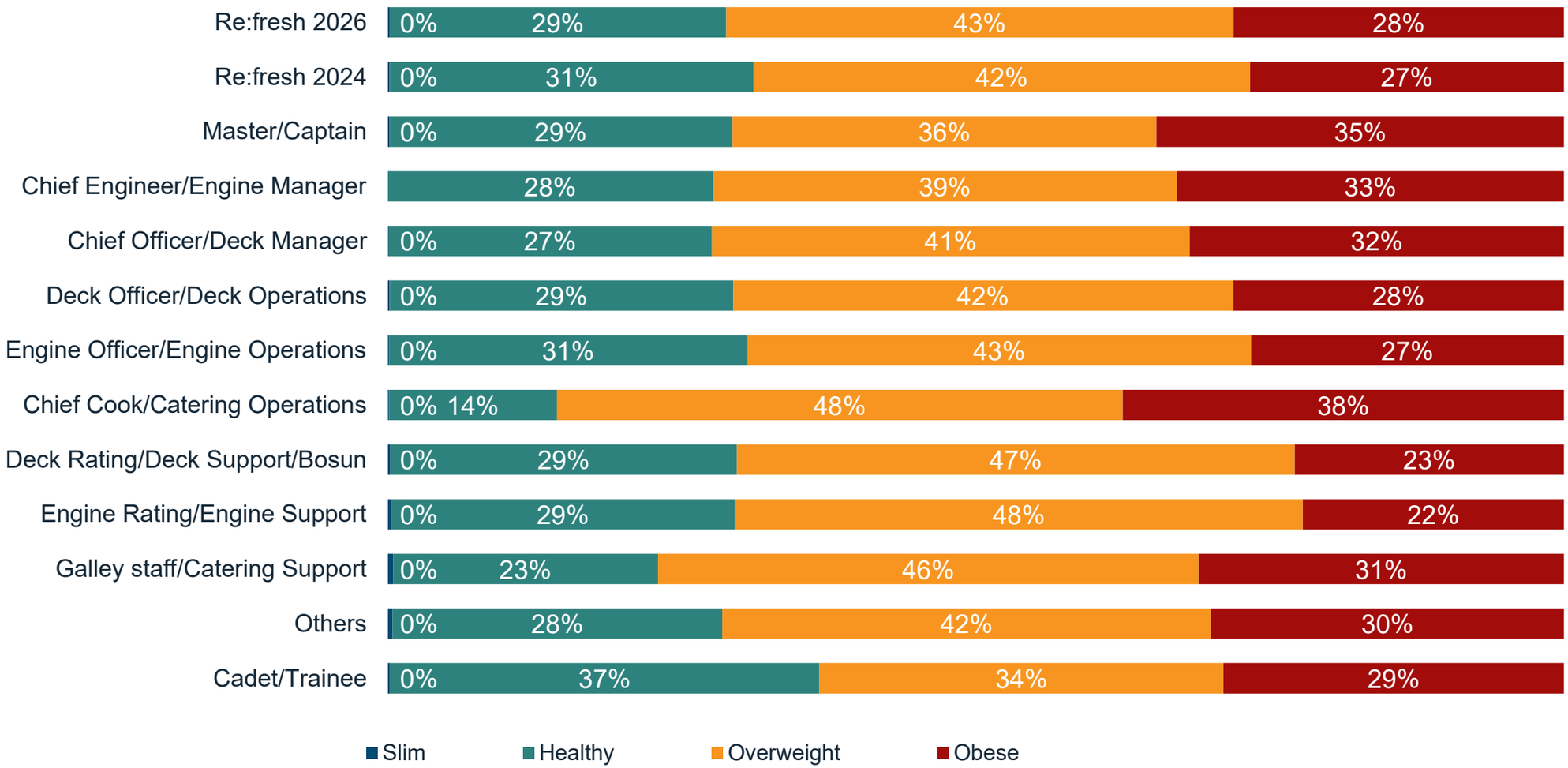


Re:fresh 2026 N = 26,859
Re:fresh 2024 N = 31,666

MARINE BENEFITS

Waist-to-height ratio

By rank

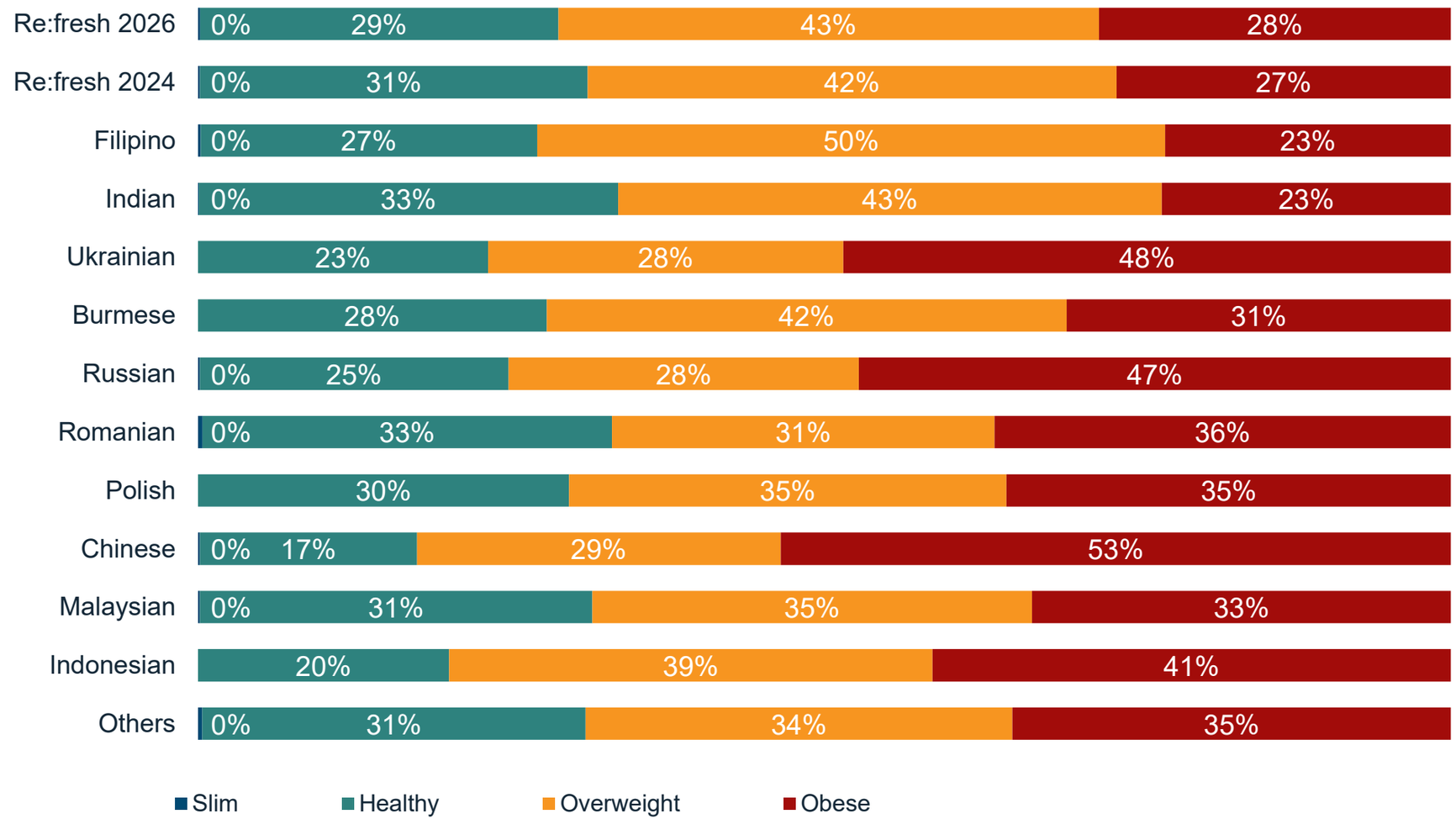


Re:fresh 2026 N = 26,859
Re:fresh 2024 N = 31,666

MARINE BENEFITS

Waist-to-height ratio

By nationality



Re:fresh 2026 N = 26,859
Re:fresh 2024 N = 31,666

MARINE BENEFITS

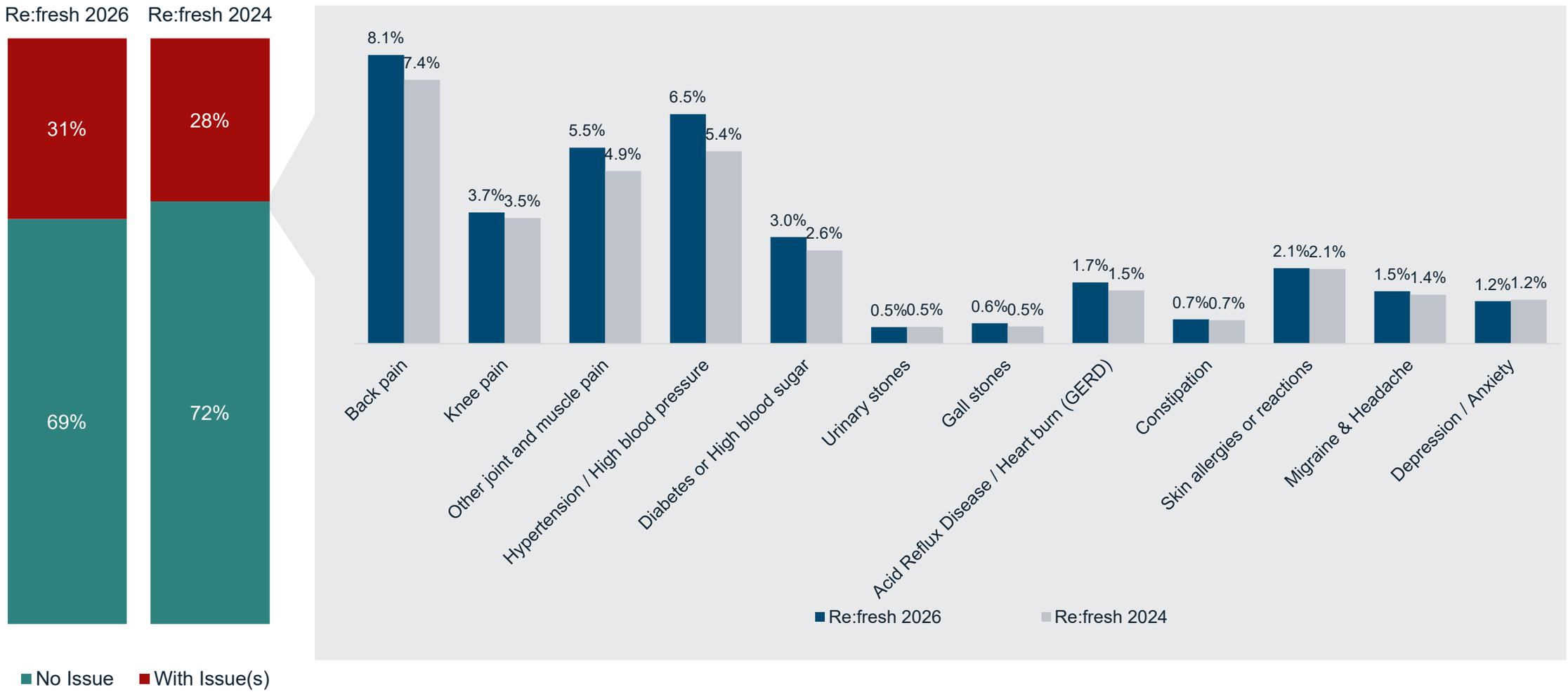
Health Issues



MARINE BENEFITS

Health issues

Self-reported health issues

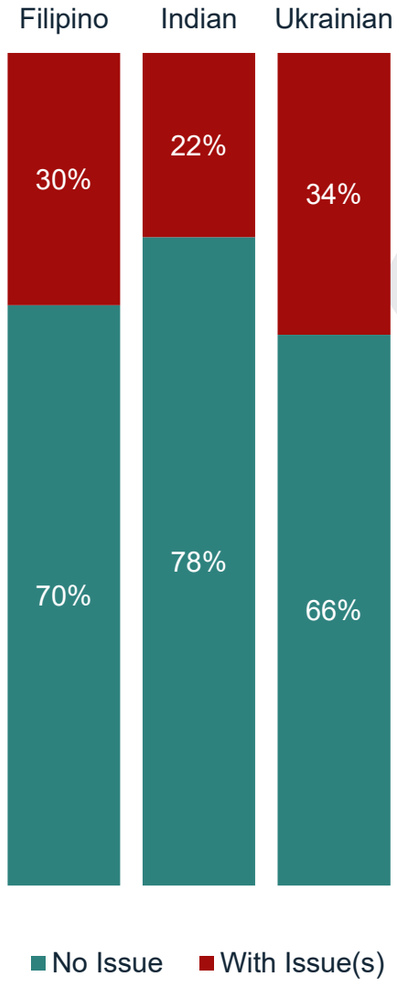


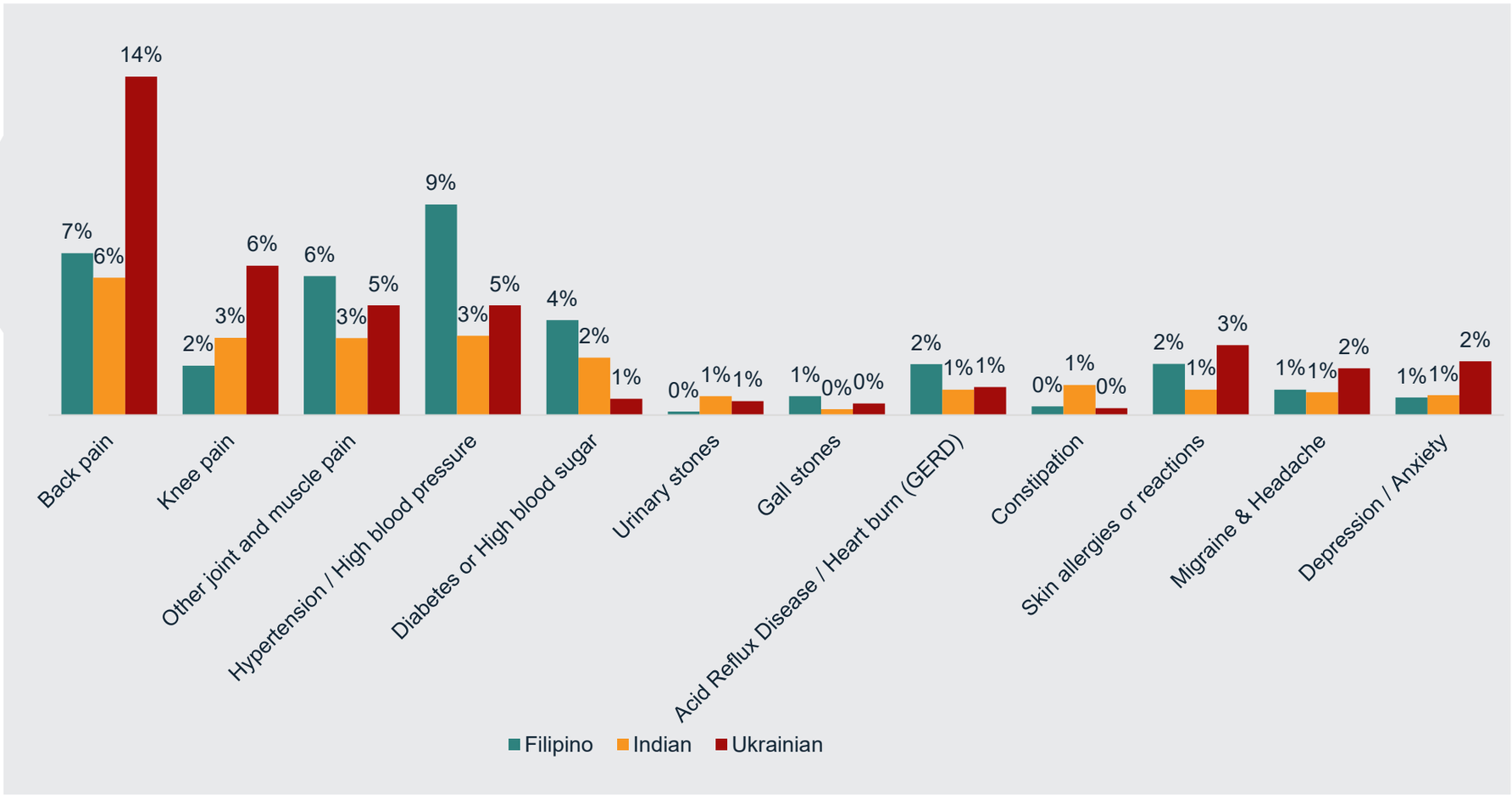
Re:fresh 2026 N = 24,552
Re:fresh 2024 N = 28,993

MARINE BENEFITS

Health issues

By top 3 nationalities





Re:fresh 2026 N = 24,552

MARINE BENEFITS

Diabetes



MARINE BENEFITS

Diabetes

Diabetes is a metabolic disease characterized by high blood sugar levels. It occurs when your body either doesn't produce enough insulin or can’t effectively use the insulin it produces. Type 1 diabetes is when the immune system attacks and destroys insulin-producing cells in the pancreas. Type 2 occurs when the cells become resistant to insulin, leading to elevated blood sugar levels. Type 2 diabetes is most common. About 90% to 95% of people with diabetes have Type 2 diabetes.

Symptoms of diabetes are increased hunger, increased thirst, weight loss, frequent urination, blurry vision, extreme fatigue, slow healing sores, tingling nerves. Diabetes can be prevented or managed by a healthy diet, regular exercise, weight management, regular check-ups, avoid smoking, limit alcohol, raised awareness.

Early detection and proactive steps can help prevent complications associated with diabetes.

Type 2 diabetes is a serious and genetic illness. However, one can influence the risk of developing it through lifestyle choices.

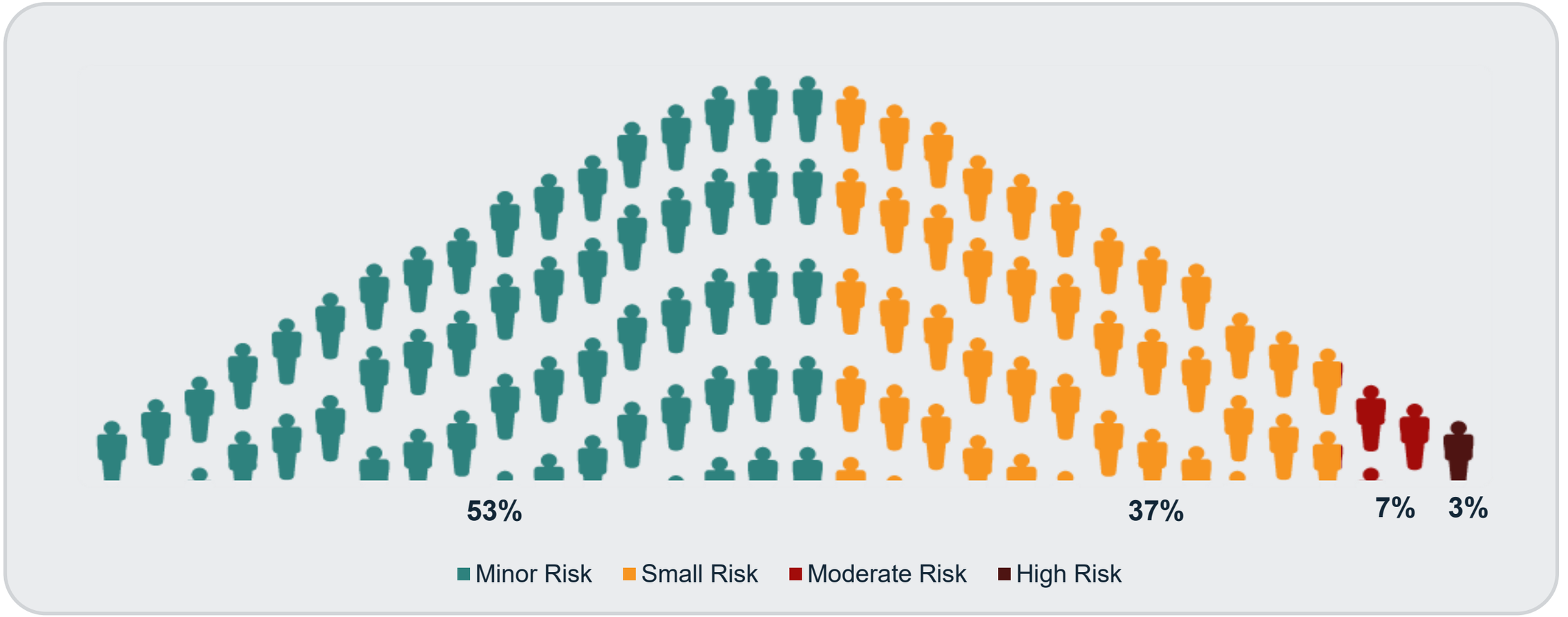
The risk estimation used includes age, BMI, waistline, exercise, diet, blood pressure, blood sugar levels, and relatives with diabetes.

Source: https://www.diabetes.se/globalassets/forbundet/diabetes/journalistguide-visuell-identitet/risktest_final.pdf

MARINE BENEFITS

Diabetes risk

The risk of getting type 2 diabetes within 10 years



Risk points: 0-26

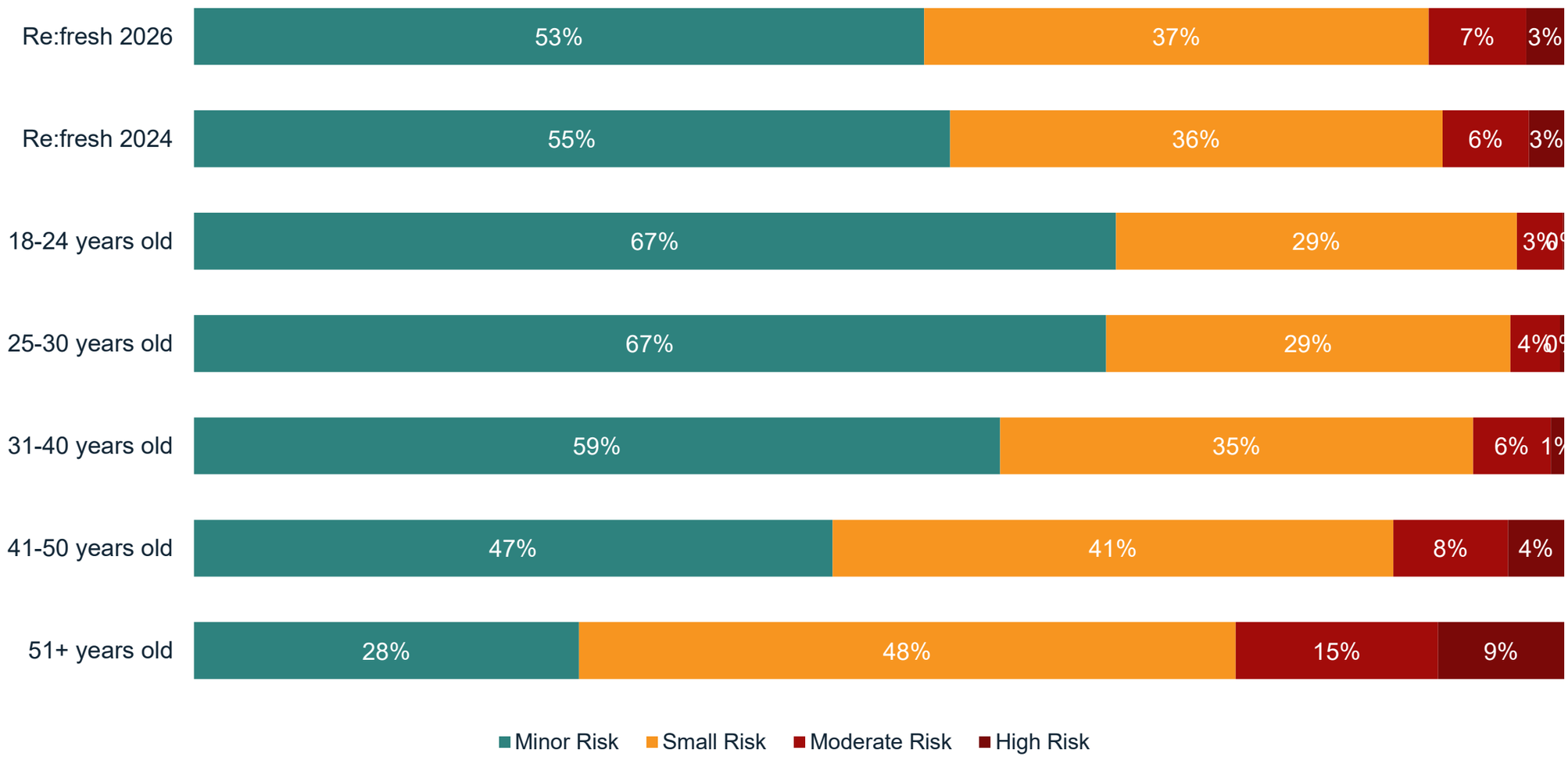
• Below 7	Minor risk (1 in 100)	
• 7-11	Small risk (1 in 25)	Keep an eye on your weight and consider increasing physical activity
• 12-14	Moderate (1 in 6)	Make sure to discuss your risk of developing diabetes with your doctor at the next visit.
• 15-26	High to very high risk (1 in 3)	Make a visit to the doctor to check your blood sugar levels as soon as possible.

Re:fresh 2026 N = 24,942

MARINE BENEFITS

Diabetes risk

By rank group

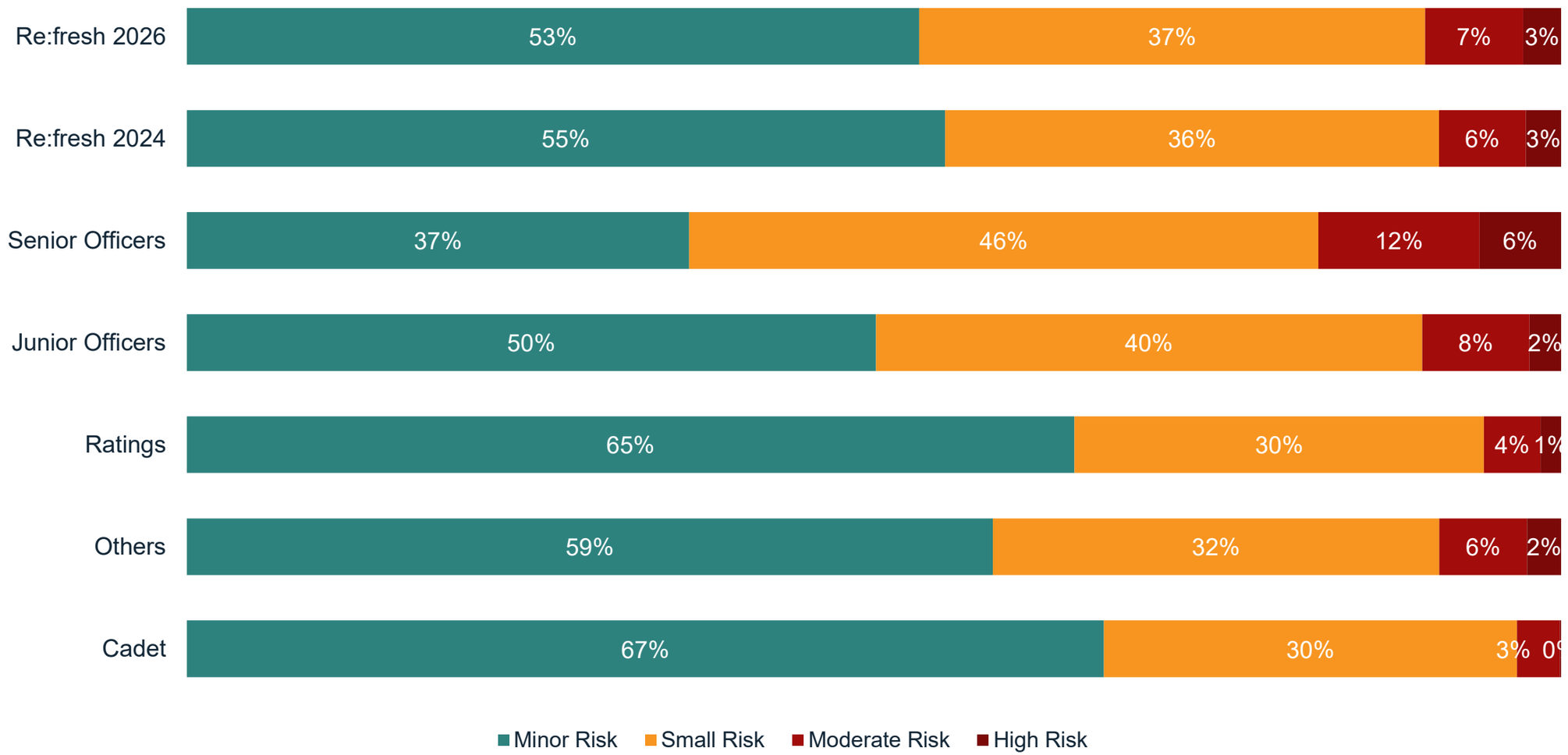


Re:fresh 2026 N = 24,942
Re:fresh 2024 N = 29,586

MARINE BENEFITS

Diabetes risk

By rank group

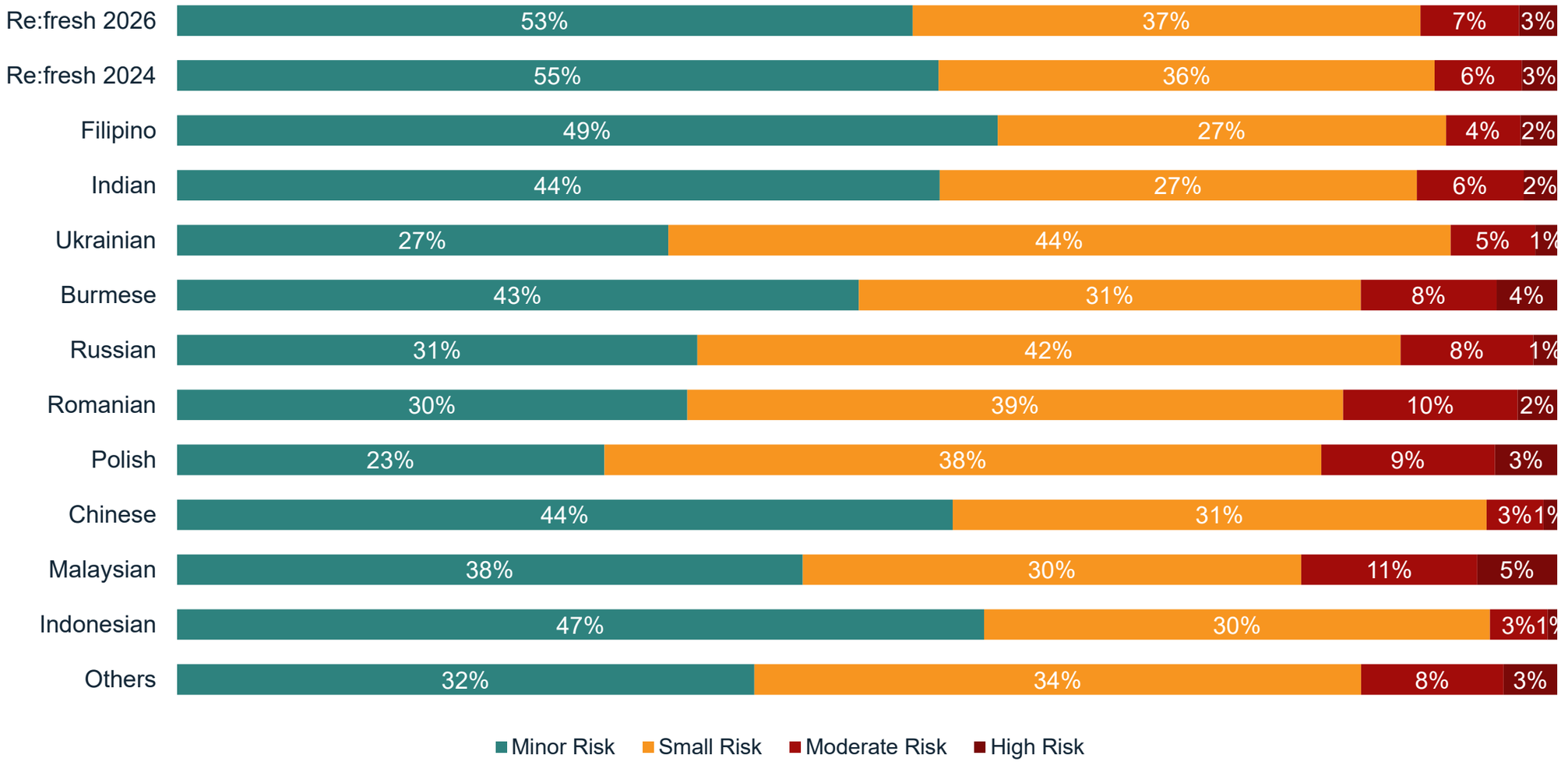


Re:fresh 2026 N = 24,942
Re:fresh 2024 N = 29,586

MARINE BENEFITS

Diabetes risk

By nationality



Re:fresh 2026 N = 24,942
Re:fresh 2024 N = 29,586

MARINE BENEFITS

Medicine intake

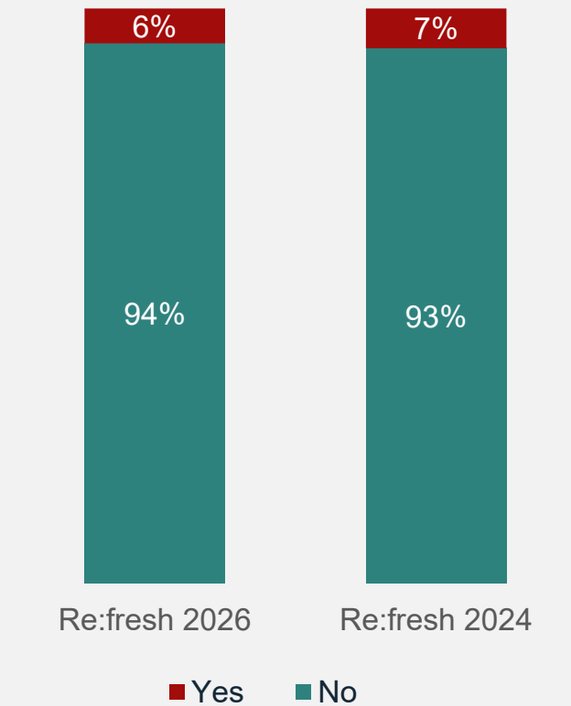


MARINE BENEFITS

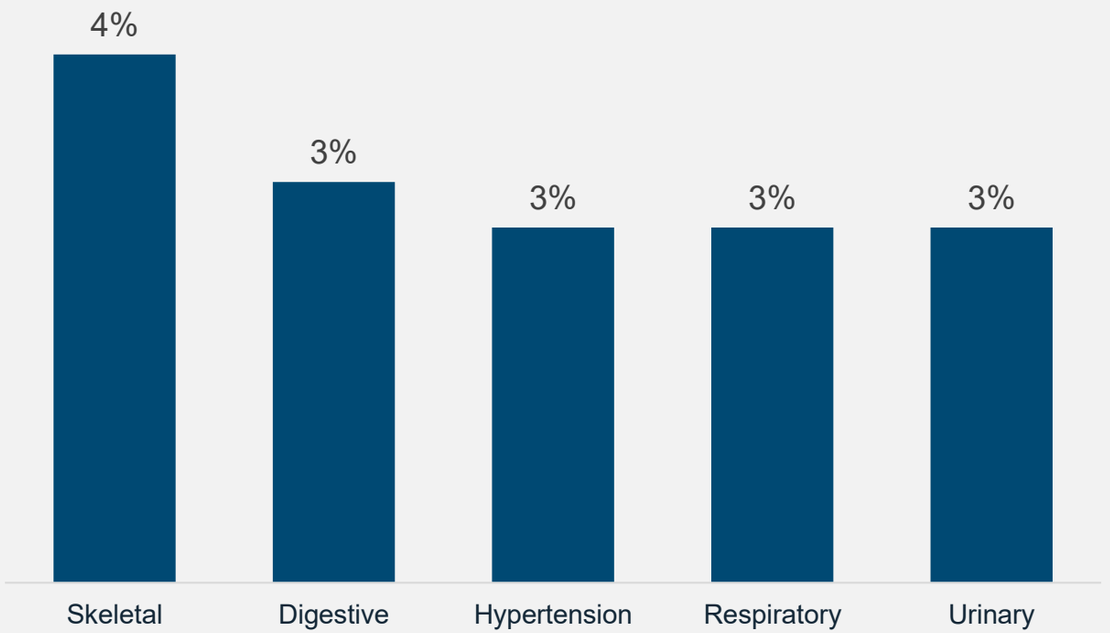
Health problem

Requiring medical treatment

Needed medical treatment last 12 months



Top 5 causes for medical treatment

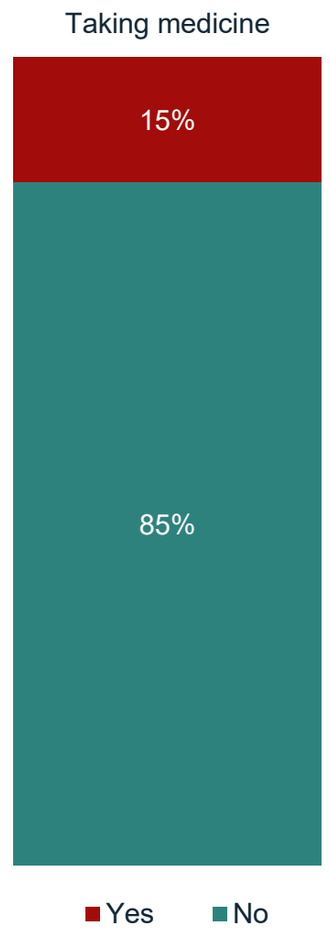


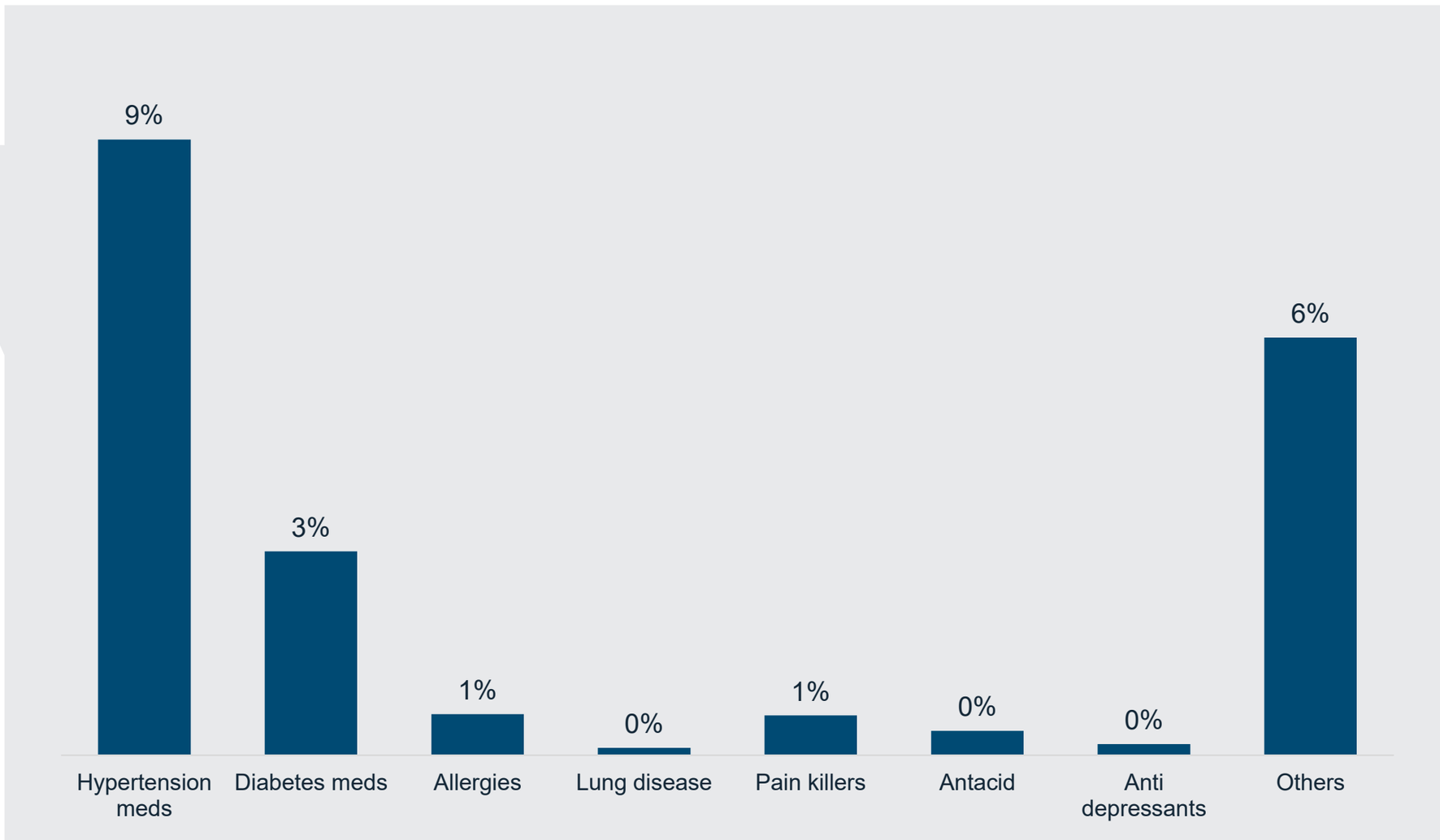
Re:fresh 2026 N = 24,453
Re:fresh 2024 N = 28,895

MARINE BENEFITS

Medicine Intake

How many take medicine



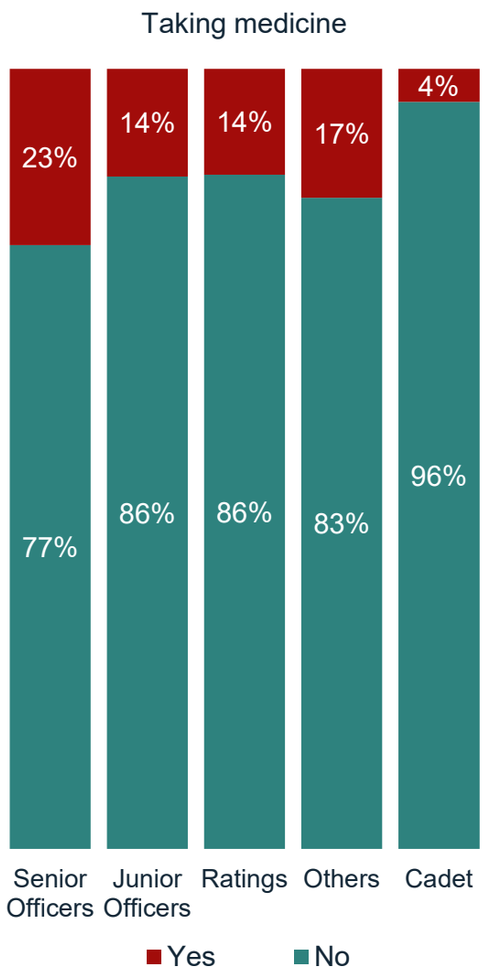


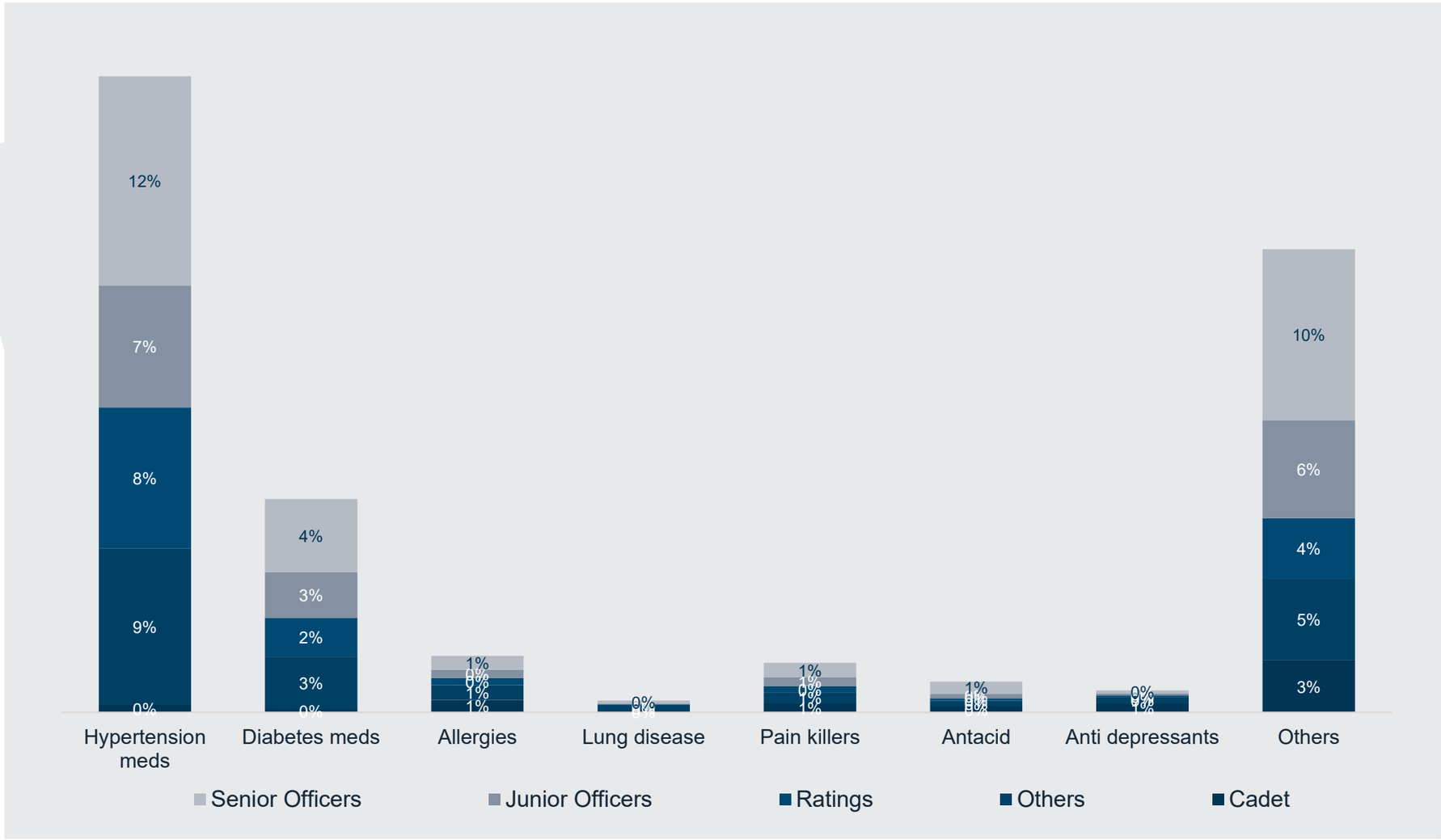
Re:fresh 2026 N = 24,533

MARINE BENEFITS

Medicine Intake

By rank group





Re:fresh 2026 N = 24,533

MARINE BENEFITS

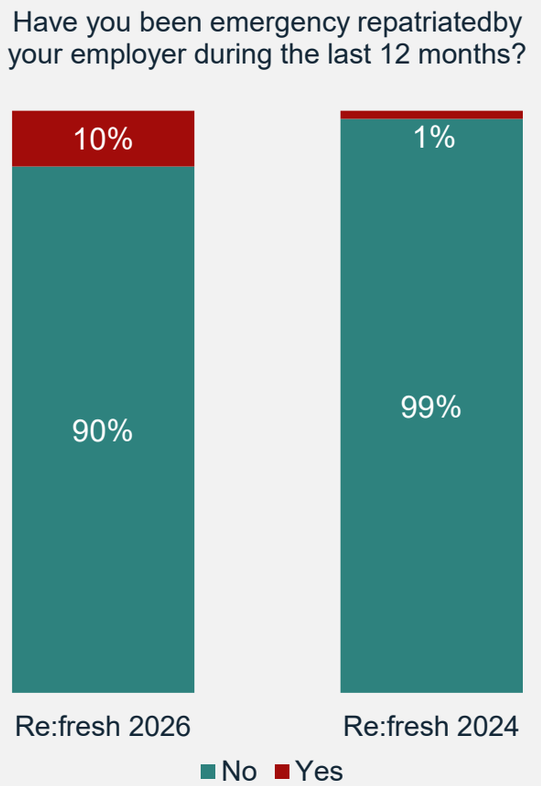
Repatriation

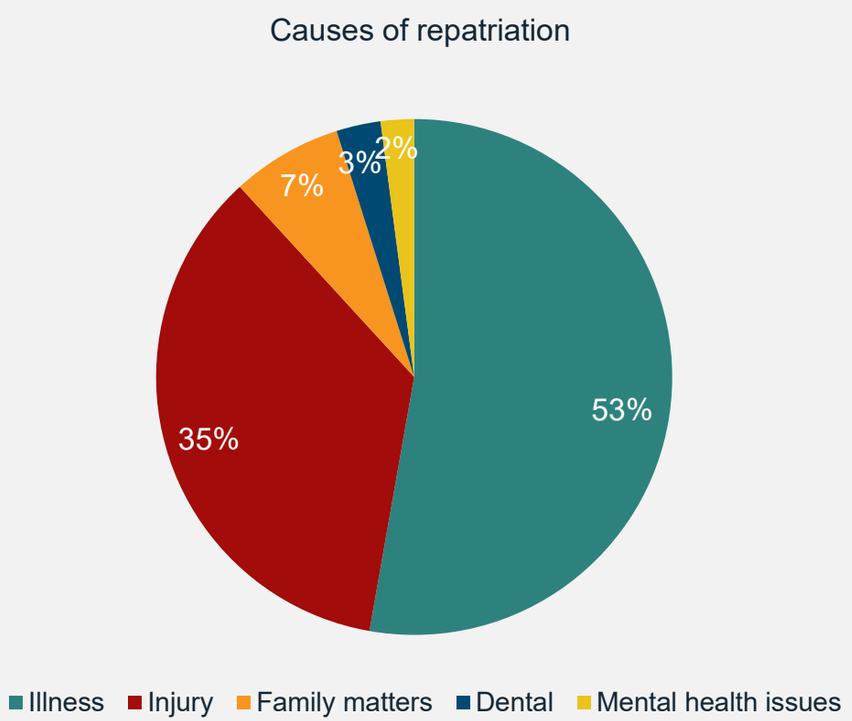


MARINE BENEFITS

Repatriation

Frequency and causes





Re:fresh 2026 N = 1,485
Re:fresh 2024 N = 28,862

MARINE BENEFITS



Happiness

Wellbeing

Stress

Distress

MARINE BENEFITS

Happiness



MARINE BENEFITS

Happiness

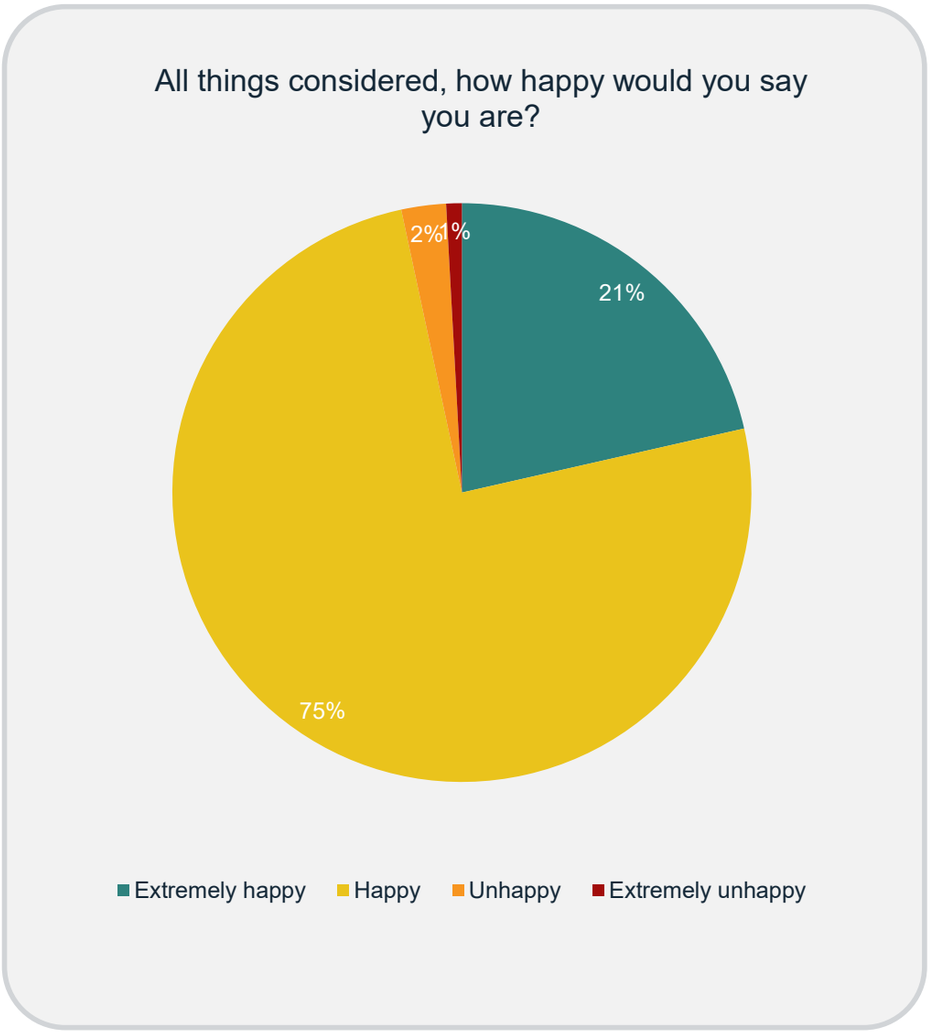
Happiness is a state of well-being that encompasses living a good life, one with a sense of meaning and deep contentment. Happiness is more than simply a positive mood. People with high levels of wellbeing generally function better and are happier. This does not mean that happy people do not suffer from loss, sickness, or other unfortunate events. People with happy personalities tend to deal with unfortunate or sorrowful situations with greater sense of hope. It is important to note that the ultimate judge of happiness lies within a person himself.

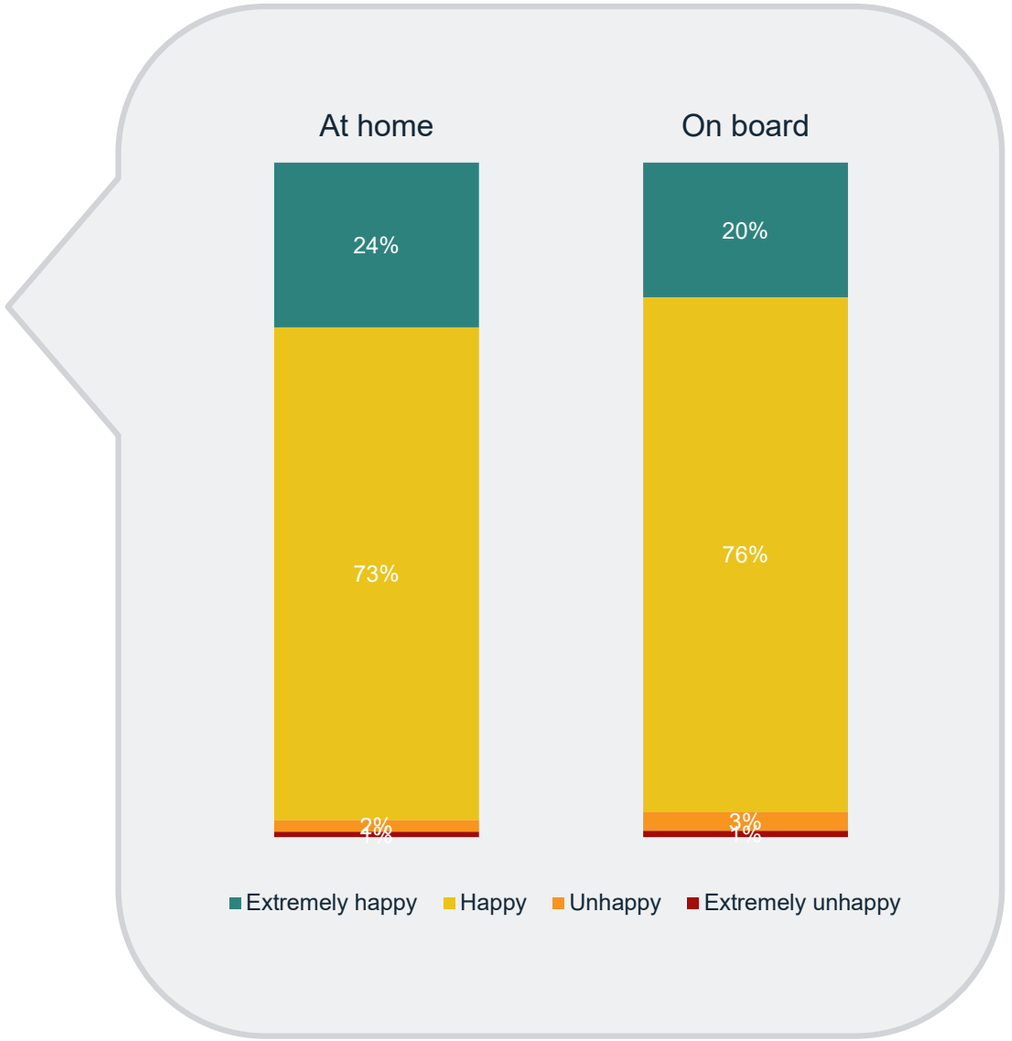
The subjective happiness scale assesses happiness by asking four questions on a scale of 1 to 7. Higher scores reflect greater happiness.

MARINE BENEFITS

Happiness

Self-reported happiness





Re:fresh 2026 N= 23,504

MARINE BENEFITS

Subjective happiness scale

Happiness

	Re:fresh 2026	Re:fresh 2024
Happiness	5.17	5.01

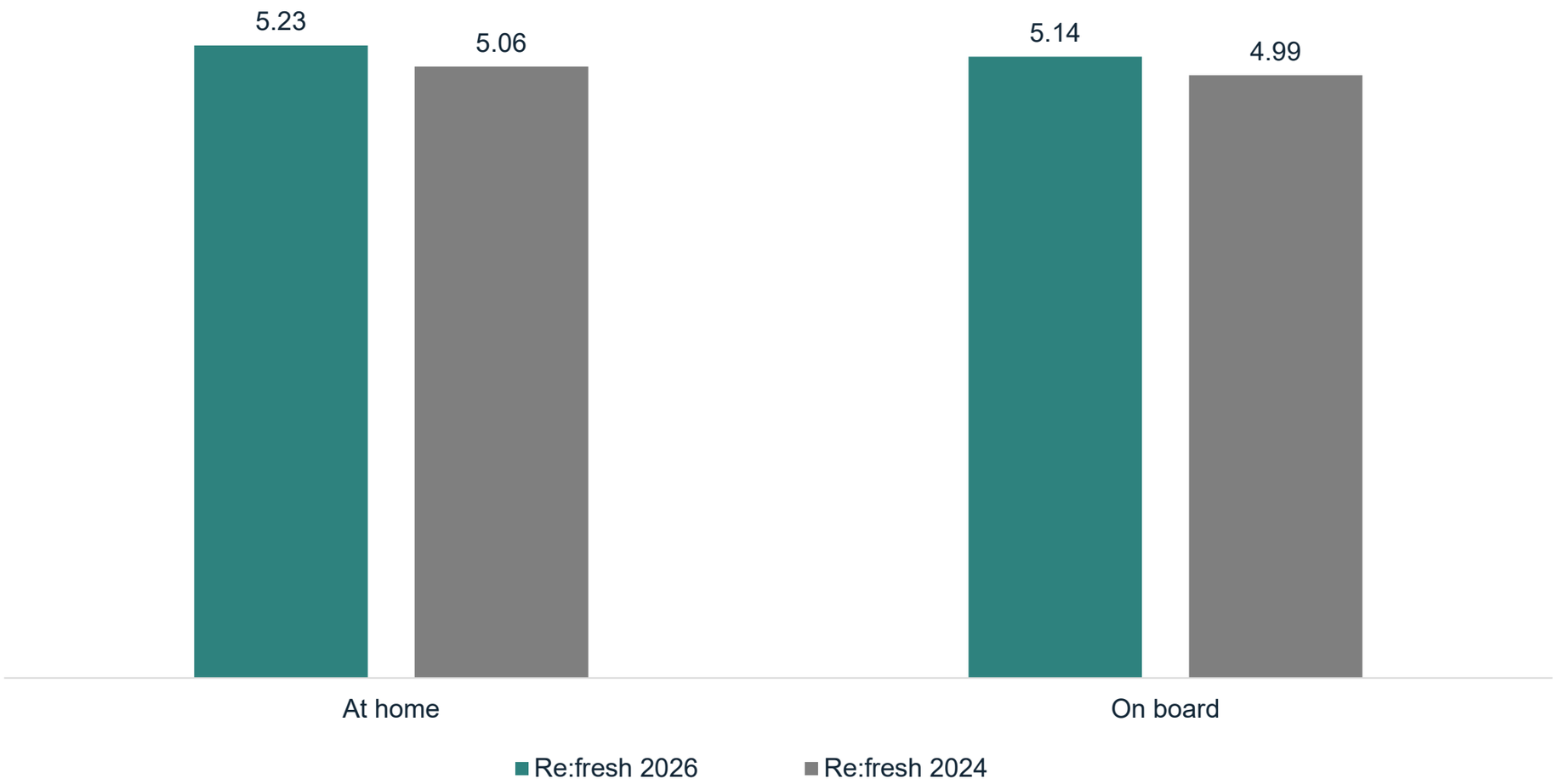


Re:fresh 2026 N= 23,504
Re:fresh 2024 N= 28,049

MARINE BENEFITS

Happiness

At home and On board



Re:fresh 2026 N= 23,504
Re:fresh 2024 N= 28,049

MARINE BENEFITS

By rank group

Happiness

	At home	On board	TOTAL
Re:fresh 2026	**5.23**	**5.14**	**5.17**
Re:fresh 2024	**5.06**	**4.99**	**5.01**
Senior Officers	5.27	5.21	5.23
Junior Officers	5.21	5.09	5.14
Ratings	5.22	5.14	5.16
Others	5.31	5.11	5.18
Cadet	5.19	5.13	5.15

Re:fresh 2026 N= 23,504
Re:fresh 2024 N= 28,049

MARINE BENEFITS

By rank

Happiness

	At home	On board	TOTAL
Re:fresh 2026	**5.23**	**5.14**	**5.17**
Re:fresh 2024	**5.06**	**4.99**	**5.01**
Master/Captain	5.36	5.30	5.32
Chief Engineer/Engine Manager	5.22	5.21	5.22
Chief Officer/Deck Manager	5.24	5.08	5.13
Chief Cook/Catering Operations	5.28	5.15	5.19
Deck Officer/Deck Operations	5.22	5.05	5.11
Engine Officer/Engine Operations	5.19	5.11	5.14
Deck Rating/Deck Support/Bosun	5.22	5.12	5.15
Engine Rating/Engine Support	5.21	5.17	5.18
Galley staff/Catering Support	5.20	5.18	5.18
Others	5.31	5.11	5.18
Cadet/Trainee	5.19	5.13	5.15

Re:fresh 2026 N= 23,504
Re:fresh 2024 N= 28,049

MARINE BENEFITS

By age

Happiness

	At home	On board	TOTAL
Re:fresh 2026	**5.23**	**5.14**	**5.17**
Re:fresh 2024	**5.06**	**4.99**	**5.01**
18-24 years old	5.22	5.12	5.16
25-30 years old	5.19	5.10	5.13
31-40 years old	5.22	5.11	5.15
41-50 years old	5.25	5.18	5.20
51+ years old	5.28	5.20	5.23

Re:fresh 2026 N= 23,504
Re:fresh 2024 N= 28,049

MARINE BENEFITS

By nationality

Happiness

	At home	On board	TOTAL
Re:fresh 2026	**5.23**	**5.14**	**5.17**
Re:fresh 2024	**5.06**	**4.99**	**5.01**
Filipino	5.27	5.15	5.18
Indian	5.32	5.27	5.29
Ukrainian	4.98	4.96	4.97
Burmese	4.81	4.66	4.73
Russian	4.94	4.95	4.95
Romanian	5.37	5.22	5.28
Polish	5.11	5.05	5.07
Chinese	4.91	4.81	4.85
Malaysian	5.11	4.97	5.00
Indonesian	5.45	5.20	5.30
Others	5.23	5.11	5.15

Re:fresh 2026 N= 23,504
Re:fresh 2024 N= 28,049

MARINE BENEFITS

By vessel type

Happiness

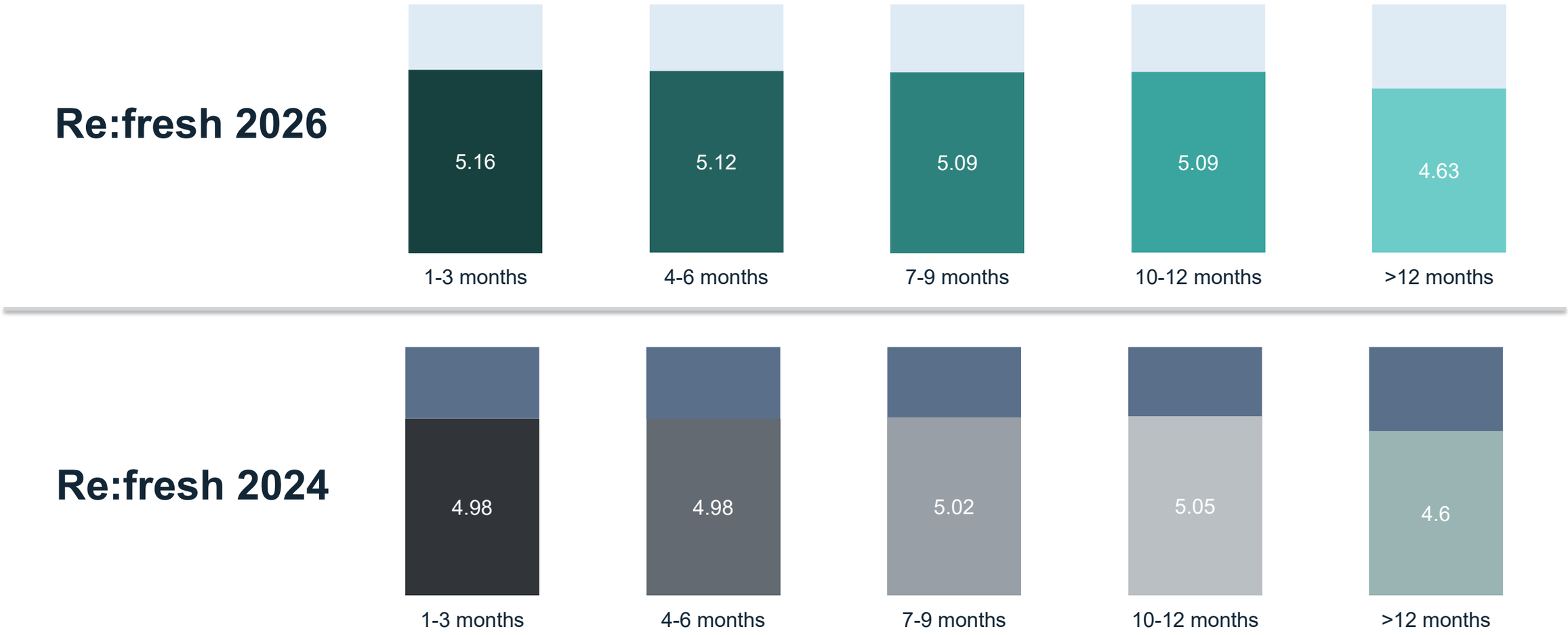
	At home	On board	TOTAL
Re:fresh 2026	**5.23**	**5.14**	**5.17**
Re:fresh 2024	**5.06**	**4.99**	**5.01**
Bulk Carrier	5.23	5.12	5.15
Container Ships	5.17	5.07	5.11
Liquified gas carrier/LPG	5.25	5.18	5.20
Other Tankers	5.23	5.16	5.18
Other vessel	5.15	5.12	5.13
Others	5.36	5.16	5.23
Passenger - Cruise Ship	5.33	5.09	5.21
Product carrier	5.36	5.26	5.30
Speciality Ship Ro-Ro	5.10	5.10	5.10
Tankers - Chemical	5.19	5.12	5.14
Tankers - Crude oil	5.30	5.20	5.24

Re:fresh 2026 N= 23,504
Re:fresh 2024 N= 28,049

MARINE BENEFITS

Happiness

Time spent on board



Re:fresh 2026 N = 19,779
Re:fresh 2024 N = 21,665

MARINE BENEFITS

Happiness

If seafarers were its own nation, it would be ranked #5

	Re:fresh 2026	Re:fresh 2024
Score	5.17	5.01

1	Finland	5.43
2	Iceland	5.28
3	Denmark	5.28
4	Costa Rica	5.21
5	Sweden	5.08
6	Norway	5.07
7	Netherlands	5.06
8	Israel	5.03
9	Luxembourg	4.94
10	Switzerland	4.91
5	**Re:fresh 2026**	**5.17**

Re:fresh 2026 N= 23,504
Re:fresh 2024 N= 28,049

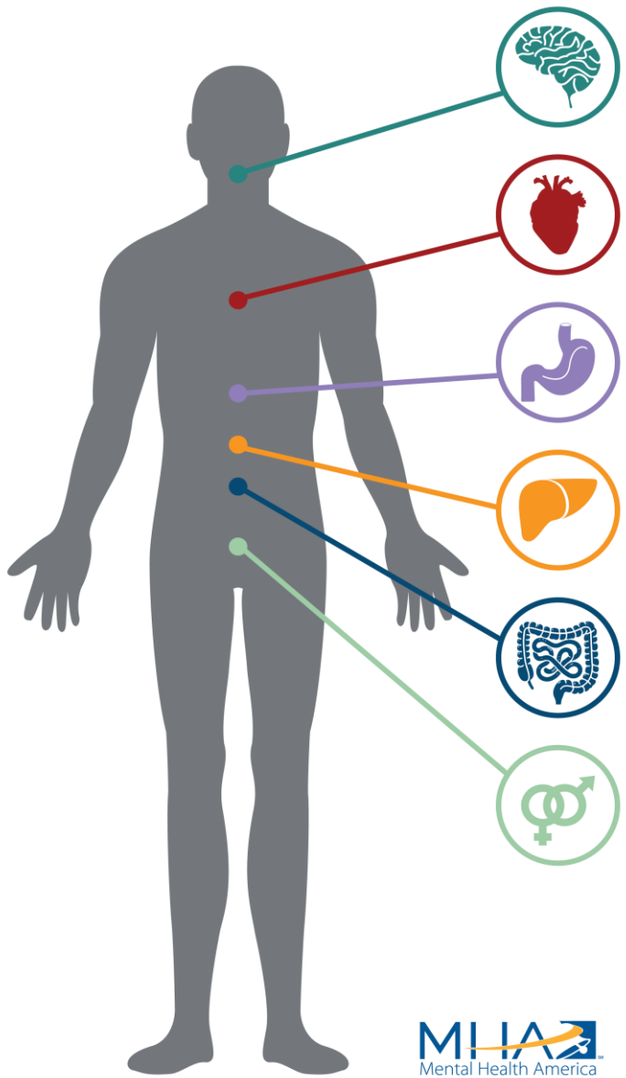
MARINE BENEFITS

Stress



MARINE BENEFITS

Effects of Stress on the Body



Brain and Nerves:

Headaches, feelings of despair, lack of energy, sadness, nervousness, anger, irritability, trouble concentrating, memory problems, difficulty sleeping, mental health disorders (anxiety, panic attacks, depression, etc.).

Heart:

Faster heartbeat or palpitations, rise in blood pressure, increased risk of high cholesterol and heart attack.

Stomach:

Nausea, stomach ache, heartburn, weight gain, increased or decreased appetite.

Pancreas:

Increased risk of diabetes.

Intestines:

Diarrhea, constipation, and other digestive problems.

Reproductive organs:

For men - impotence, low sperm production, reduced sexual desire.
For women - irregular or painful periods, reduced sexual desire.

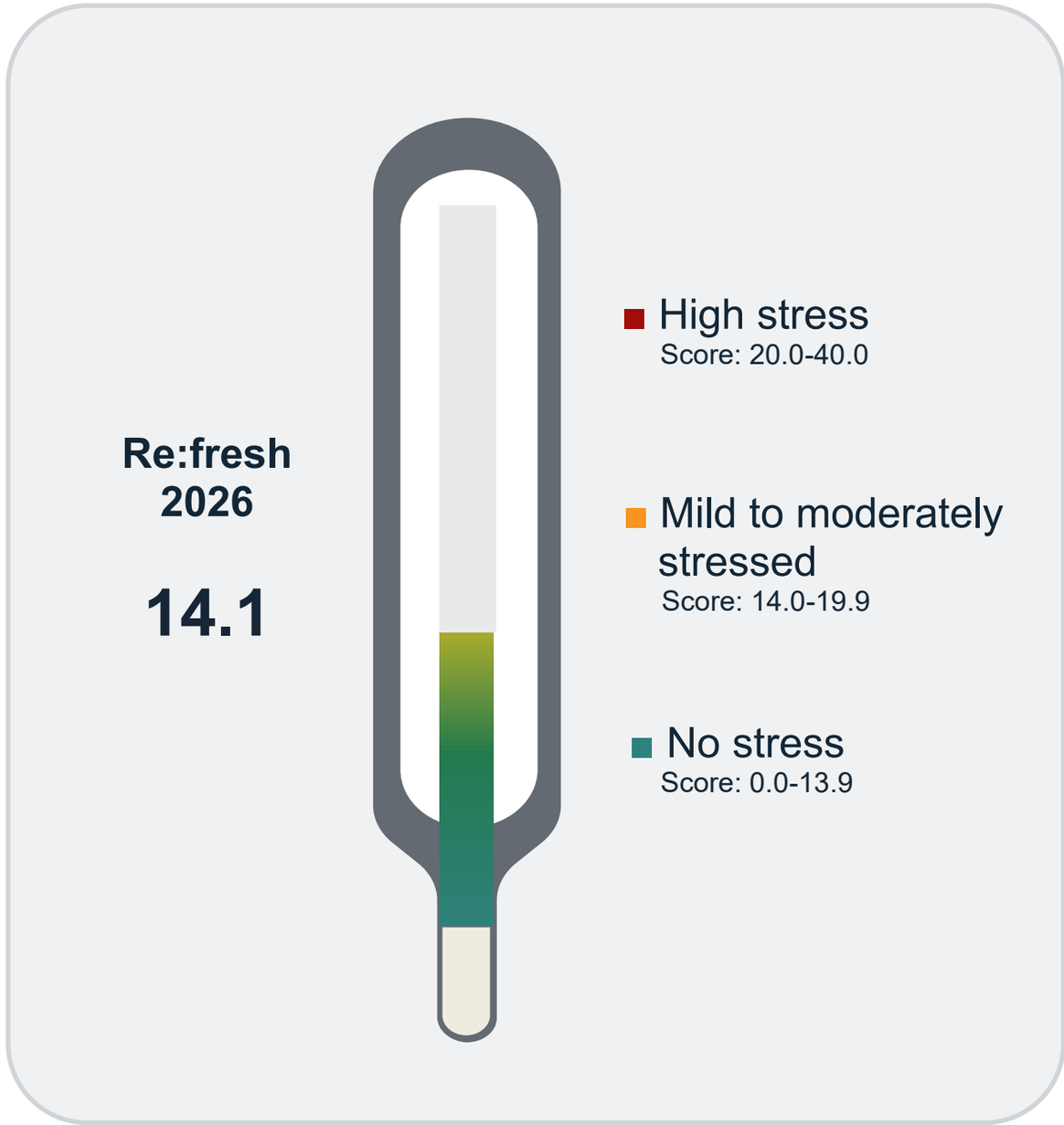
MARINE BENEFITS

Perceived stress scale

Stress

	Re:fresh 2026	Re:fresh 2024
Stress level	14.1	15.6

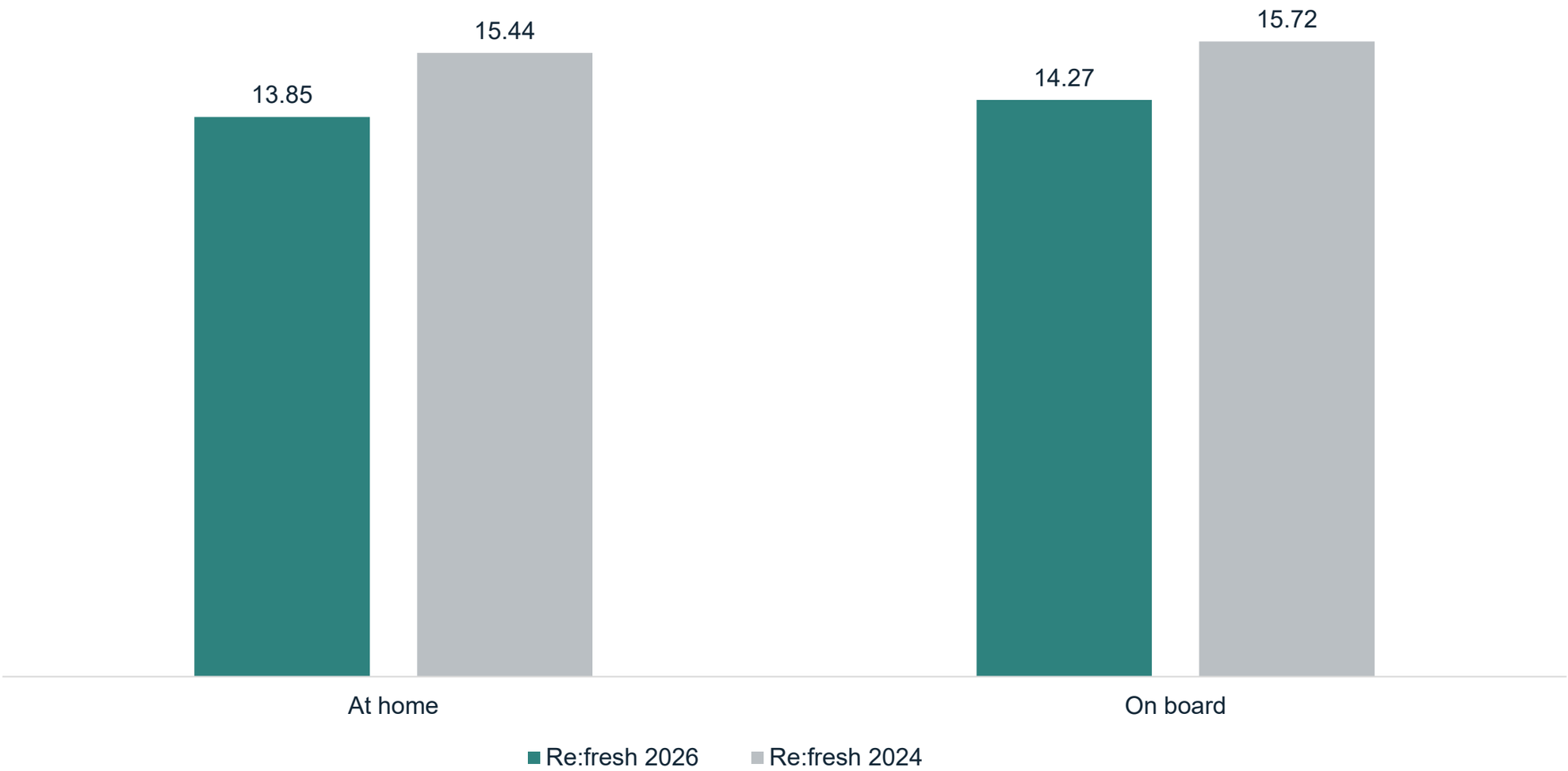
Re:fresh 2026 N = 23,042
Re:fresh 2024 N = 27,732



MARINE BENEFITS

Stress

At home and On board

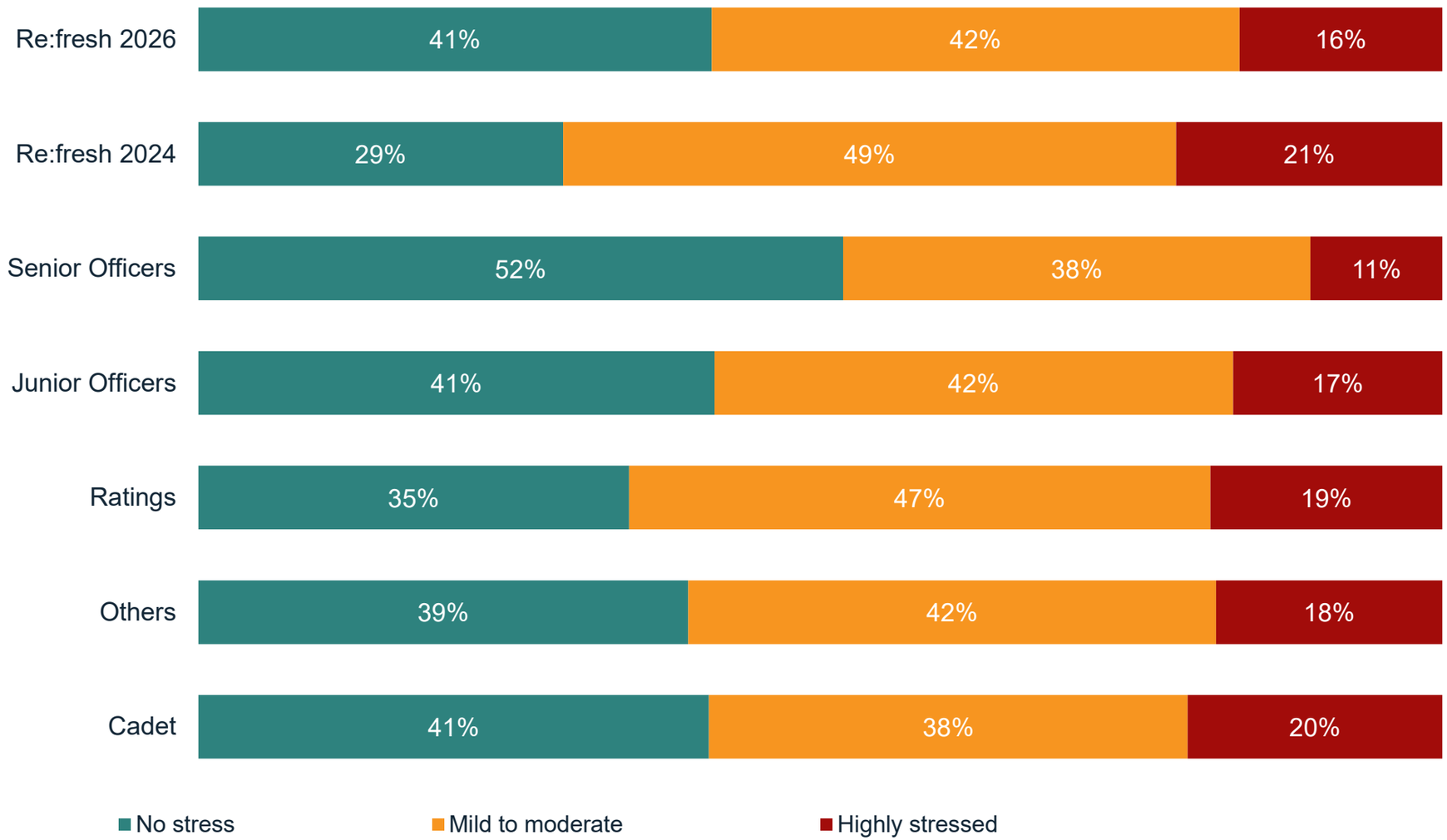


Re:fresh 2026 N = 23,042
Re:fresh 2024 N = 27,732

MARINE BENEFITS

Stress

By rank group

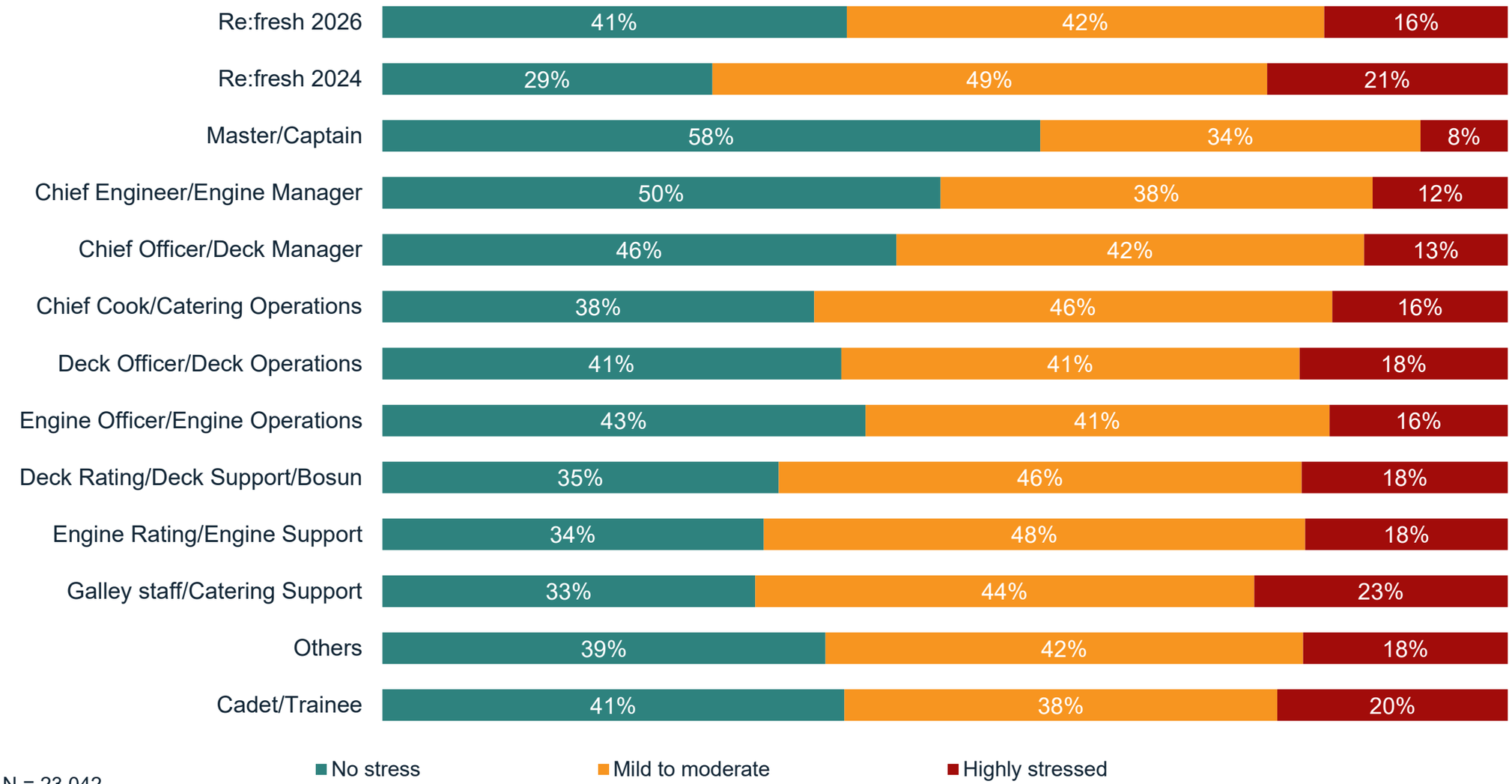


Re:fresh 2026 N = 23,042
Re:fresh 2024 N = 27,732

MARINE BENEFITS

Stress

By rank

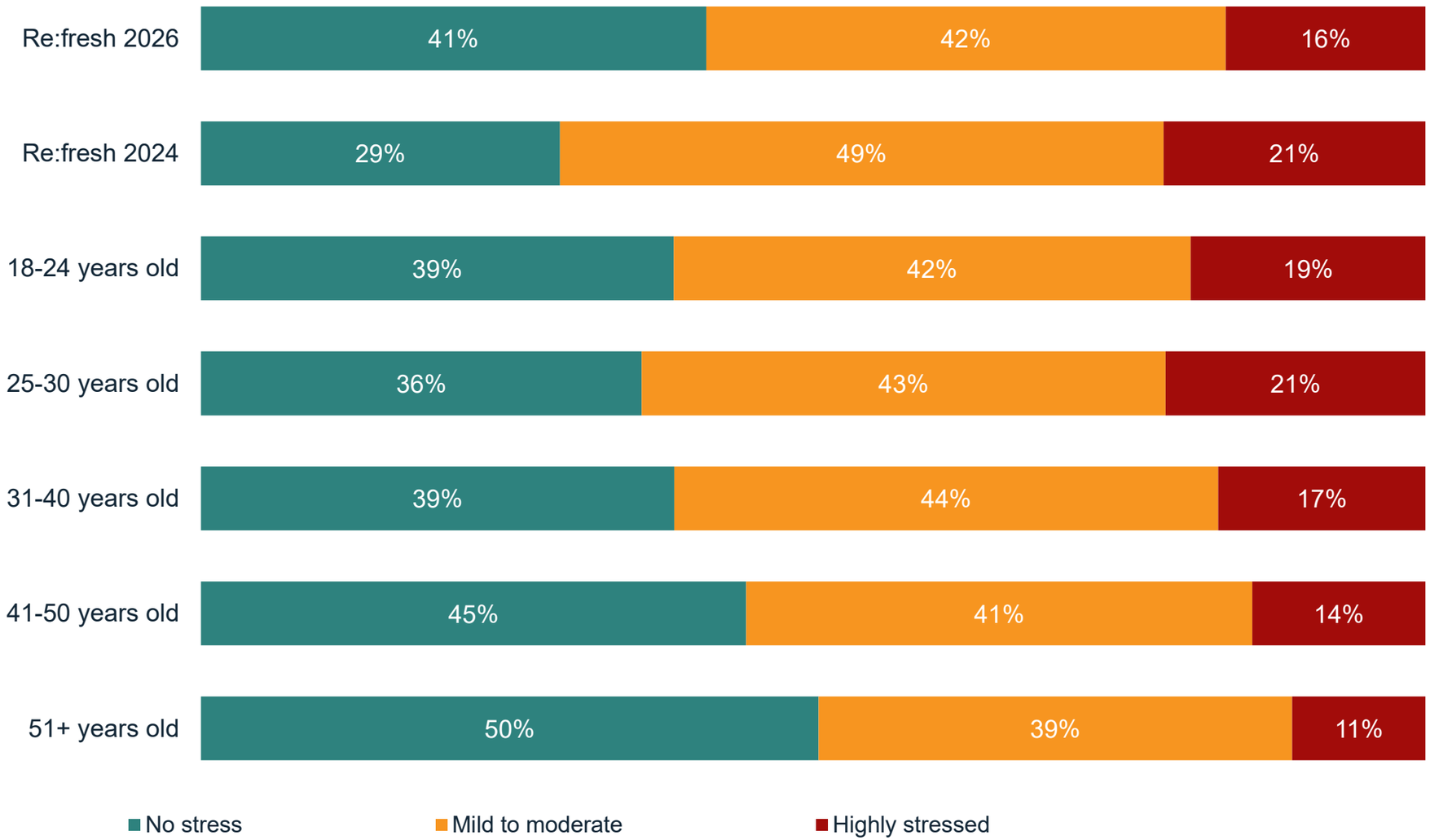


Re:fresh 2026 N = 23,042
Re:fresh 2024 N = 27,732

MARINE BENEFITS

Stress

By age

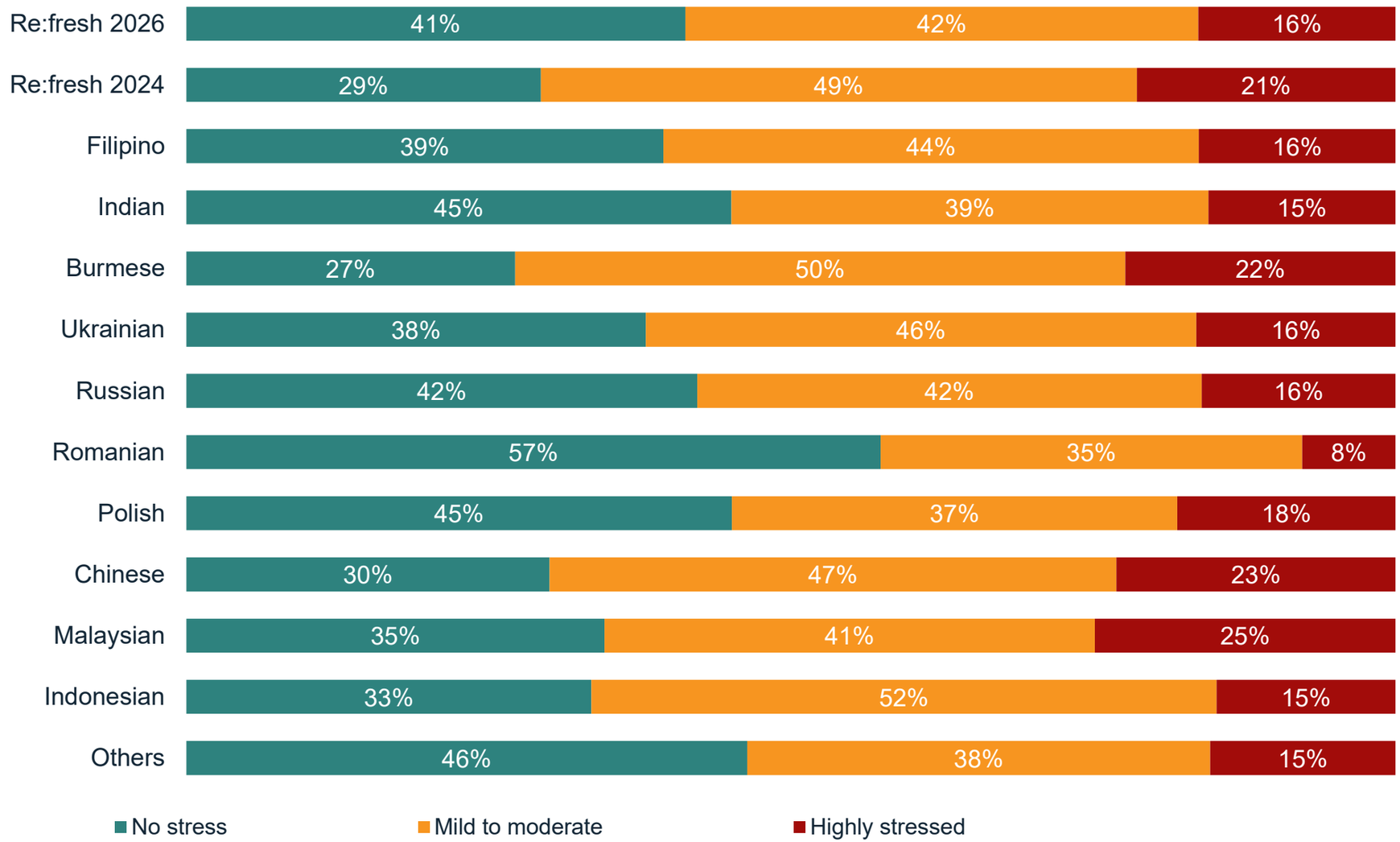


Re:fresh 2026 N = 23,042
Re:fresh 2024 N = 27,732

MARINE BENEFITS

Stress

By nationality

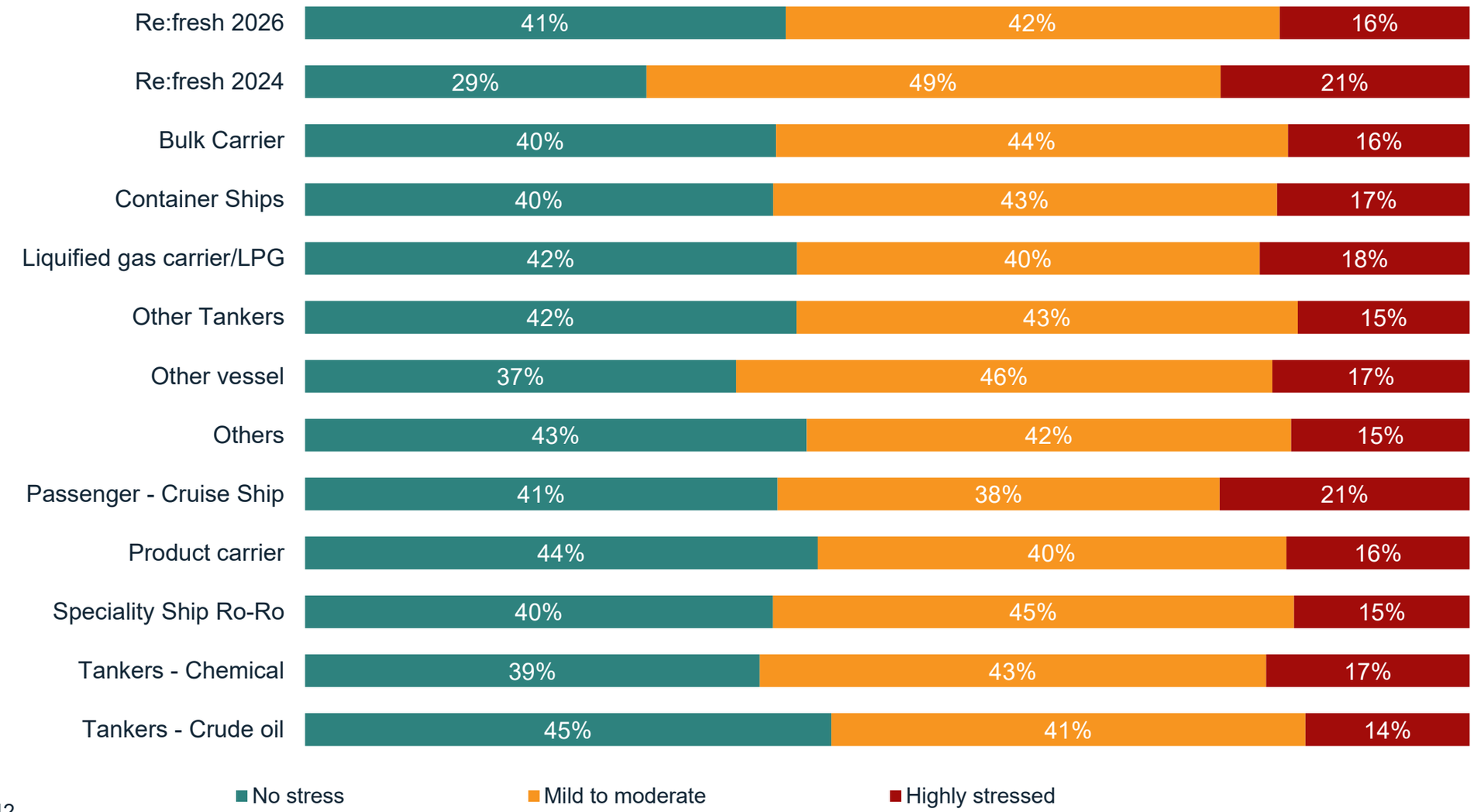


Re:fresh 2026 N = 23,042
Re:fresh 2024 N = 27,732

MARINE BENEFITS

Stress

By vessel type

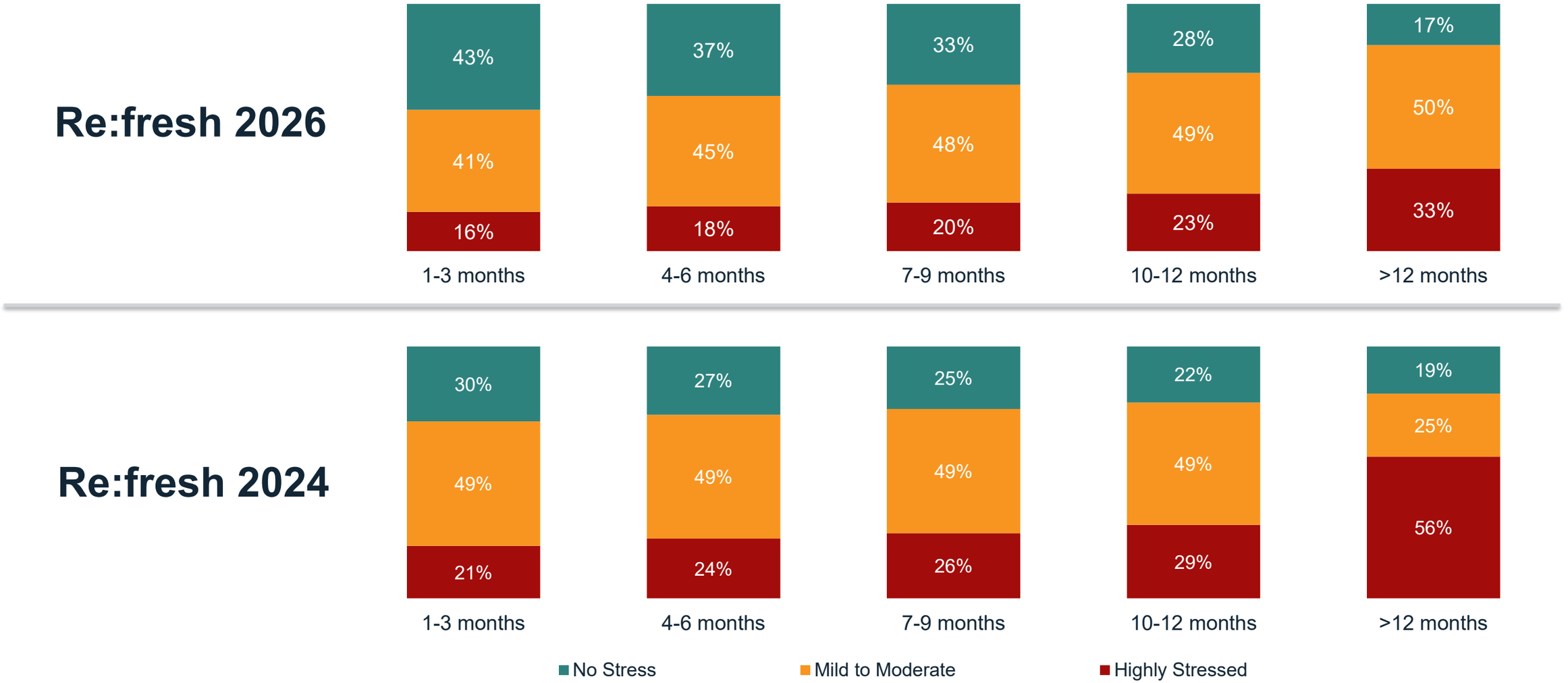


Re:fresh 2026 N = 23,042
Re:fresh 2024 N = 27,732

MARINE BENEFITS

Stress

Time spent on board



Re:fresh 2026 N = 15,500
Re:fresh 2024 N = 17,747

MARINE BENEFITS

Wellbeing



MARINE BENEFITS

Wellbeing

Wellbeing may be viewed as the balance point between resources and challenges a person faces. Everyone has his/her own setpoint for balance. The state of wellbeing is reached when an individual has the psychological, social, spiritual, and physical means to meet a specific challenge. If a person faces more challenges than he has resources, the see-saw will dip into low levels of wellbeing and possibly depression.
Wellbeing is important to overall health.

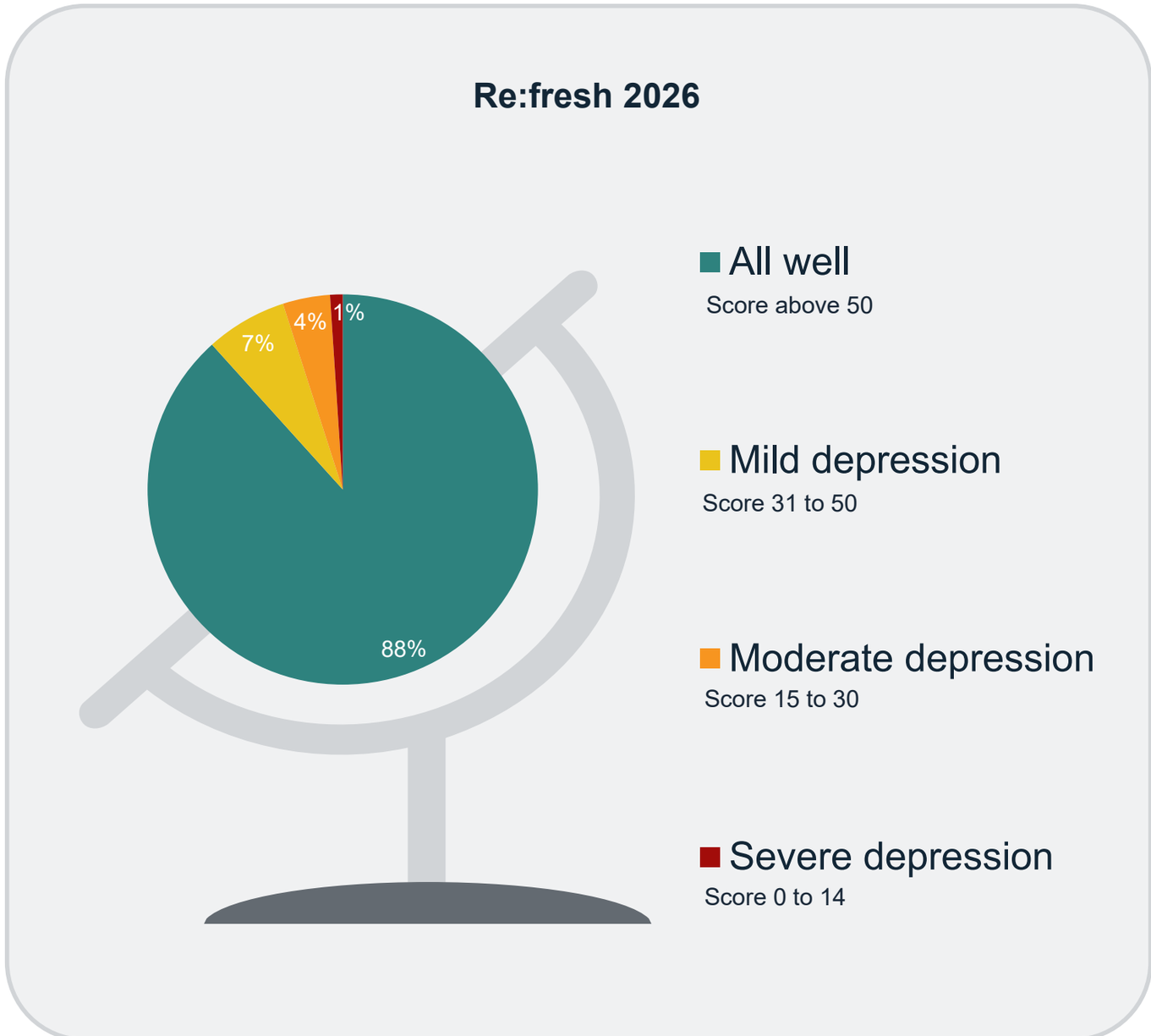
The WHO-5 wellbeing index assesses subjective psychological wellbeing and depression through 5 non-invasive and simple questions. A score of 0 represents the worst imaginable wellbeing and 100 represents the best imaginable wellbeing.

MARINE BENEFITS

WHO-5

Wellbeing

	Re:fresh 2026	Re:fresh 2024
All well	88%	87%
At risk	12%	13%

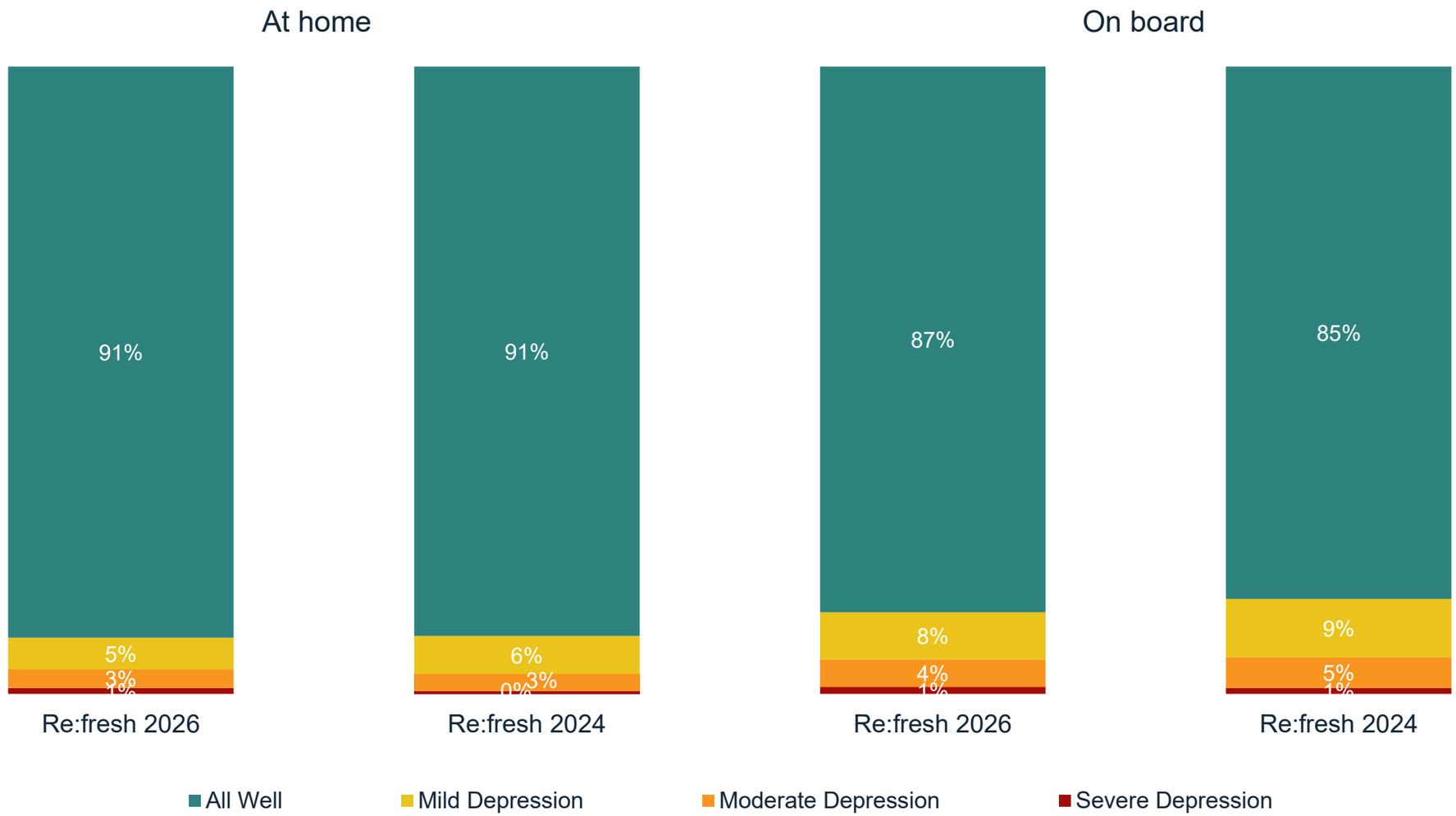


Re:fresh 2026 N = 23,708
Re:fresh 2024 N = 28,206

MARINE BENEFITS

Wellbeing

At home and On board

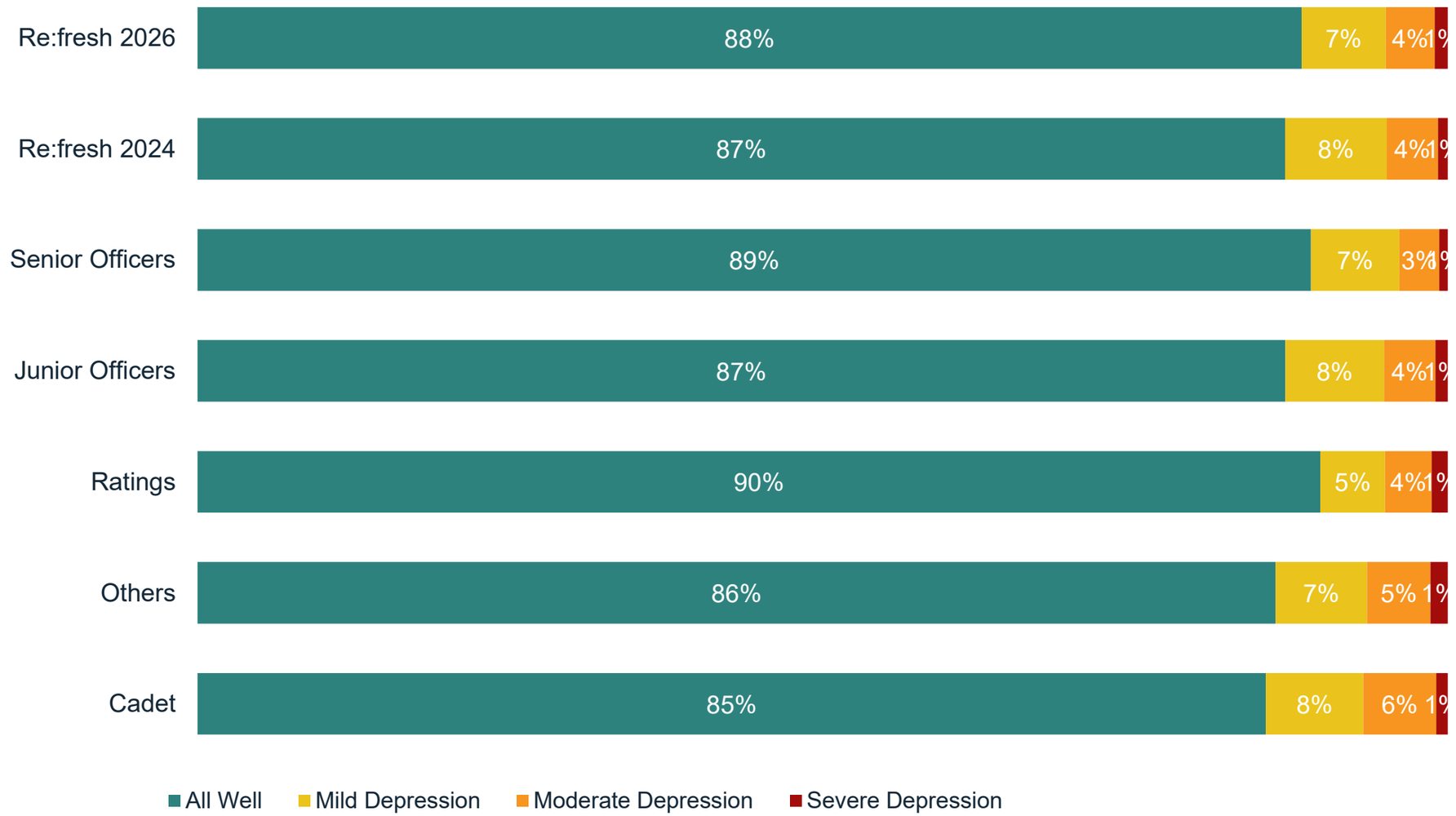


Re:fresh 2026 N = 23,708
Re:fresh 2024 N = 28,206

MARINE BENEFITS

Wellbeing

By rank group

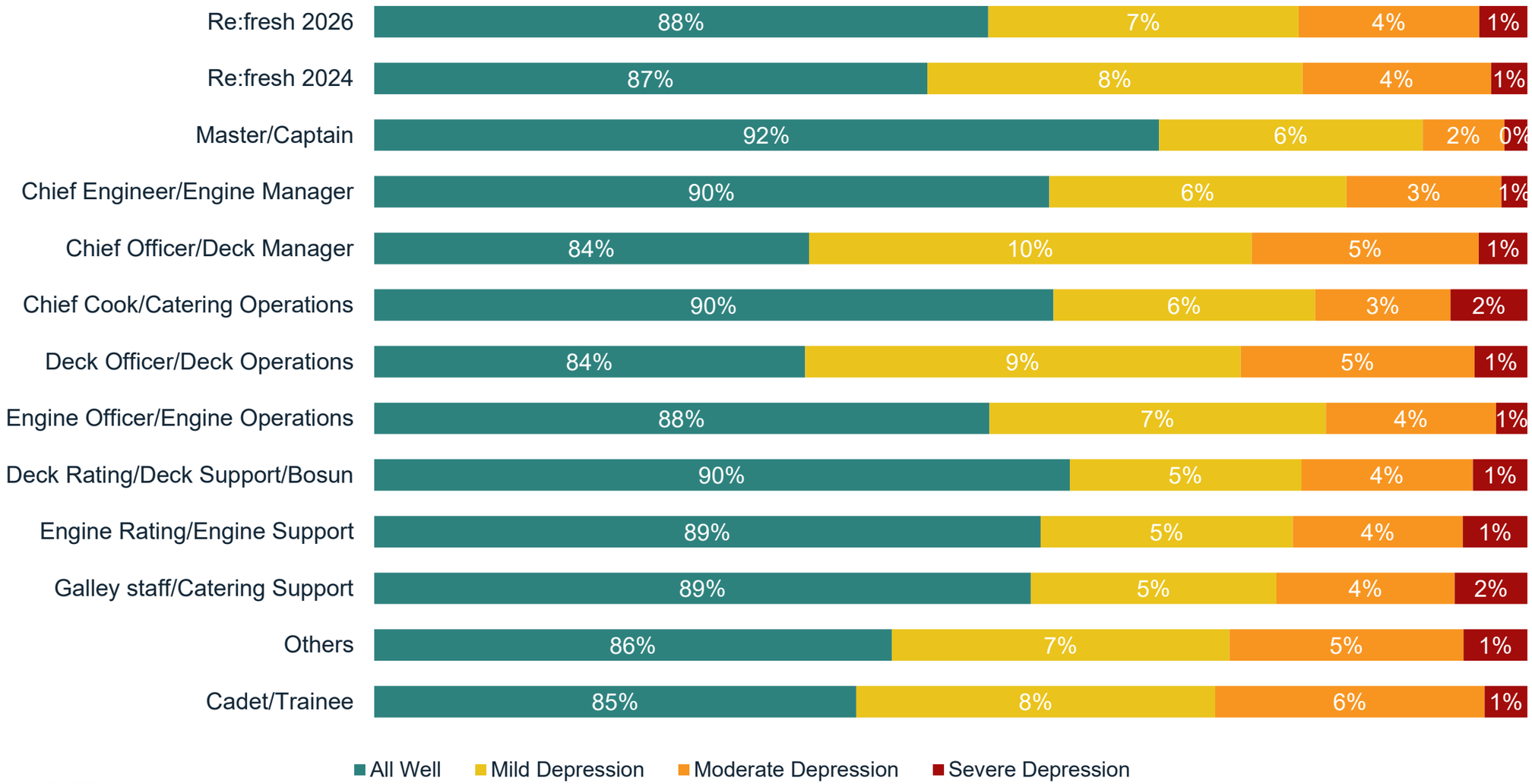


Re:fresh 2026 N = 23,708
Re:fresh 2024 N = 28,206

MARINE BENEFITS

Wellbeing

By rank

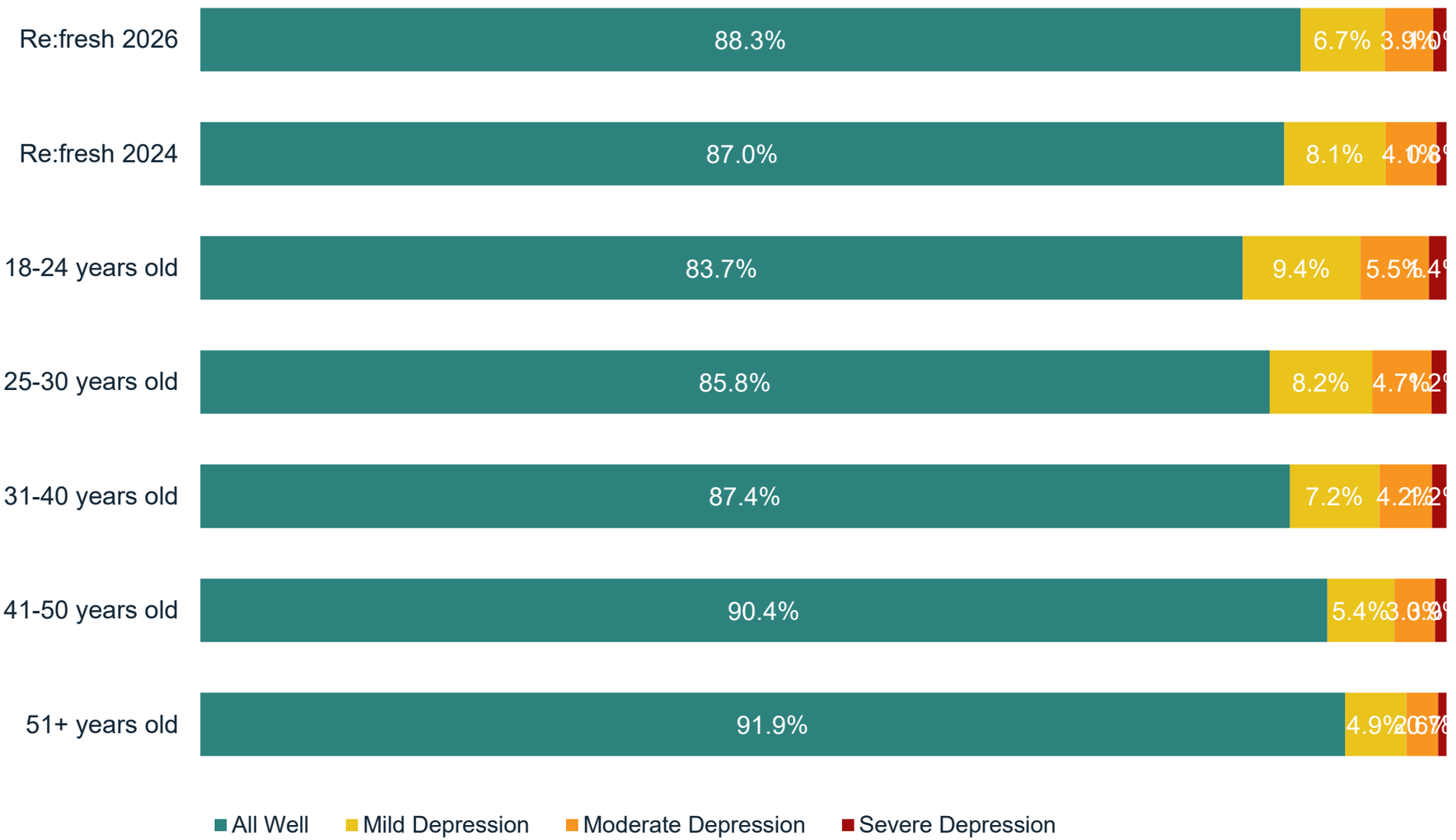


Re:fresh 2026 N = 23,708
Re:fresh 2024 N = 28,206

MARINE BENEFITS

Wellbeing

By age

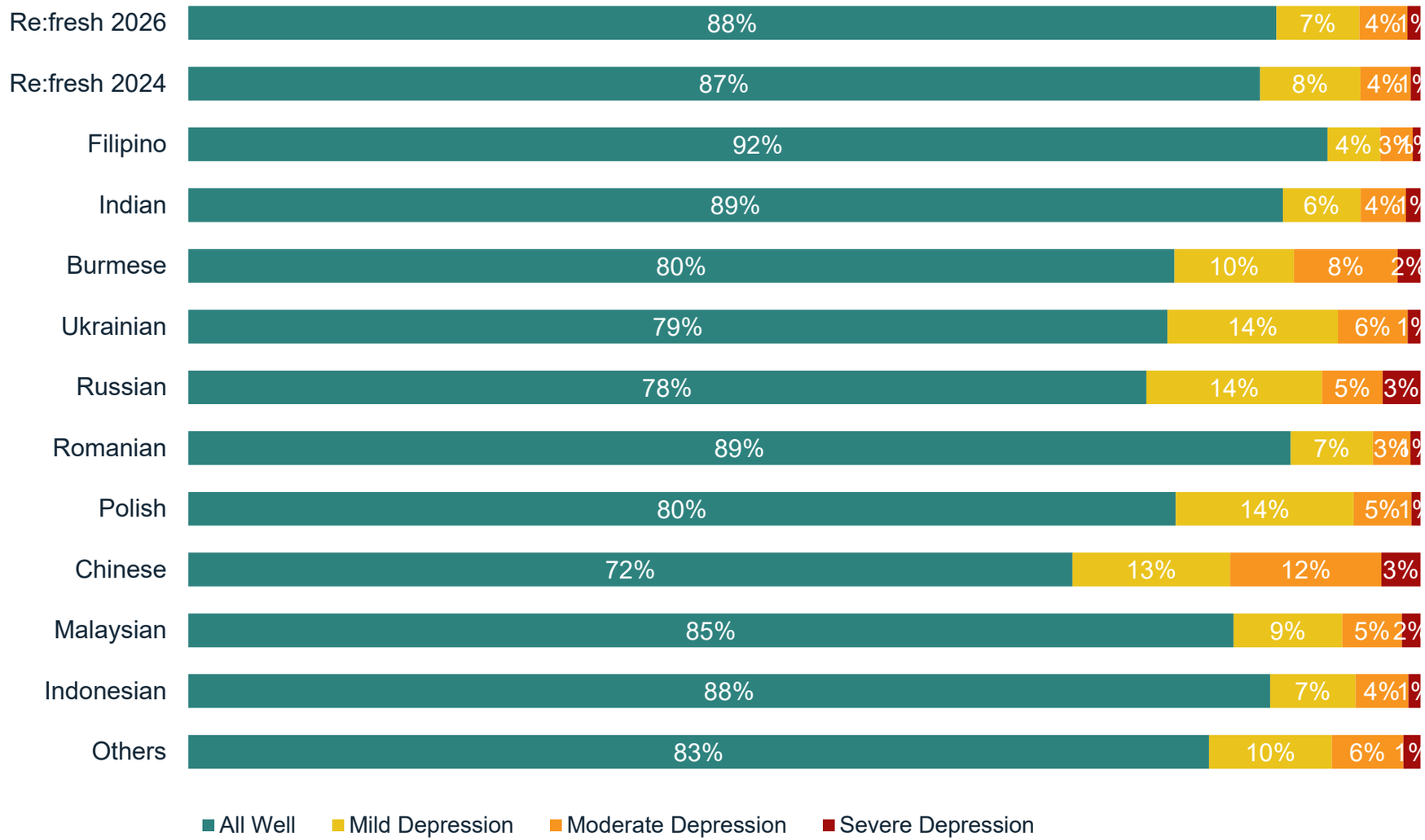


Re:fresh 2026 N = 23,708
Re:fresh 2024 N = 28,206

MARINE BENEFITS

Wellbeing

By nationality

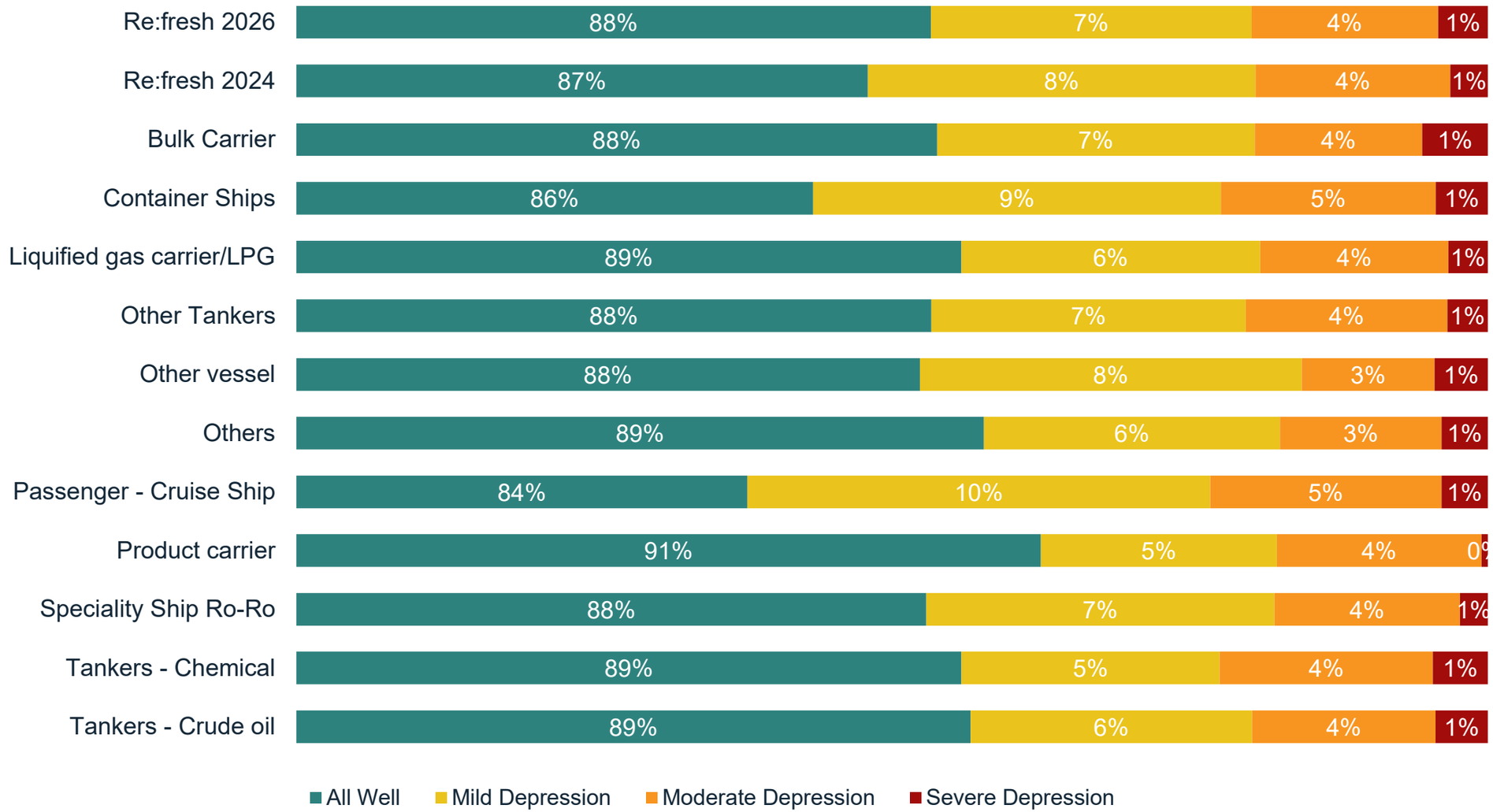


Re:fresh 2026 N = 23,708
Re:fresh 2024 N = 28,206

MARINE BENEFITS

Wellbeing

By vessel type



Re:fresh 2026 N = 23,708
Re:fresh 2024 N = 28,206

MARINE BENEFITS

Wellbeing

By time spent on board



Re:fresh 2026 N = 15,887
Re:fresh 2024 N = 17,995

MARINE BENEFITS

Distress



MARINE BENEFITS

General Health Questionnaire

GHQ-12

Psychological distress refers to a subjective sense of discomfort, mental anguish, perceived lack of control, anxiety, or stress. It can manifest in various ways and may cause both physical and emotional symptoms. These are some common signs of psychological distress:

- Problems with Anger Management
- Physical Symptoms
- Low Energy Levels
- Isolation and loneliness
- Changes in Eating or Sleeping Patterns

The GHQ-12 General health questionnaire is a screening tool for identifying signs of psychological distress and can help detect mental health issues related to anxiety, depression, social dysfunction, and loss of confidence in community settings. It consists of 12 questions that measure short-term changes in mental health and levels of psychological functioning. Participants are asked to rate their experiences over the past few weeks using a Likert scale. Higher scores indicate greater suffering.

MARINE BENEFITS

GHQ-12

Distress

	Re:fresh 2026
Mild	14%
Severe	0%

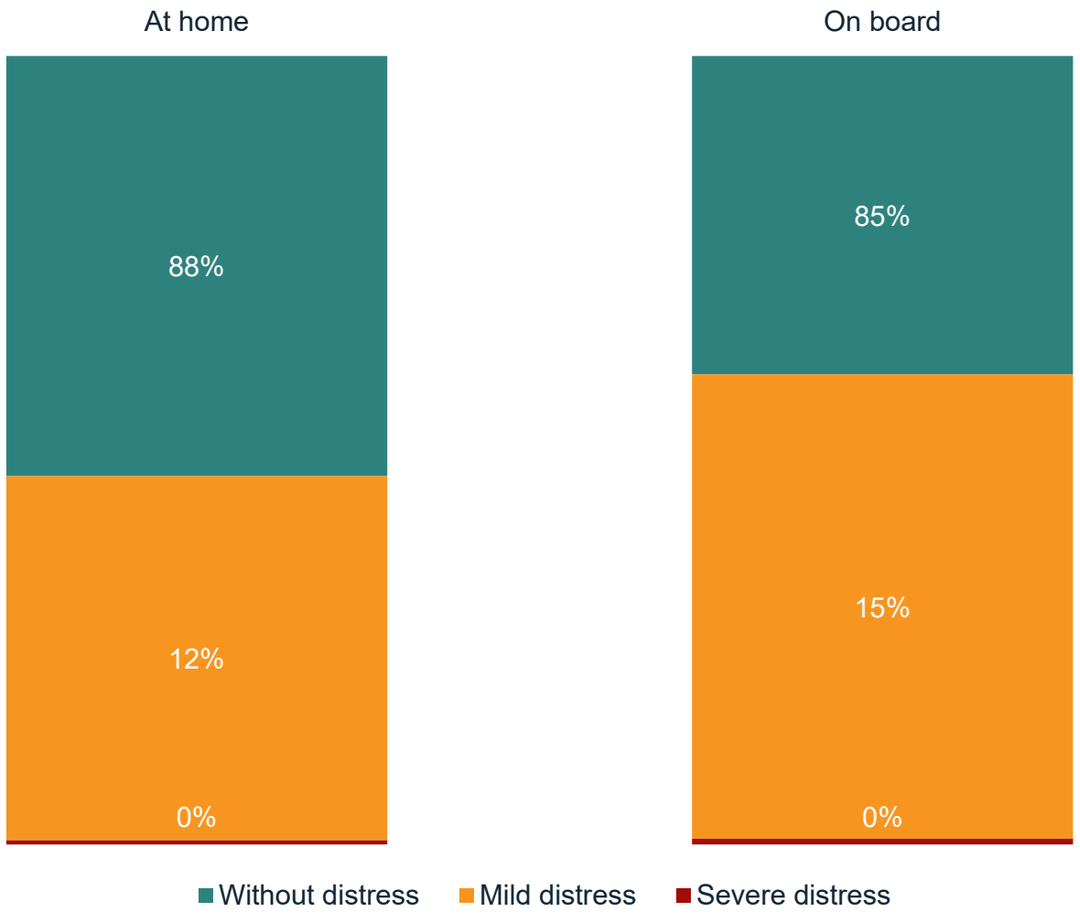


Re:fresh 2026 N = 23,860

MARINE BENEFITS

Distress

At home and On board

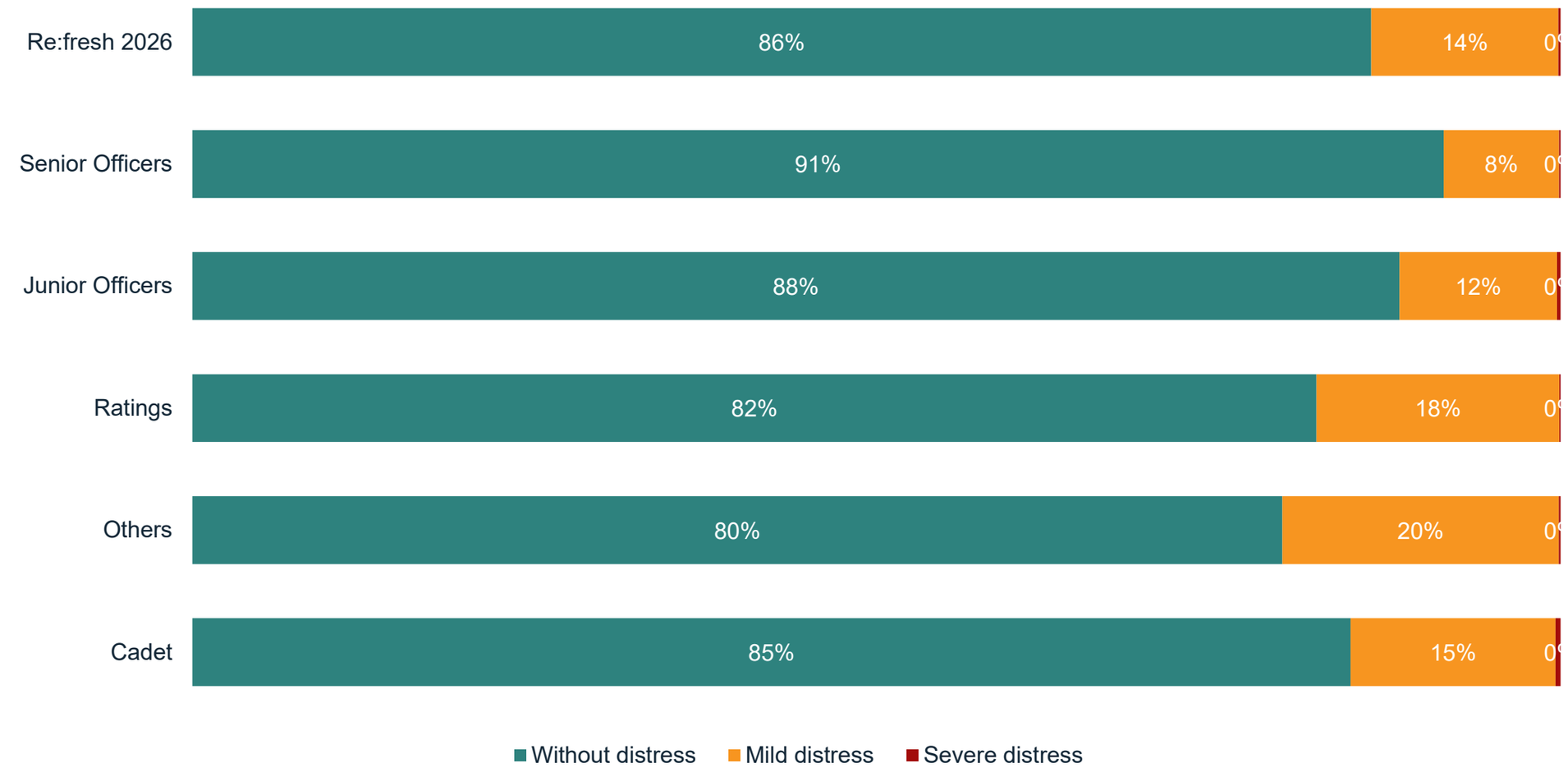


Re:fresh 2026 N = 23,860

MARINE BENEFITS

Distress

By rank group

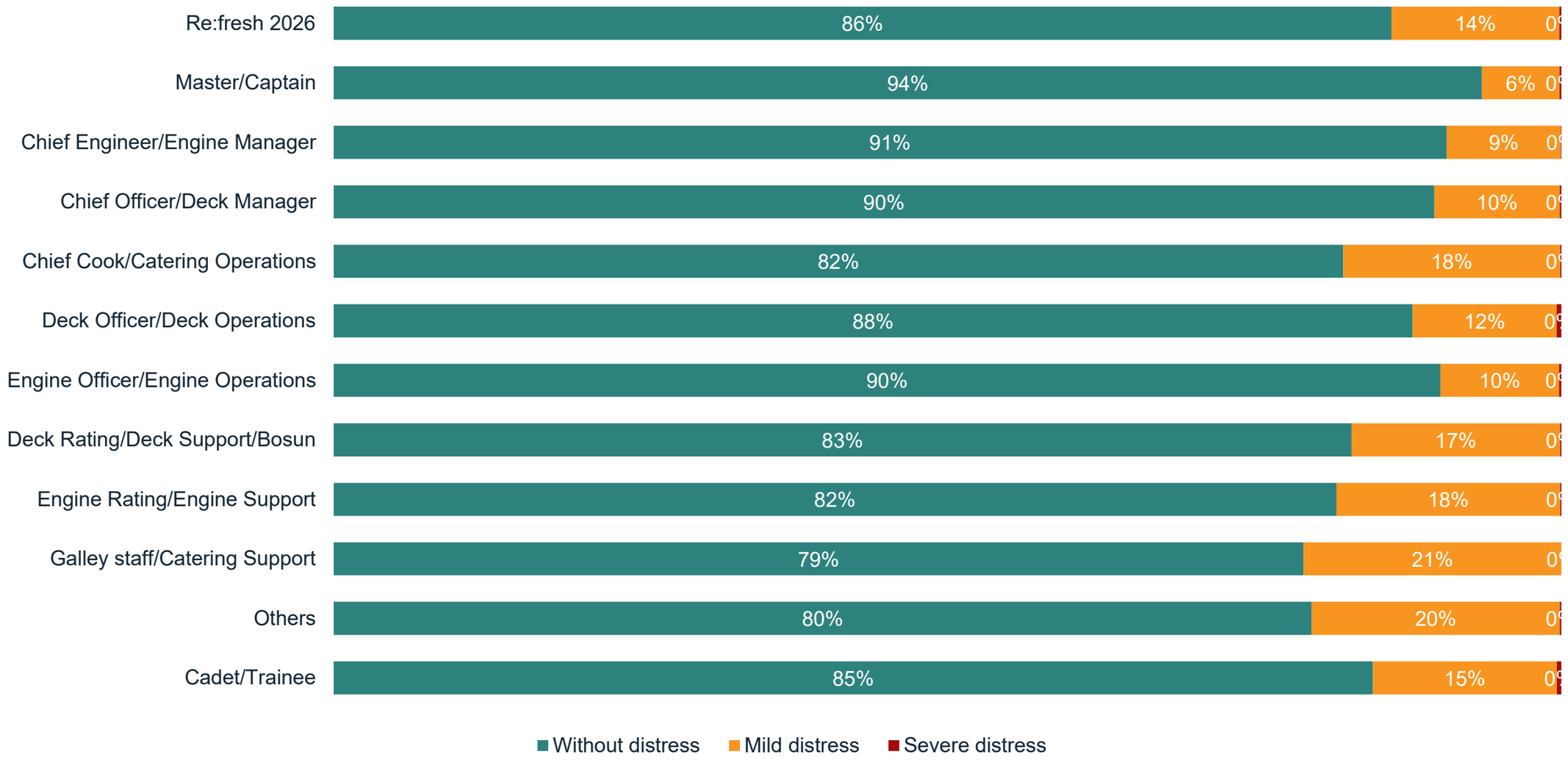


Re:fresh 2026 N = 23,860

MARINE BENEFITS

Distress

By rank

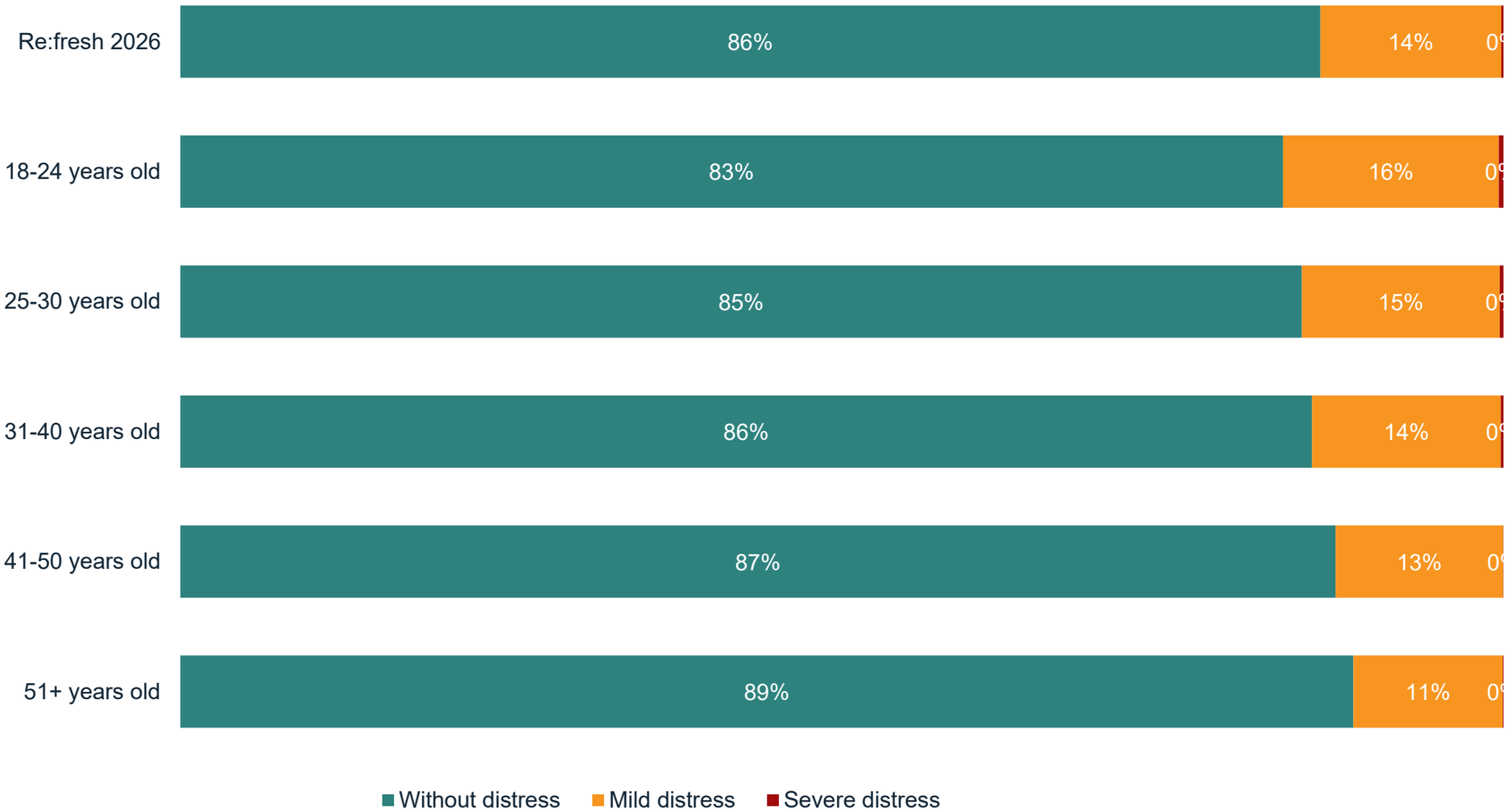


Re:fresh 2026 N = 23,860

MARINE BENEFITS

Distress

By age

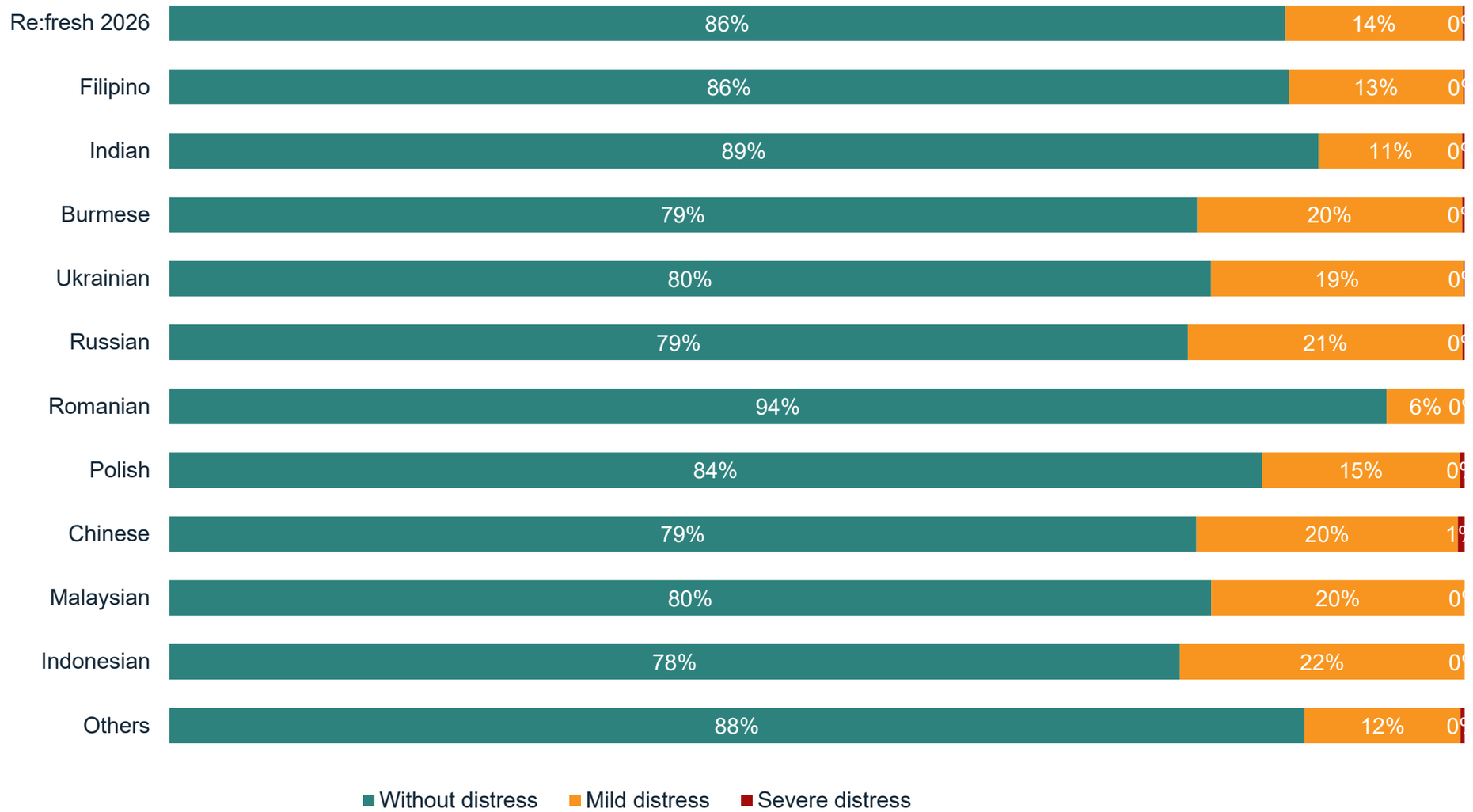


Re:fresh 2026 N = 23,860

MARINE BENEFITS

Distress

By age

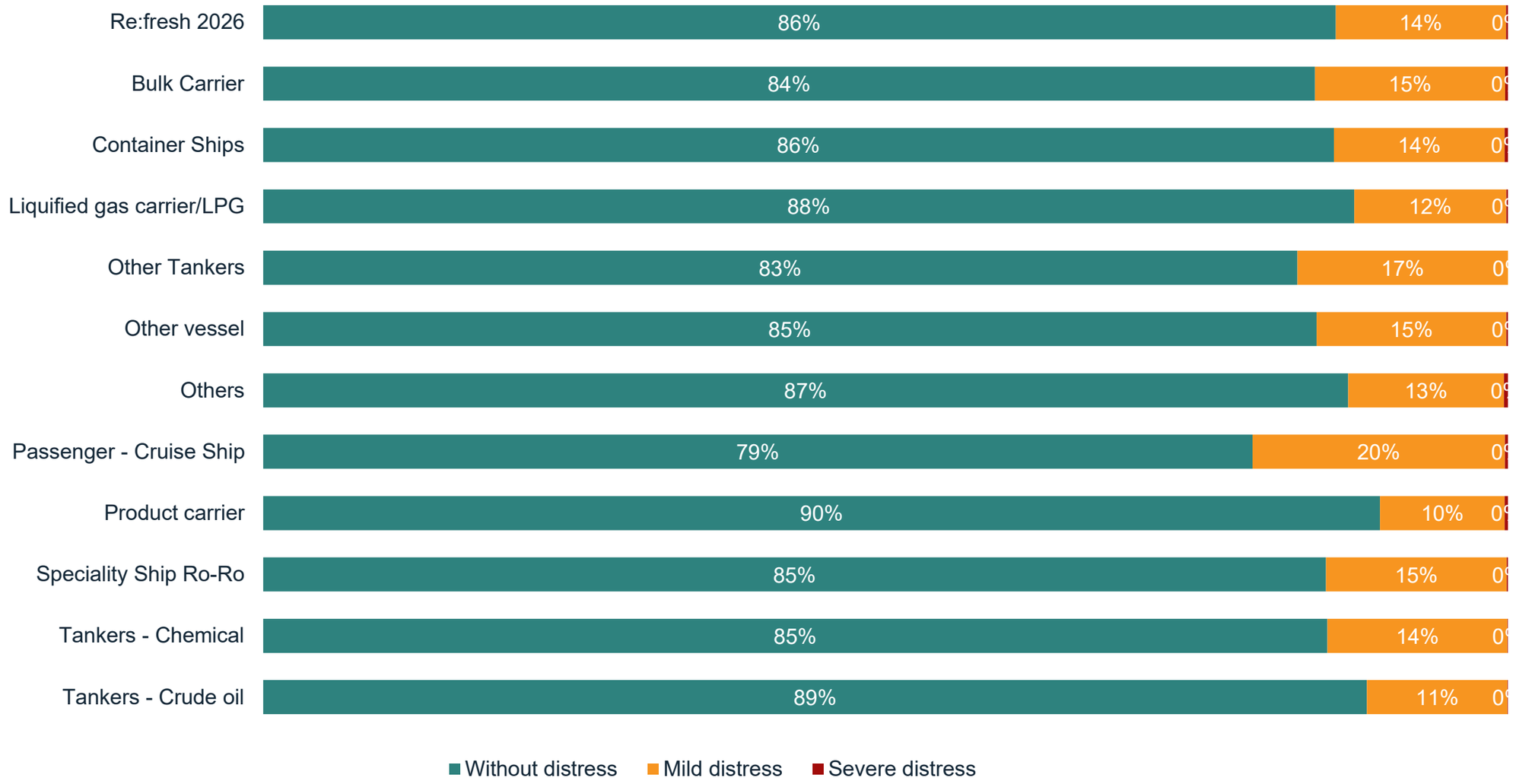


Re:fresh 2026 N = 23,860

MARINE BENEFITS

Distress

By age



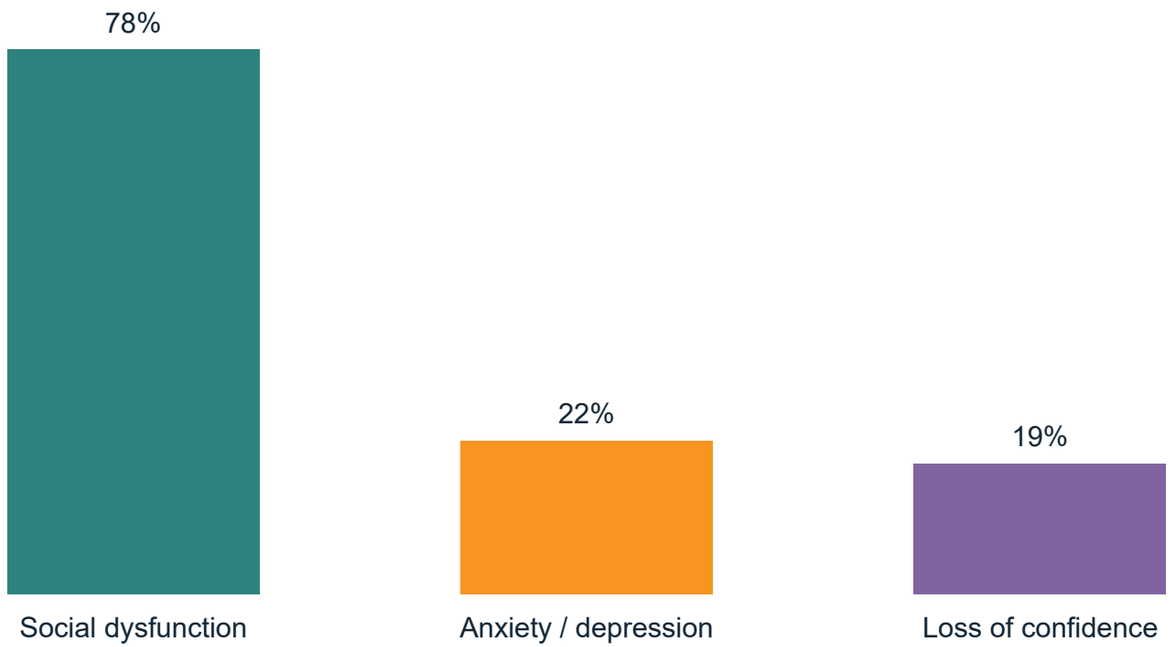
Re:fresh 2026 N = 23,860

MARINE BENEFITS

Distress

Drivers of distress

Among those distressed, these are the key drivers:



Re:fresh 2026 N = 3,302

MARINE BENEFITS



- Social aspects
- Social Media
- Satisfaction
- Leisure time
- Flow
- Loyalty
- Bullying & Harrasment
- Career and retention

MARINE BENEFITS

My work and my skills



MARINE BENEFITS

My work and my skills

The following section investigates social and workplace related issues.

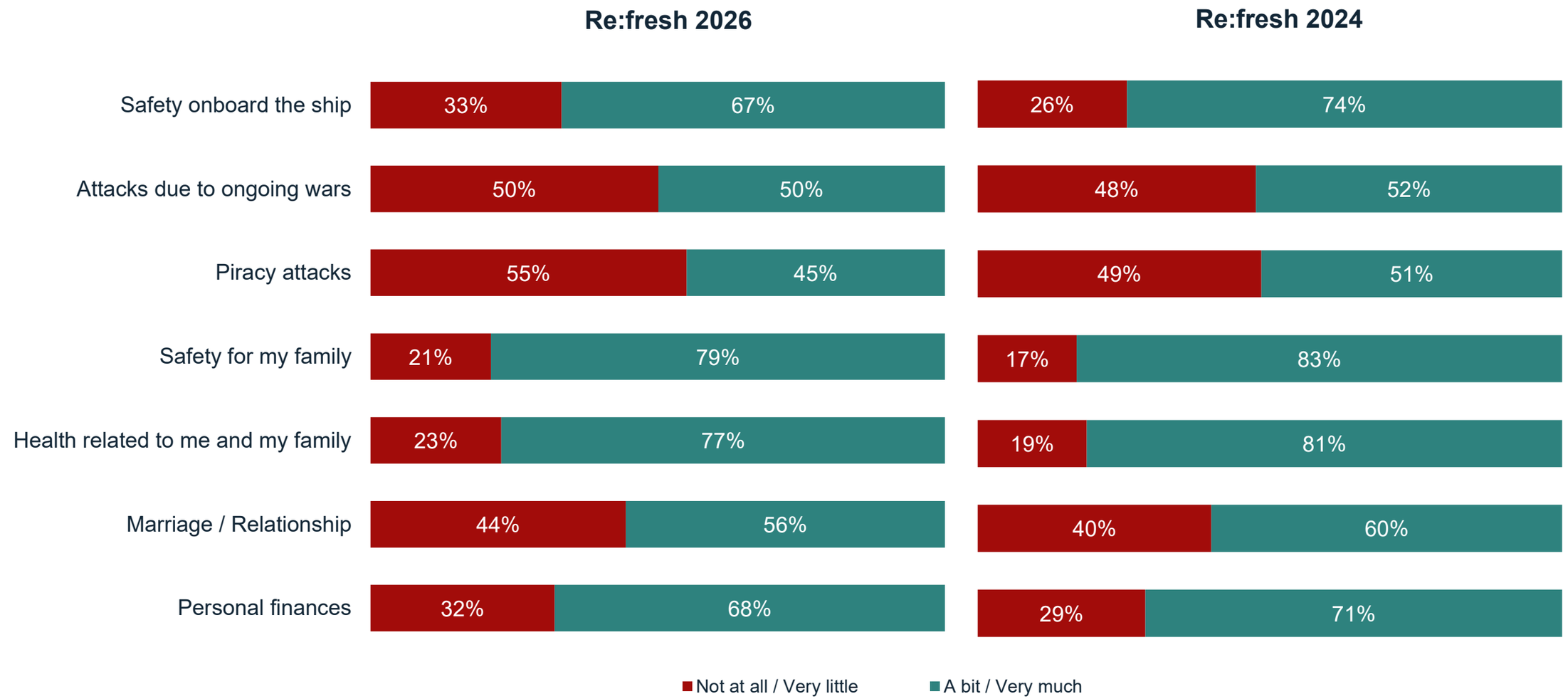
Aside from general socio-economic , cultural and environmental conditions, living and work environment, unemployment and job security have an impact on health and wellbeing. Social aspects such as family, friends and community networks are also areas that are seen to be important concerning outcomes of health and wellbeing.

By including questions in relation to our respondents' workplace, social environment and about their most common worries, we are able to get an idea of how engaged, satisfied, and loyal seafarers are in relation to their workplace, which are indicators to overall wellbeing.

MARINE BENEFITS

Worries

Total

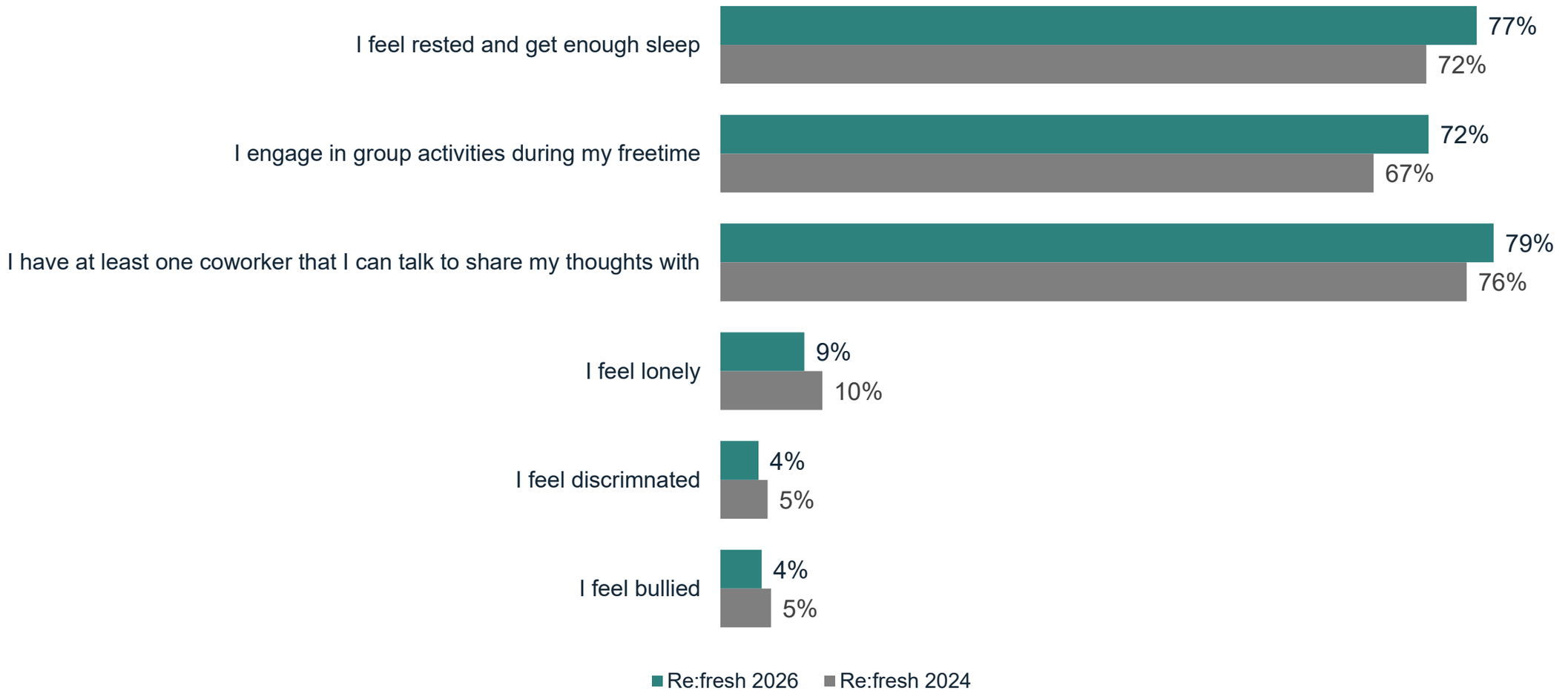


Re:fresh 2026 N = 22,540
Re:fresh 2024 N = 27,322

MARINE BENEFITS

Social aspects onboard

Social aspects that affect life and work onboard

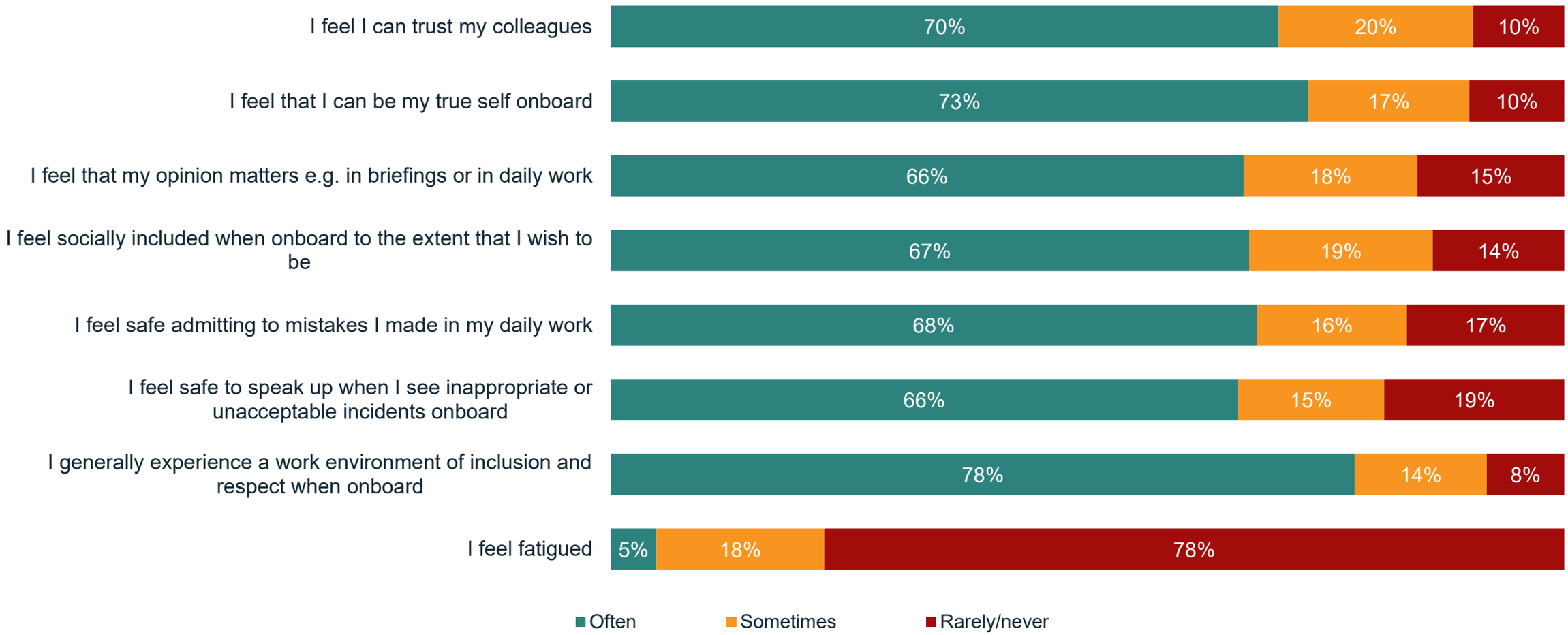


Re:fresh 2026 N = 22,540
Re:fresh 2024 N = 27,322

MARINE BENEFITS

Social aspects onboard

Social aspects that affect life and work onboard

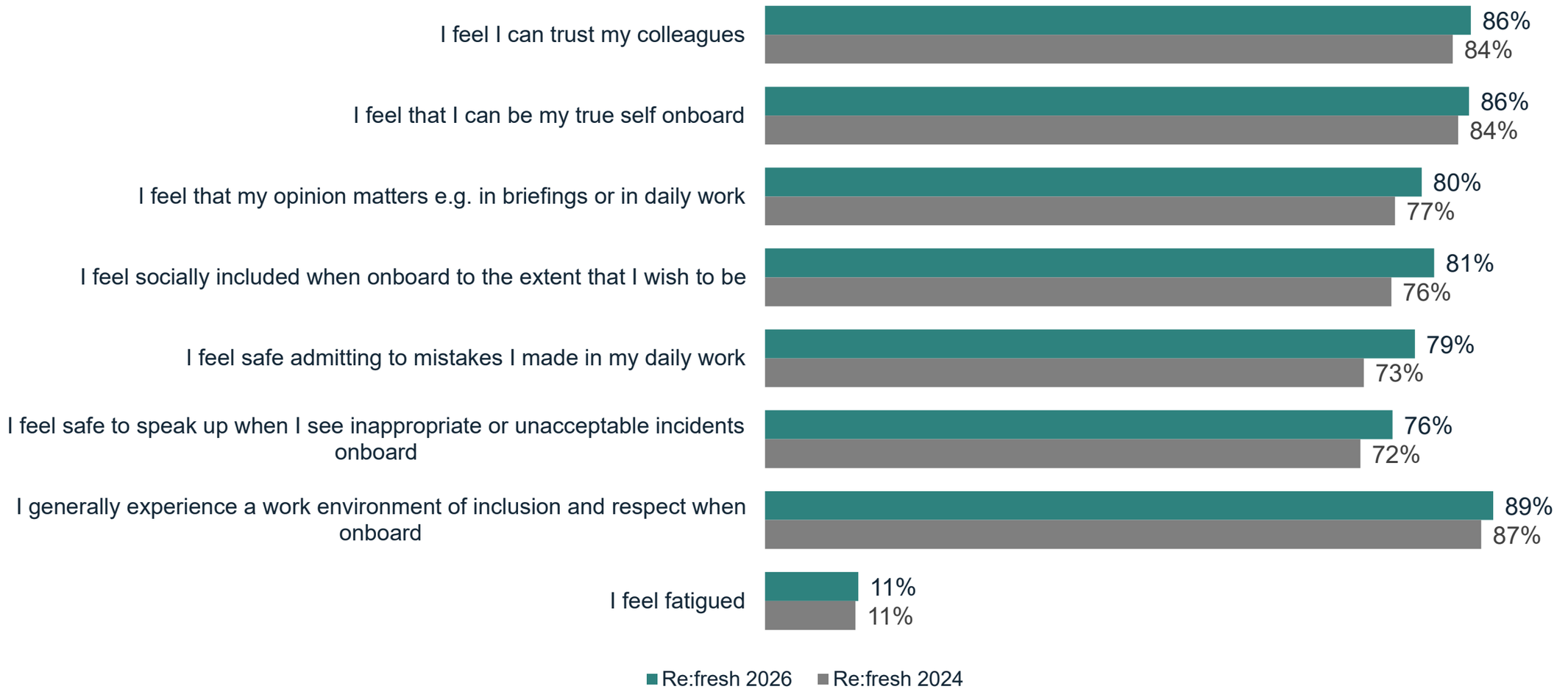


Re:fresh 2026 N = 22,540

MARINE BENEFITS

Social aspects onboard

Social aspects that affect life and work onboard



Re:fresh 2026 N = 22,540
Re:fresh 2024 N = 27,322

MARINE BENEFITS

Leisure time



MARINE BENEFITS

Leisure time

Ranking of how seafarers like to spend their free time onboard

	Re:fresh 2026	Re:fresh 2024
Exercise/ Physical activity	1	1
Spend time with peers/colleagues	2	3
Online/chatting/social media/surf internet	3	2
Relax (reading/watch movies/TV)	4	4
Hobby	5	5

Re:fresh 2026 N = 25,149
Re:fresh 2024 N = 27,152

MARINE BENEFITS

Leisure time

By rank group

	Senior Officers	Junior Officers	Ratings	Others	Cadet
Exercise/ Physical activity	1	1	1	1	1
Spend time with peers/colleagues	4	4	2	2	2
Online/chatting/social media/surf internet	3	2	3	3	4
Relax (reading/watch movies/TV)	2	3	4	4	3
Hobby	5	5	5	5	5

Re:fresh 2026 N = 25,149

MARINE BENEFITS

Screen Time

Screen time has become a defining feature of modern life. WIth the average person spending several hours a day on screens, our digital habits are reshaping how we live, work, and connect.

A significant portion of this time is spent on social media. These platforms play an important role in enabling global connection, maintaining relations, and sharing information quickly. They can strengthen communication, amplify voices, and support social and culturl movements.

However, increased screen time also comes with challenges:

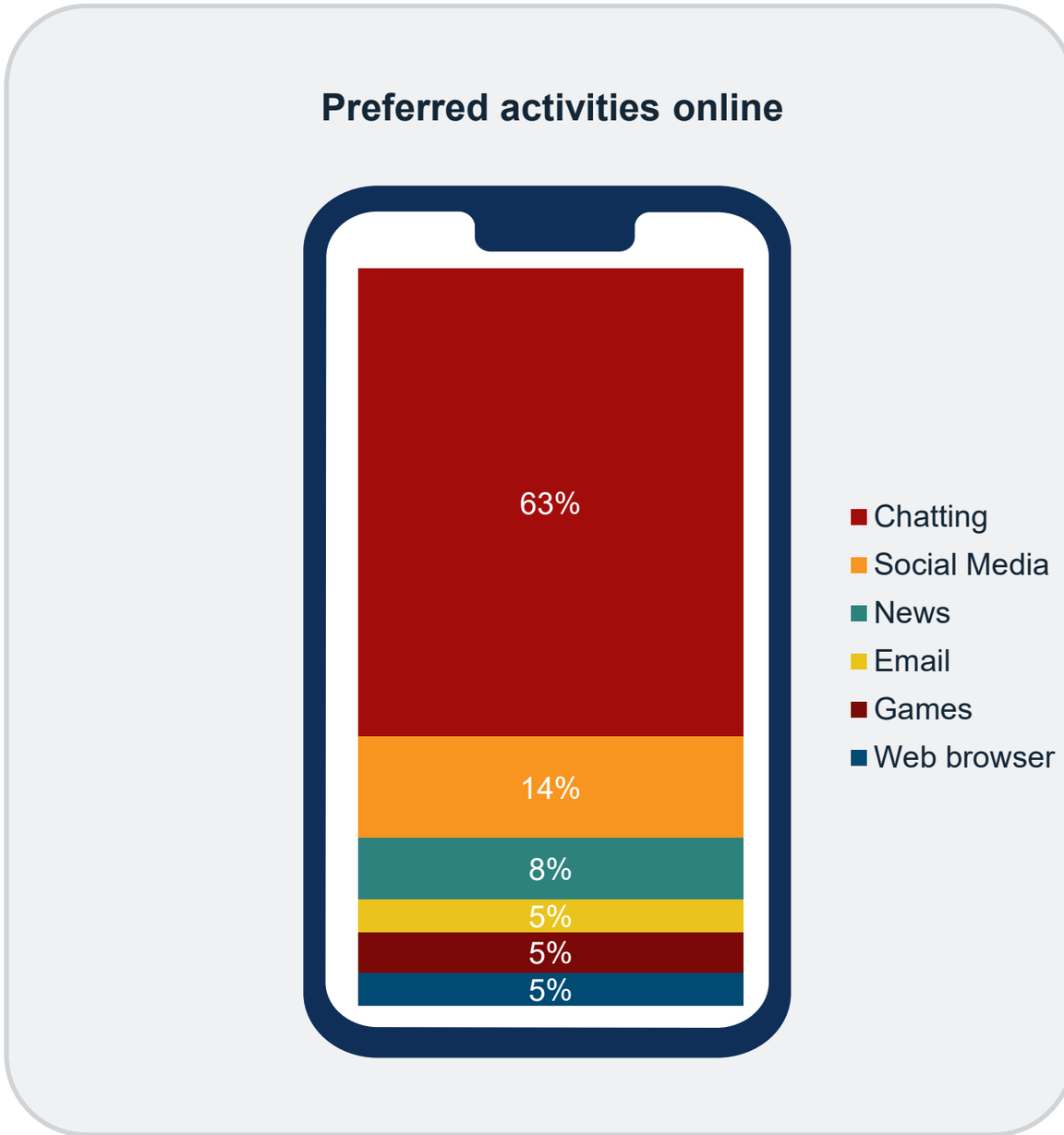
- Reduced in-person interaction
- Unproductive use of time
- Increased risk of anxiety and depression
- Exposure to misinformation
- Negative impact on sleep patterns
- Unrealistic expectations and social comparison
- FOMO (fear of missing out)
- Cyberbullying
- Potential for addictive behaviours
- Influence on attention, behaviour, and development

MARINE BENEFITS

Platform used and time spent online

Screen time

	Re:fresh 2026	Re:fresh 2024
Screen time	3 hrs 9 mins	3 hrs 0 mins

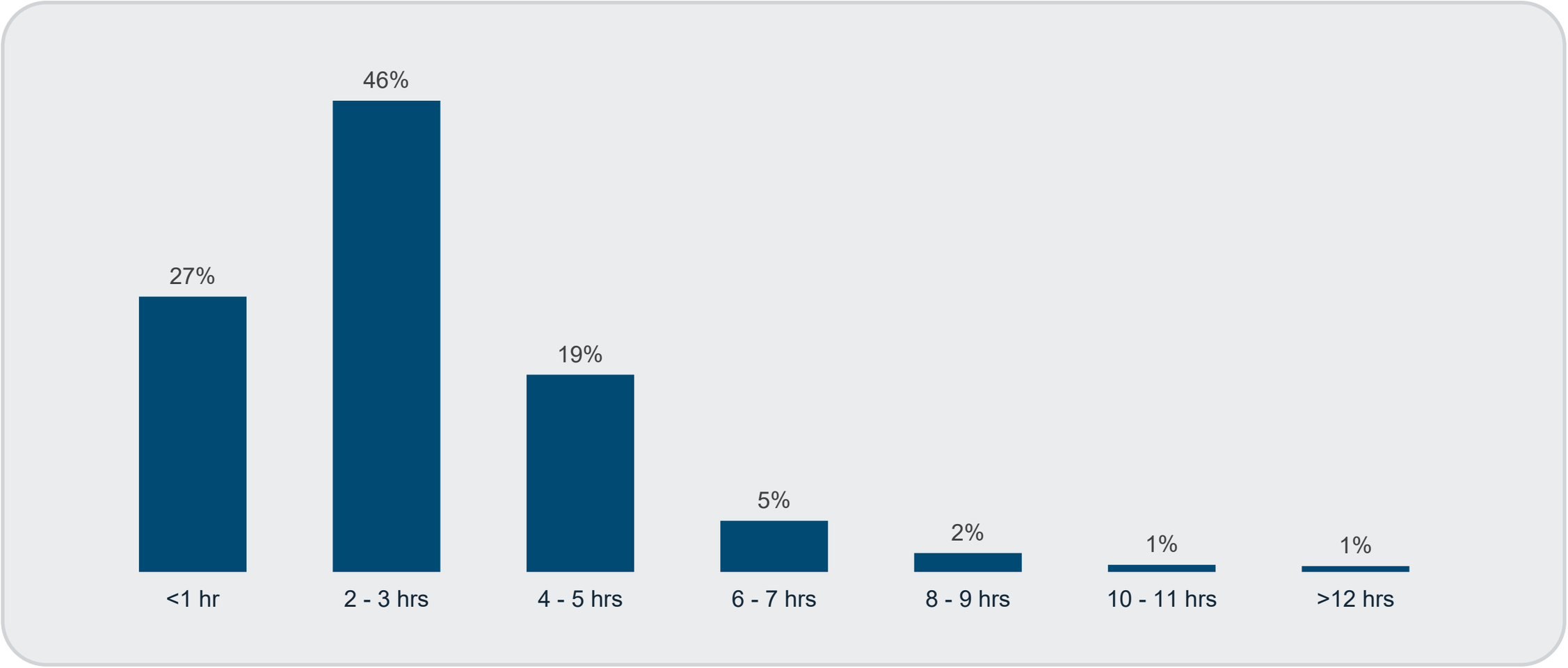


Re:fresh 2026 N= 24,740
Re:fresh 2024 N= 29,458

MARINE BENEFITS

Screen time

Time spent online

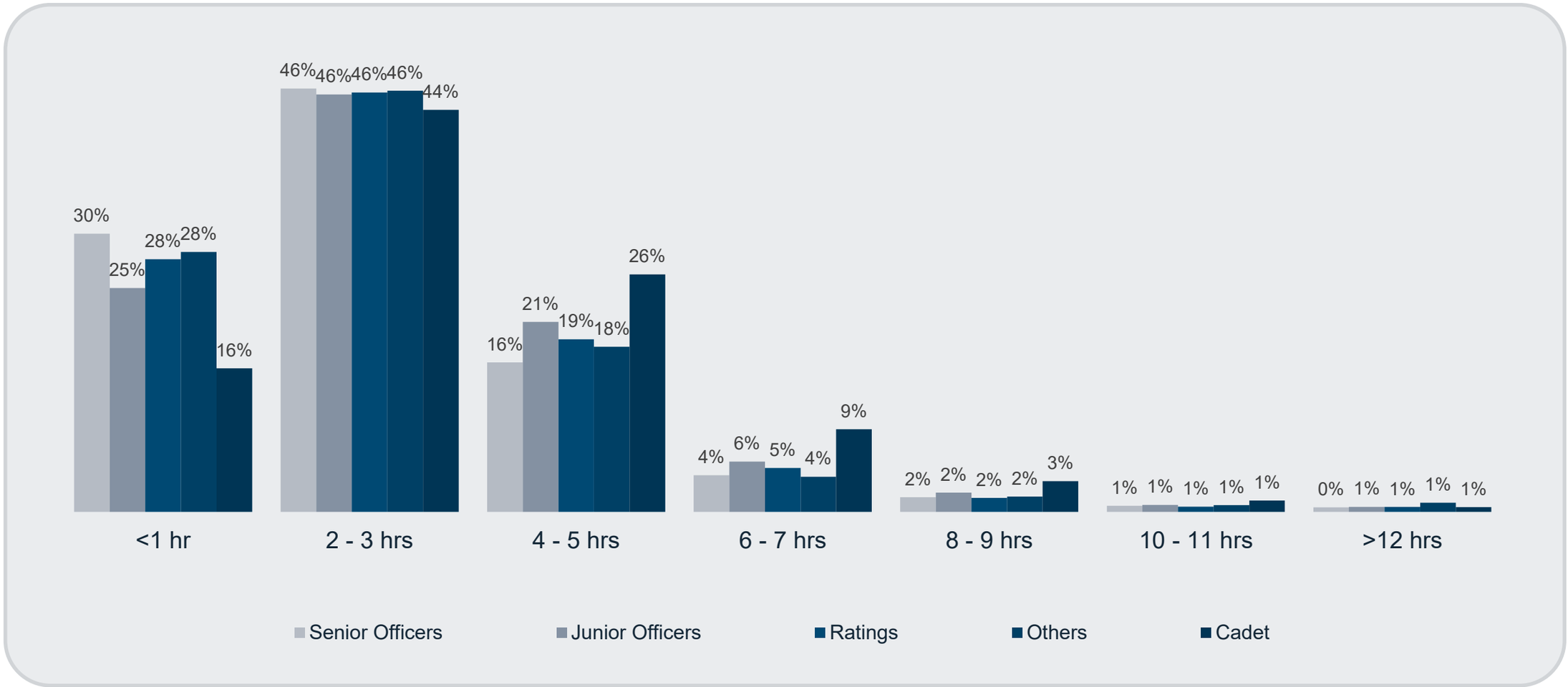


Re:fresh 2026 N= 24,740

MARINE BENEFITS

Time spent online

By rank group

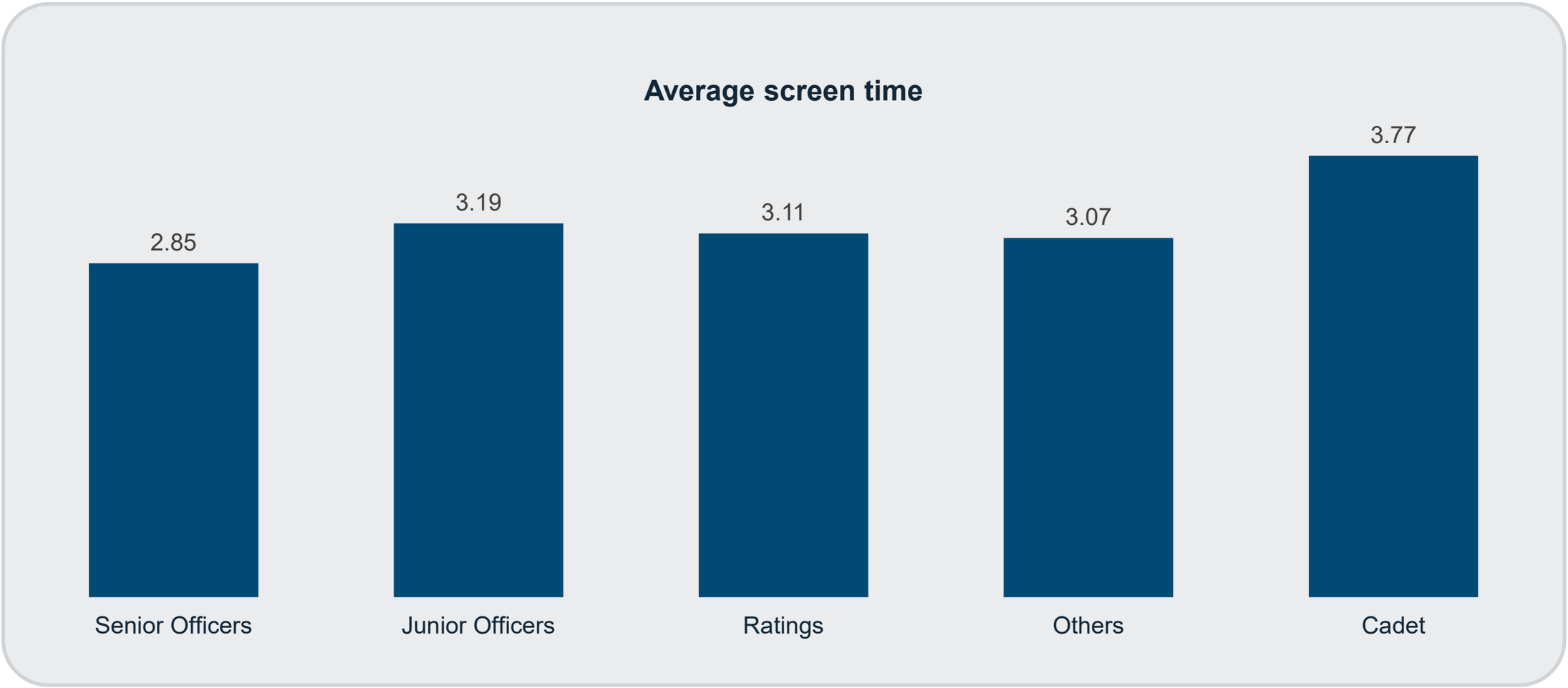


Re:fresh 2026 N= 24,740

MARINE BENEFITS

Time spent online

By rank group



Re:fresh 2026 N= 24,740

MARINE BENEFITS

Flow

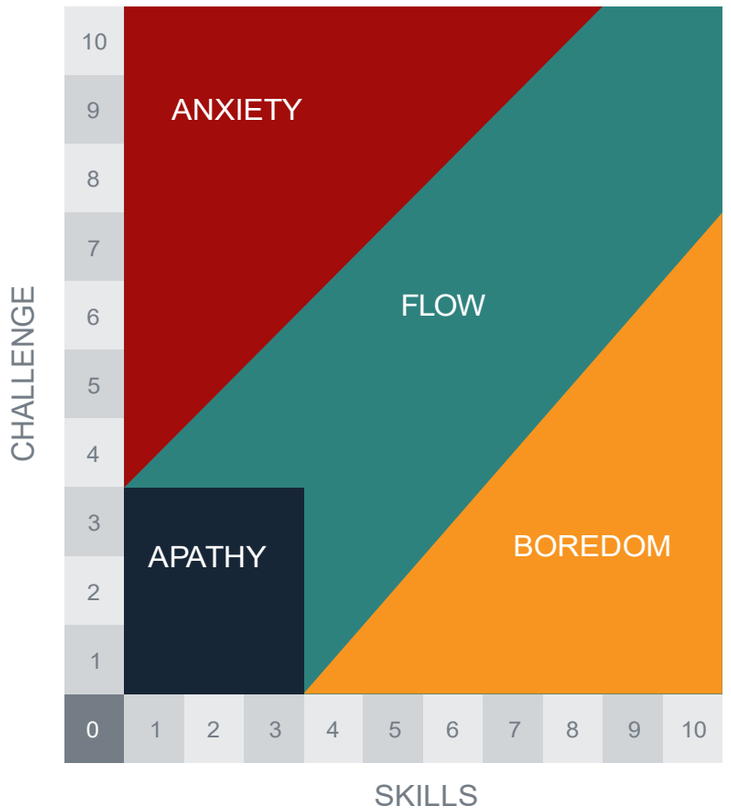


MARINE BENEFITS

Flow

In positive psychology, flow, also known as the zone, is the mental state of operation in which a person performing an activity is fully immersed in a feeling of energized focus, full involvement, and enjoyment in the process of the activity. In essence, flow is characterized by complete absorption in what one does. People in the Flow-zone are happy, motivated, focused and in control; they are healthier and of less risk overall.

When challenges and skills are out of balance, there is potentially some kind of risk.



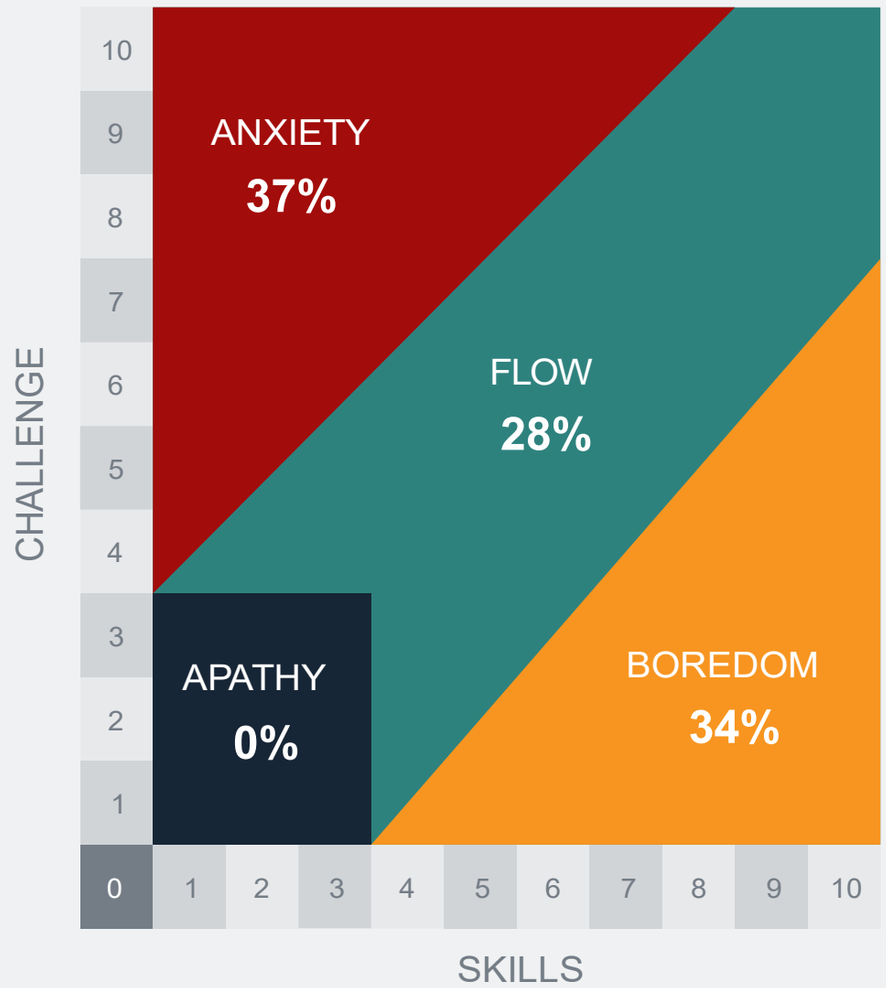
MARINE BENEFITS

The balance between skills and challenges

Flow

	Re:fresh 2026	Re:fresh 2024
Flow	28%	26%
Anxiety	37%	39%
Boredom	34%	34%
Apathy	0%	1%

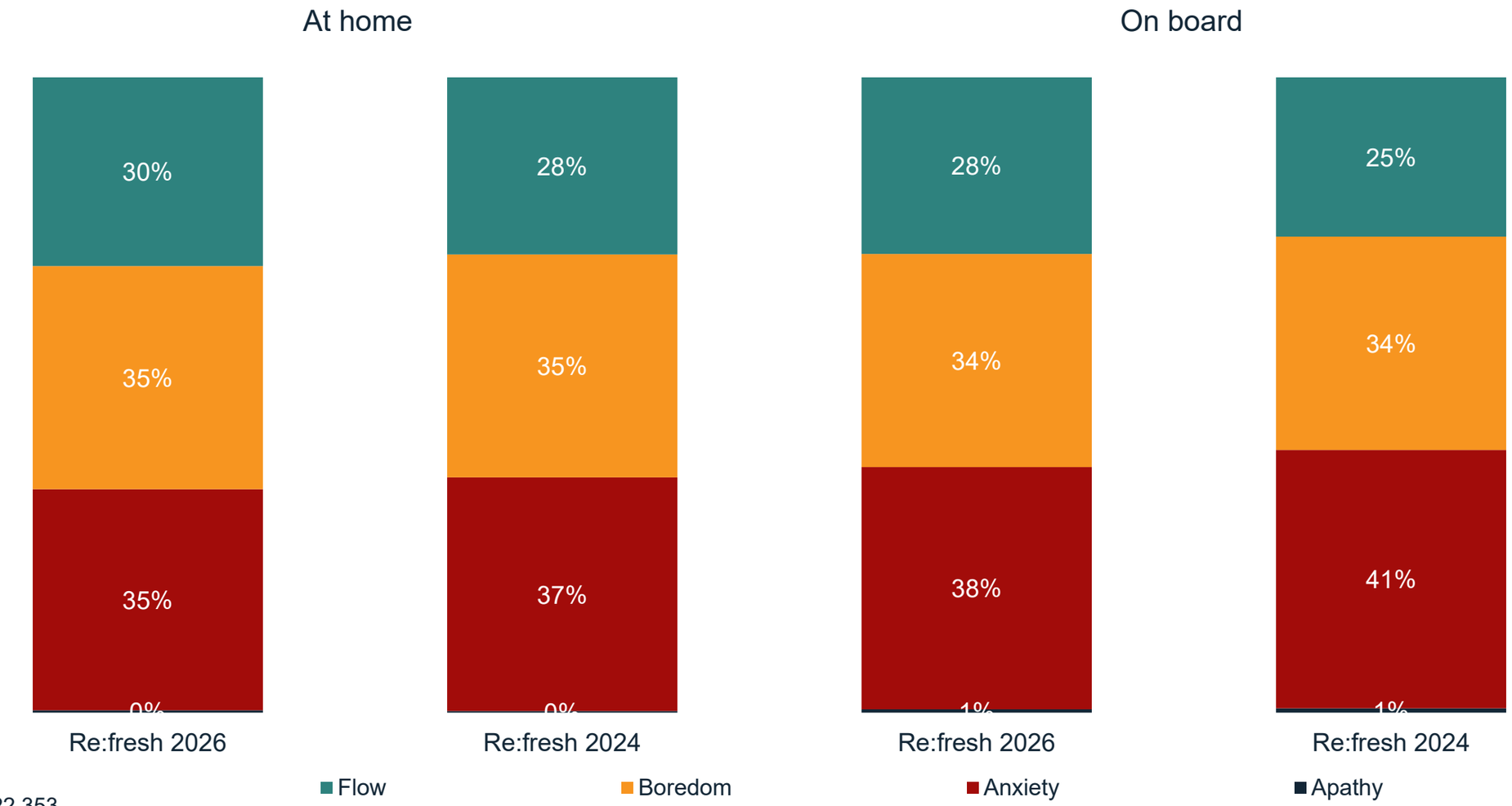
Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170



MARINE BENEFITS

Flow

At home and On board

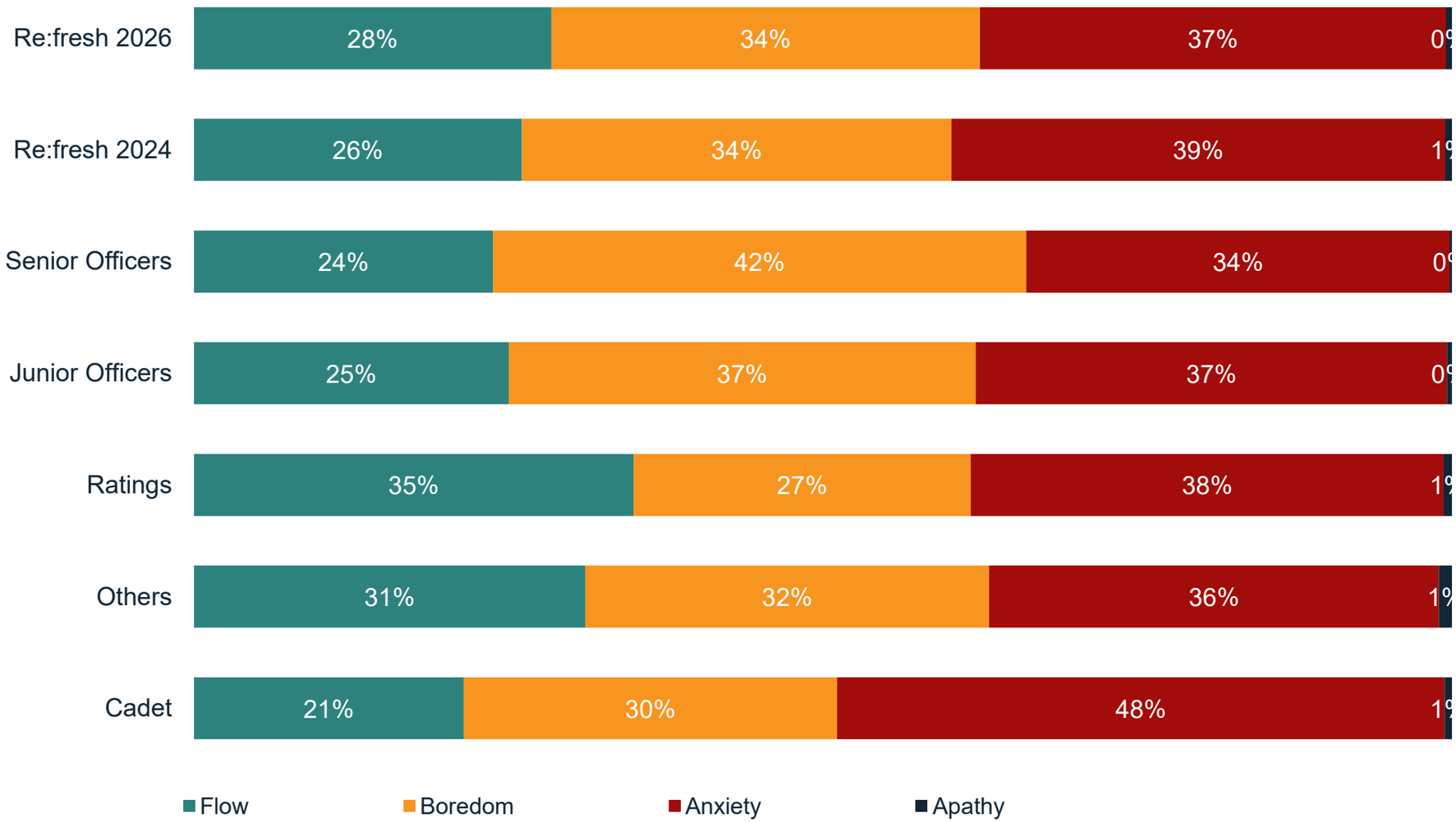


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Flow

By rank group

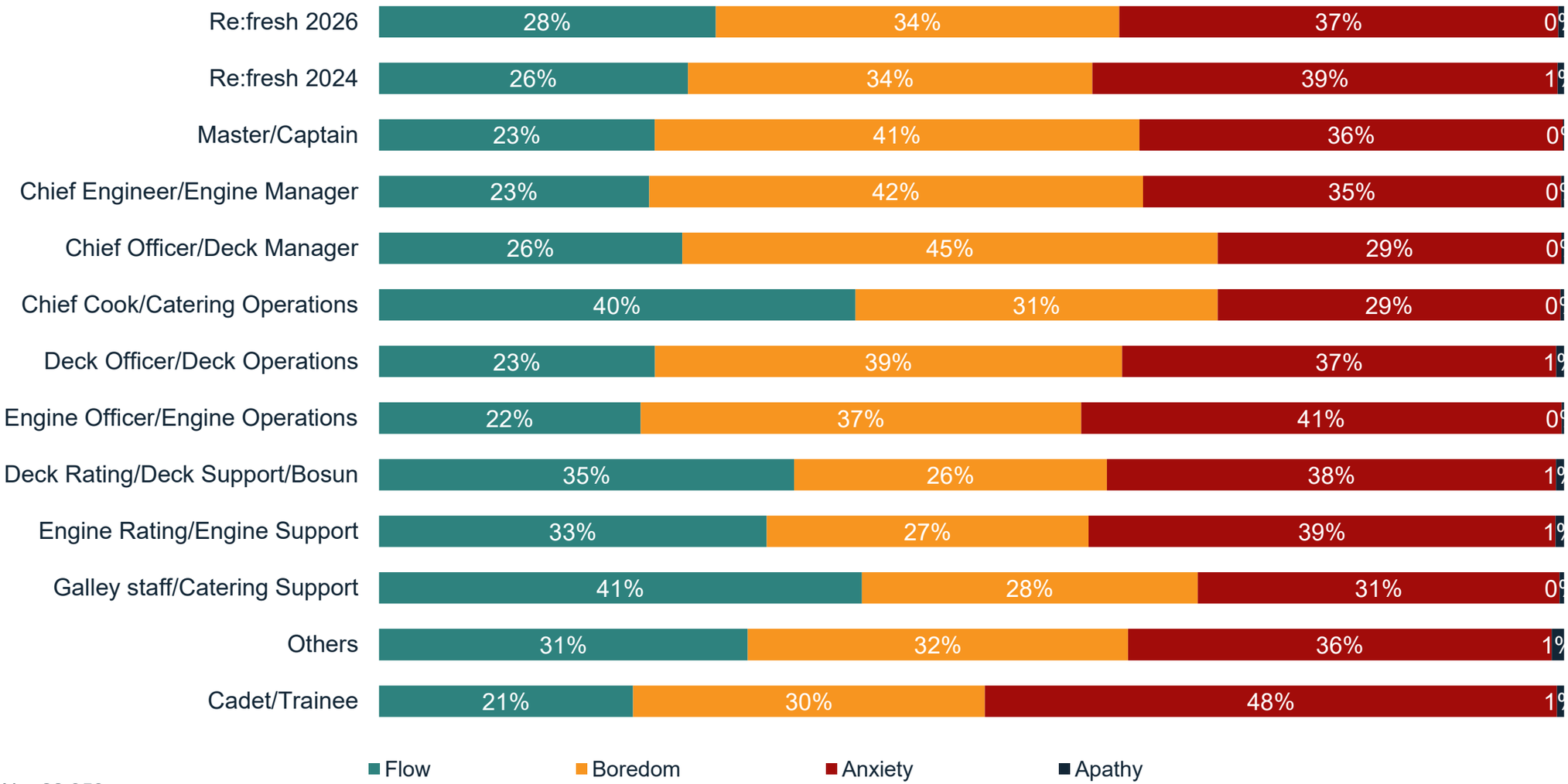


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Flow

By rank

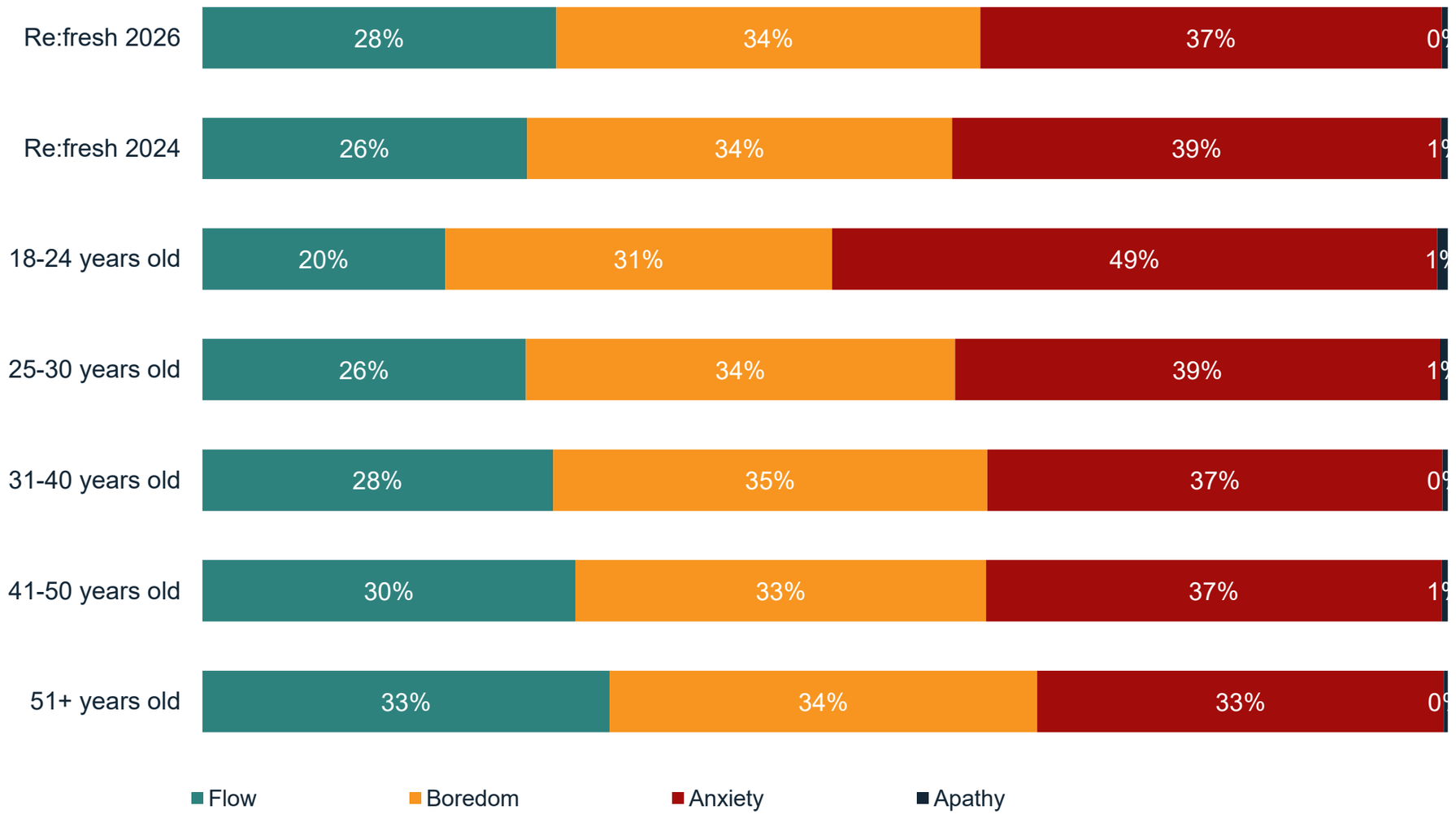


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Flow

By age

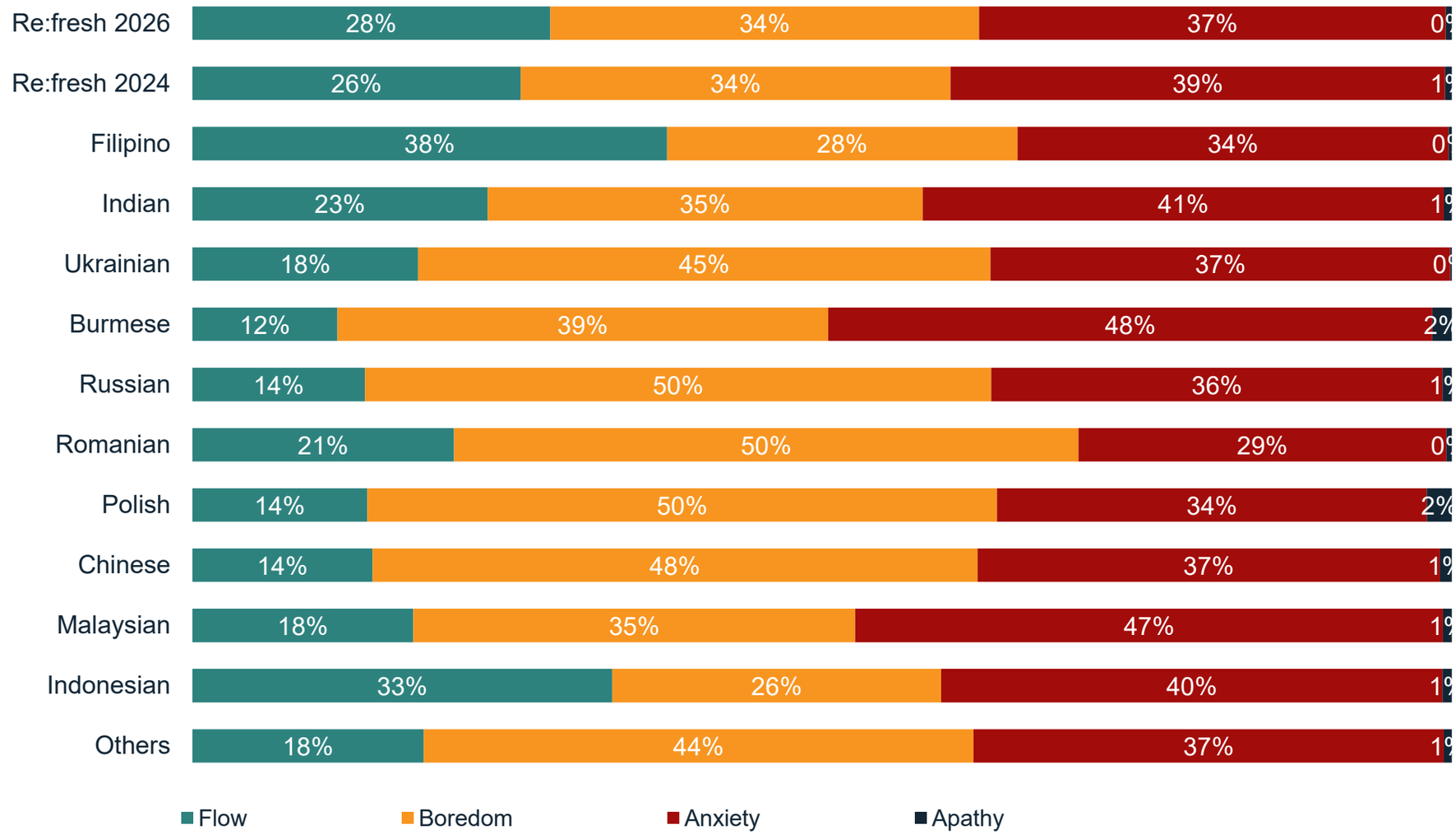


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Flow

By nationality

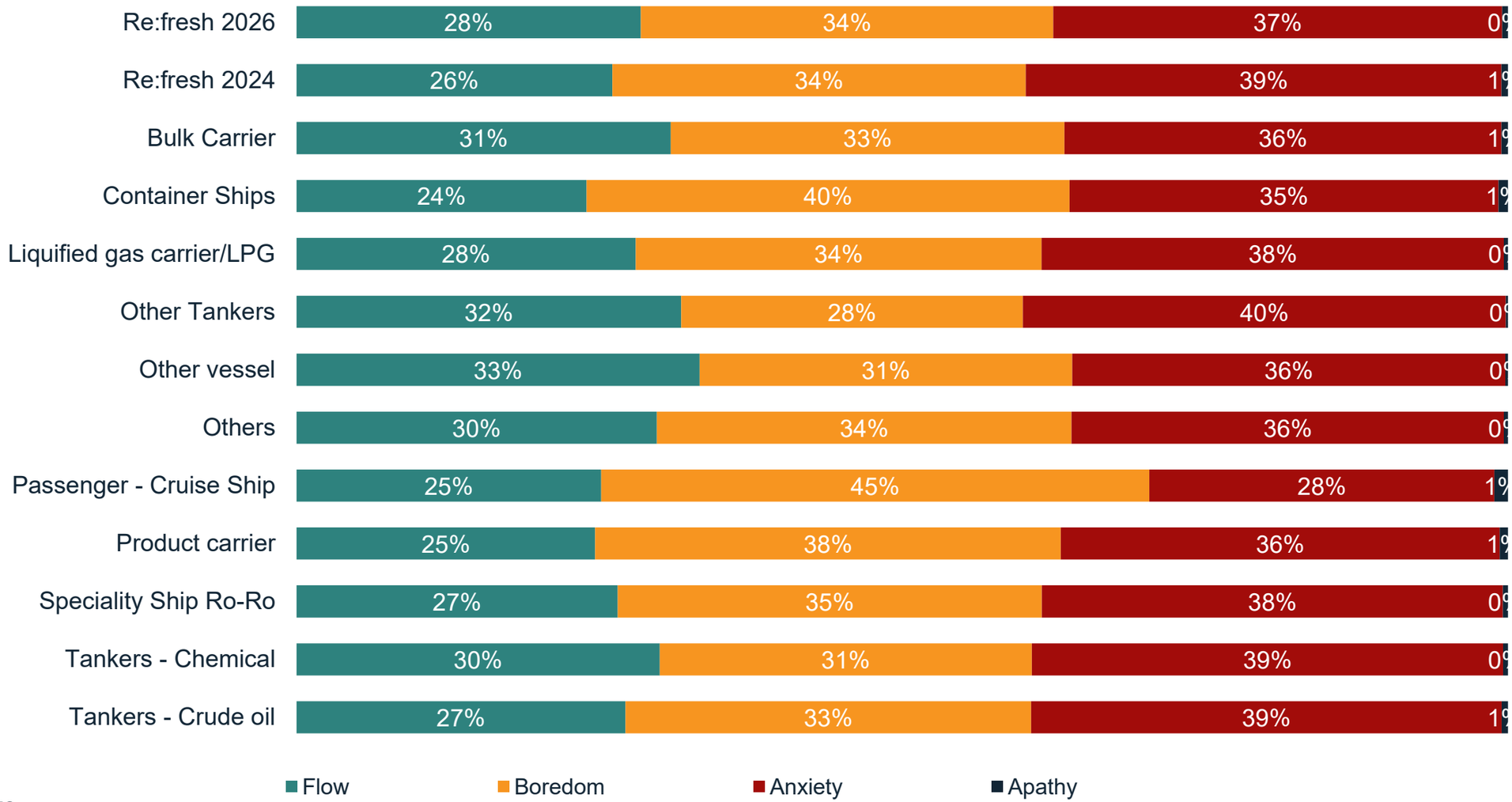


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Flow

By vessel type



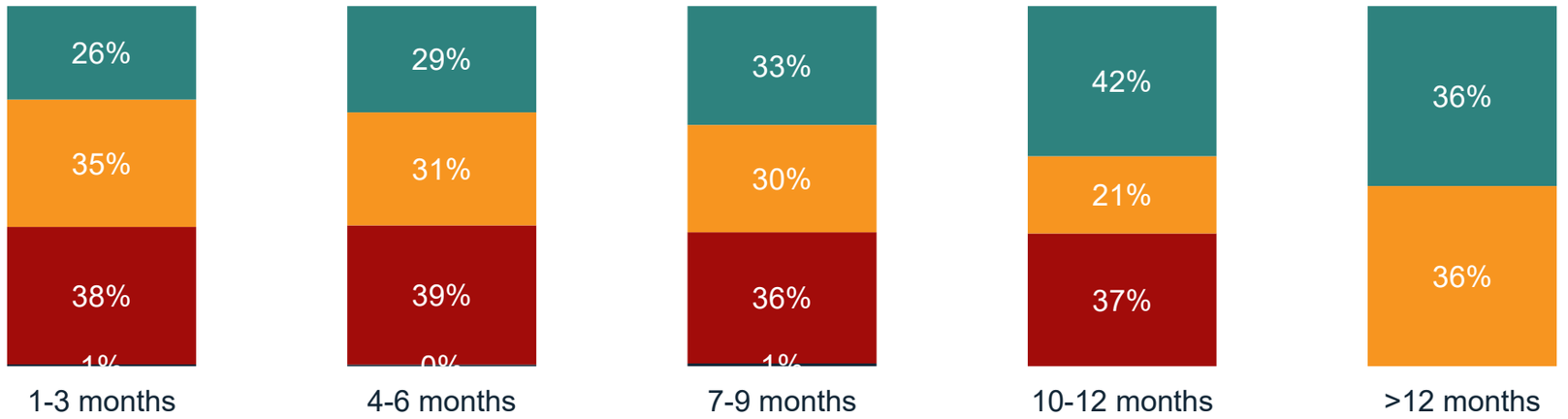
Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

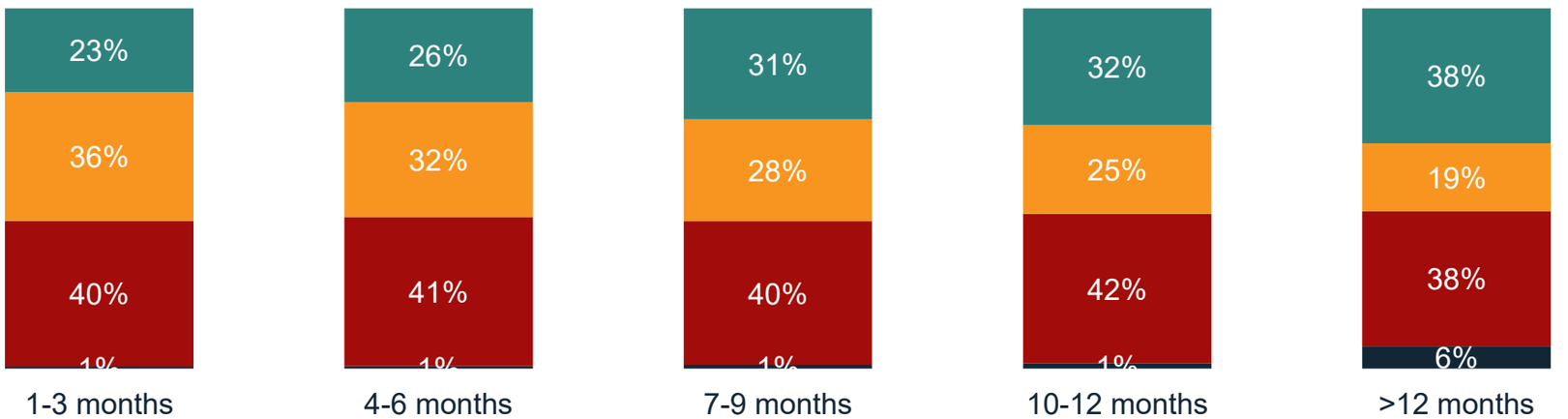
Flow

By time spent on board

Re:fresh 2026



Re:fresh 2024



Re:fresh 2026 n=15,069
Re:fresh 2024 n=17,419

MARINE BENEFITS

Employee Satisfaction Index (ESI)



MARINE BENEFITS

Employee Satisfaction Index

It is assumed that satisfied employees work harder, are more efficient, and work with less slack and waste than unhappy employees. Satisfied employees are supposedly more innovative and entrepreneurial, having the interest of the company at heart. This is given that they see their own satisfaction being intimately and directly tied to the success of the company.

The Employee Satisfaction Index is a method to get an overall idea of employee satisfaction in the workplace by asking questions about the current work satisfaction, expectations, and the ideal workplace.

MARINE BENEFITS

ESI

Employee Satisfaction Index

	Re:fresh 2026	Re:fresh 2024
Satisfied	73%	70%
Dissatisfied	9%	10%

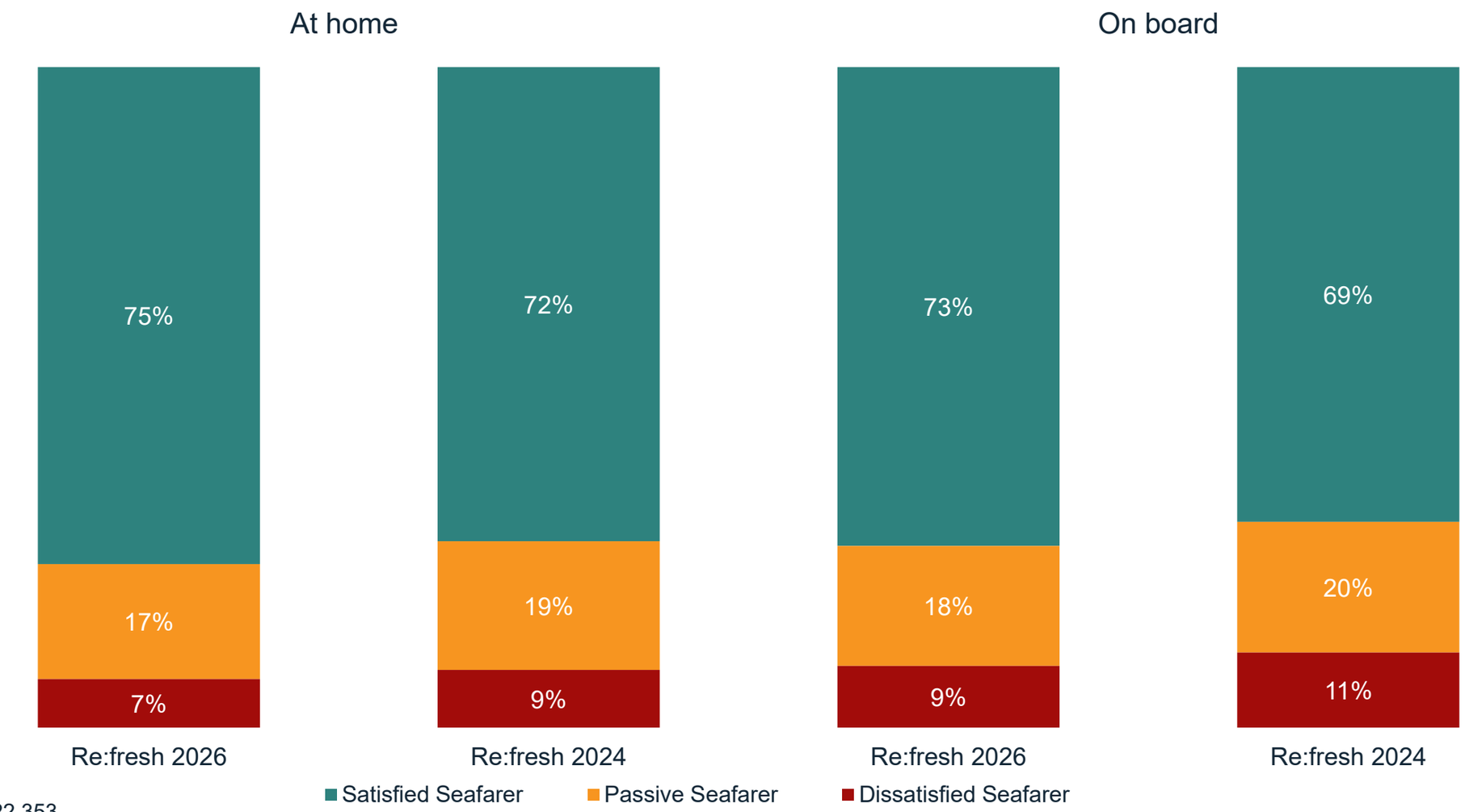


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Employee Satisfaction Index

At home vs. On board

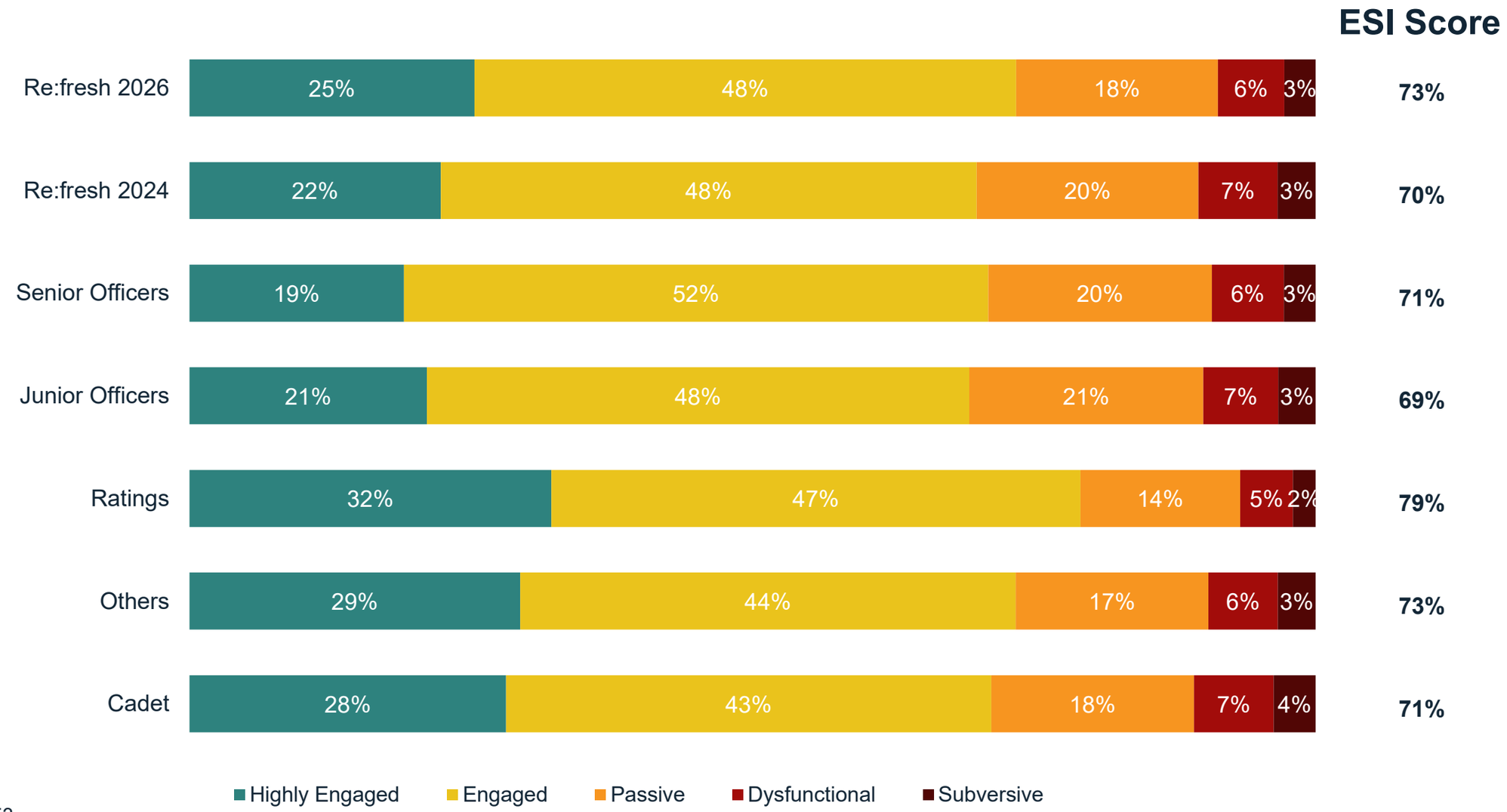


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Employee Satisfaction Index

By rank group

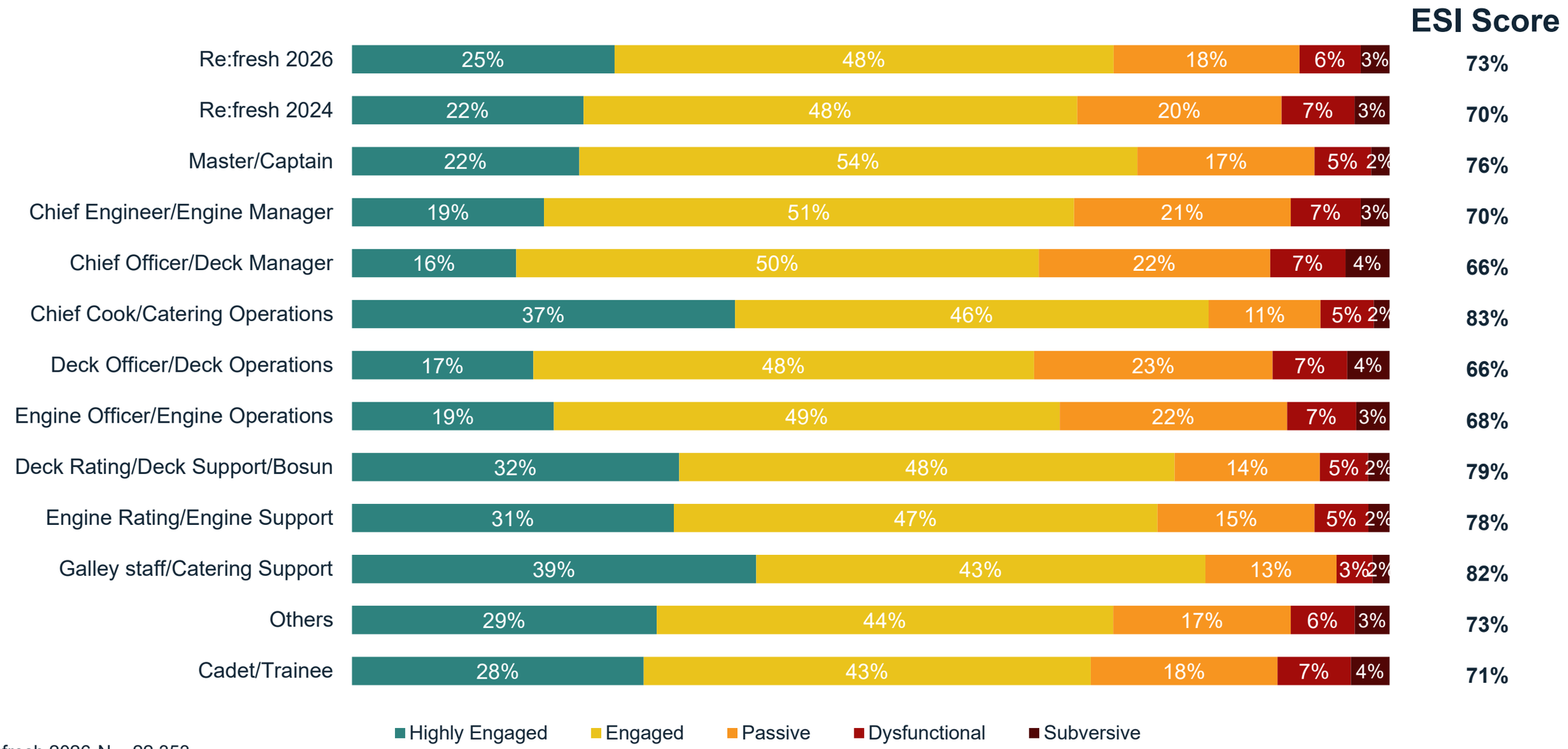


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Employee Satisfaction Index

By rank

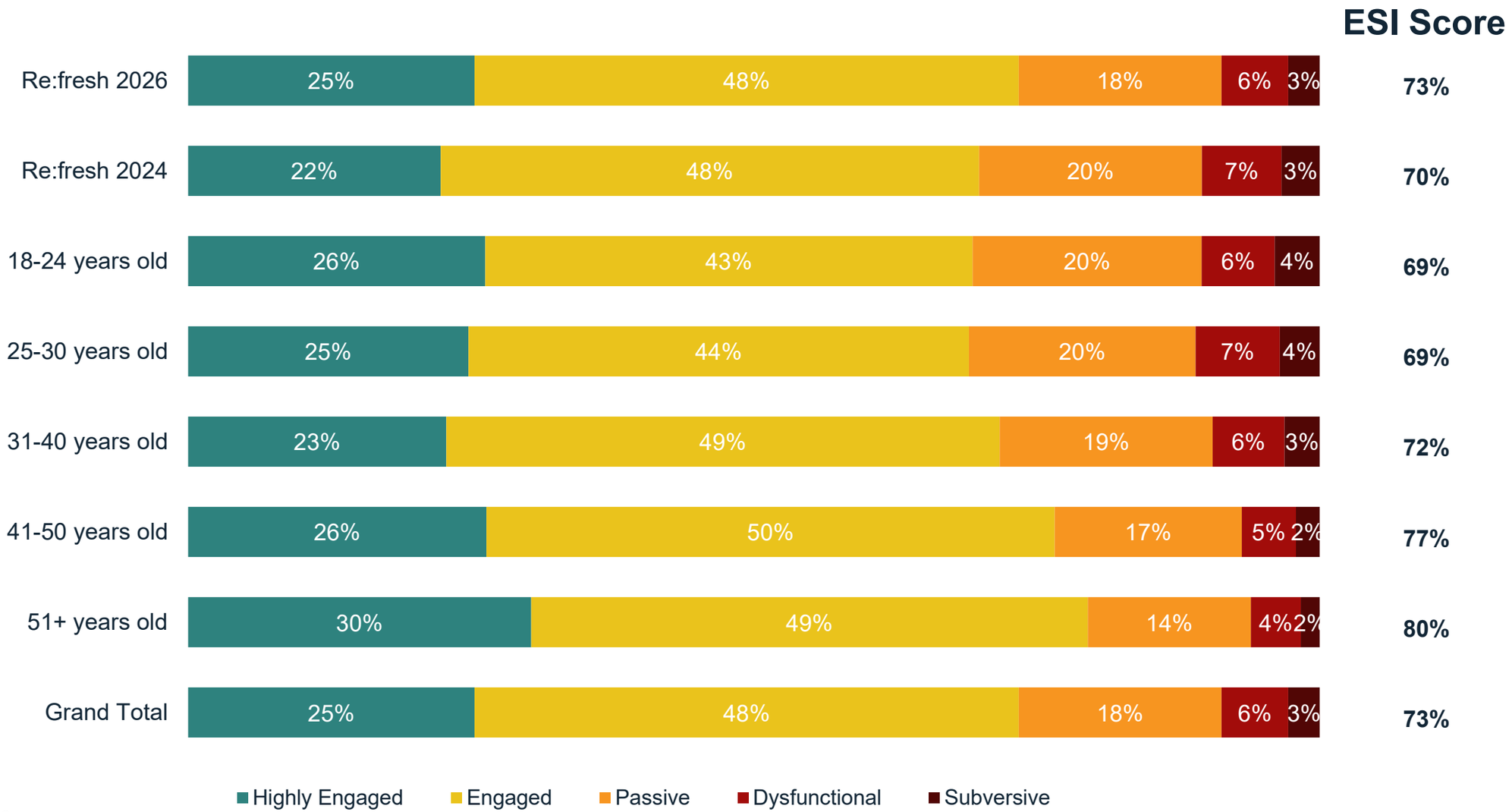


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Employee Satisfaction Index

By age

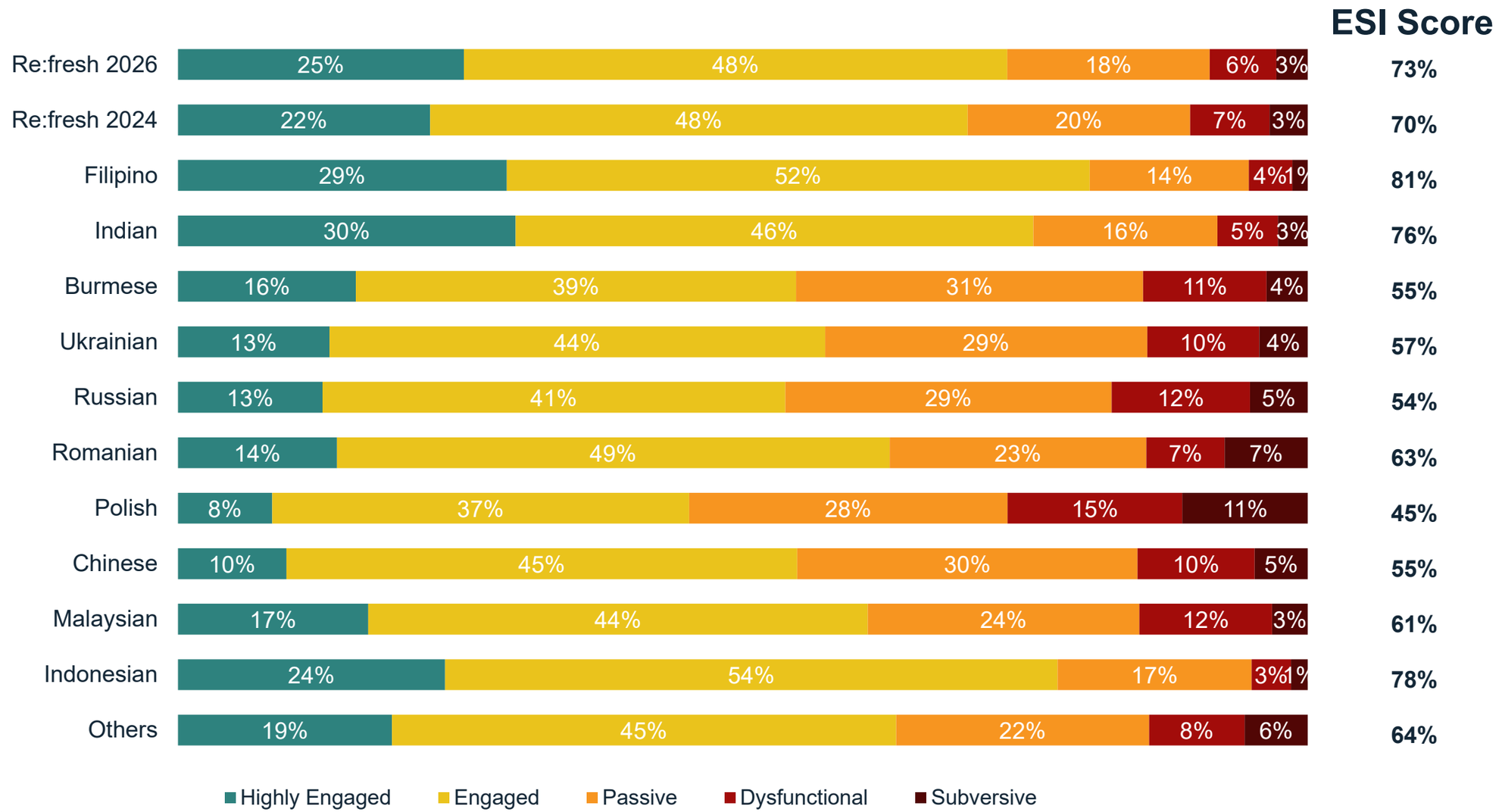


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Employee Satisfaction Index

By nationality

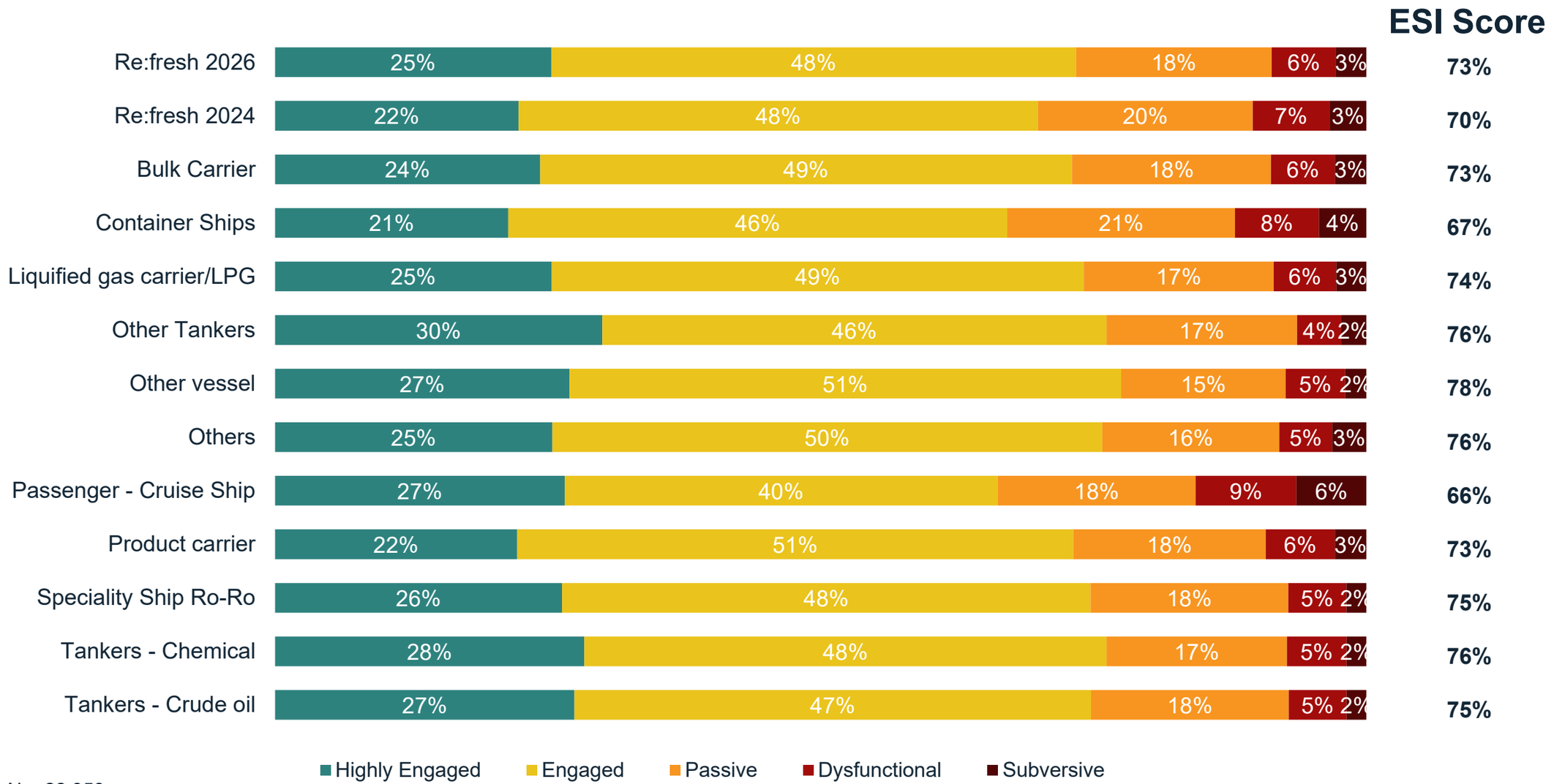


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Employee Satisfaction Index

By vessel type

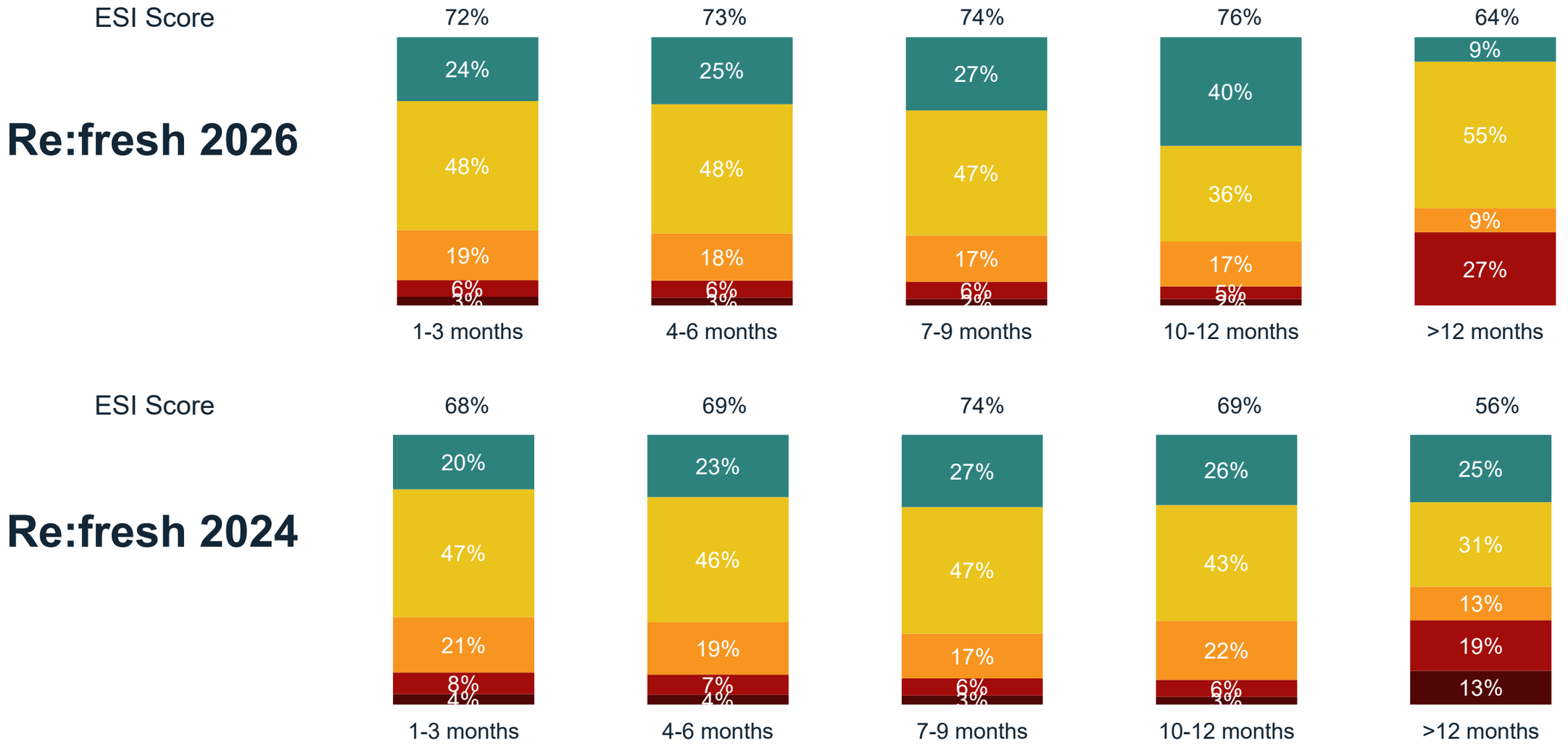


Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Employee Satisfaction Index

By time spent on board



Re:fresh 2026 N = 15,069
Re:fresh 2024 N = 17,419

MARINE BENEFITS

Employee Net Promoter Score



MARINE BENEFITS

Employee Net Promoter Score

Employee Net Promoter Score (eNPS), a derivative of the popular NPS system, allows employers to measure employee loyalty and engagement.
eNPS will give you a score between -100 and 100. Any positive score is considered good. Scores below zero are a warning sign that you need to work on employee satisfaction.

MARINE BENEFITS

eNPS

Employee Net Promoter Score

	Re:fresh 2026	Re:fresh 2024
eNPS	18% or 7.7	12% or 7.6
Promoters	40%	36%
Passive	38%	39%
Detractors	22%	24%

Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

Re:fresh 2026

18% or 7.7

DETRACTOR: 0 TO 6

People who feel their lives have been diminished by their associations with their organizations or leaders. They are dissatisfied and even dismayed by how they are treated. They frequently speak negatively about their organizations and are likely to leave as soon as they find something better.

PASSIVE: 7 TO 8

People who are satisfied, but not loyal employees. They rarely talk up their companies, and when they do, it's likely to be qualified and unenthusiastic. If a better offer comes along, they are likely to defect.

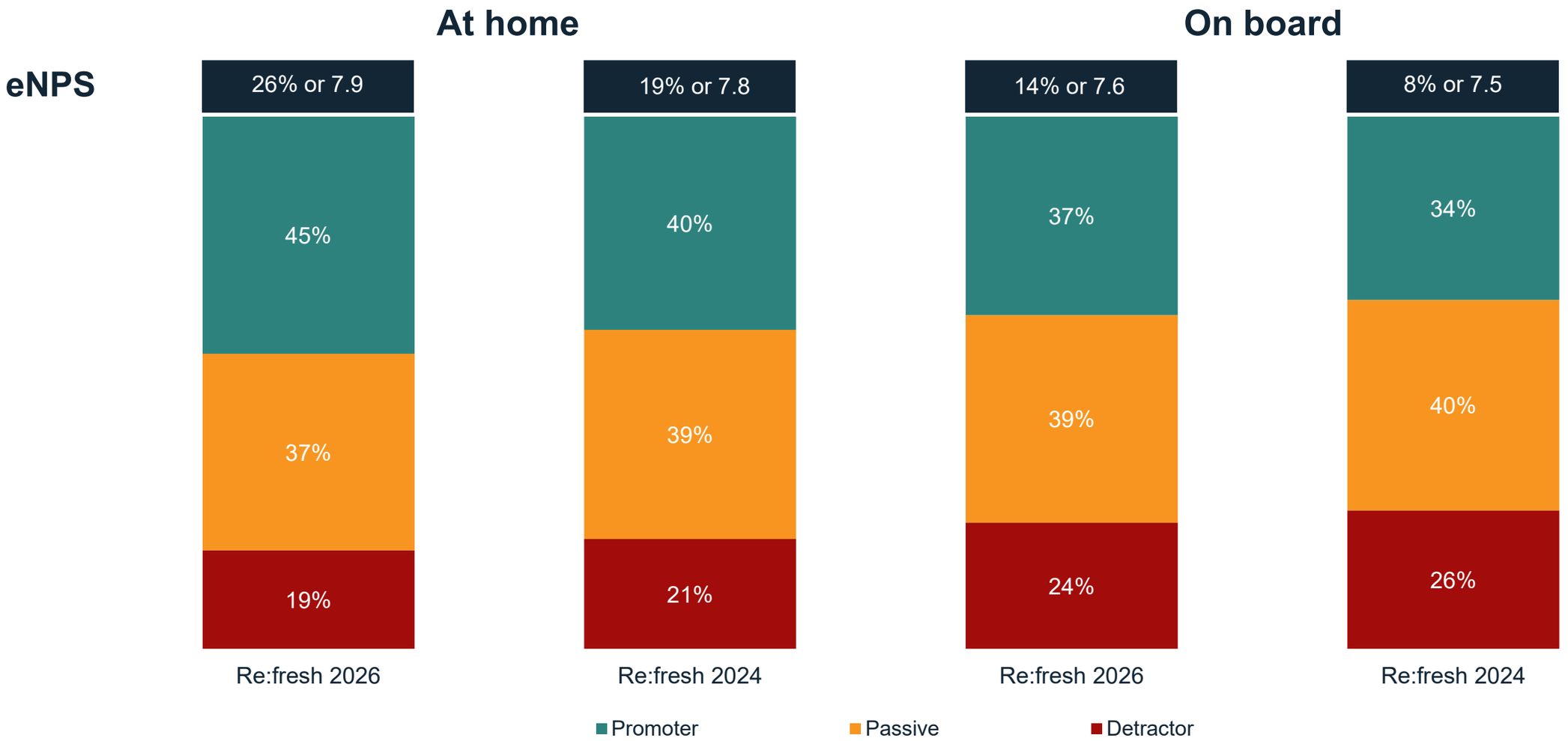
PROMOTER: 9 TO 10

People who feel that their lives are enriched by the organization and leaders. They behave like loyal employees, typically staying longer and talking the organization up to their friends and colleagues. Promoters go the extra mile to help customers or colleagues.

MARINE BENEFITS

Employee Net Promoter Score (eNPS)

At home and On board



Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

By rank group

Employee Net Promoter Score (eNPS)

	At Home		On Board		TOTAL	
	eNPS	Score	eNPS	Score	eNPS	Score
Re:fresh 2026	**26%**	**7.9**	**14%**	**7.6**	**18%**	**7.7**
Re:fresh 2024	**19%**	**7.8**	**8%**	**7.5**	**12%**	**7.6**
Senior Officers	29%	8.0	17%	7.7	21%	7.8
Junior Officers	22%	7.8	8%	7.5	13%	7.6
Ratings	30%	8.1	17%	7.7	21%	7.8
Others	27%	7.9	13%	7.6	18%	7.7
Cadet	19%	7.8	7%	7.4	12%	7.5

Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

By rank

Employee Net Promoter Score (eNPS)

	At Home		On Board		TOTAL	
	eNPS	Score	eNPS	Score	eNPS	Score
Re:fresh 2026	**26%**	**7.9**	**14%**	**7.6**	**18%**	**7.7**
Re:fresh 2024	**19%**	**7.8**	**8%**	**7.5**	**12%**	**7.6**
Master/Captain	34%	8.2	27%	7.9	29%	8.0
Chief Engineer/Engine Manager	26%	7.9	15%	7.7	19%	7.8
Chief Officer/Deck Manager	27%	7.9	5%	7.4	12%	7.6
Chief Cook/Catering Operations	42%	8.3	26%	8.0	32%	8.1
Deck Officer/Deck Operations	18%	7.8	1%	7.3	7%	7.4
Engine Officer/Engine Operations	19%	7.8	9%	7.5	13%	7.6
Deck Rating/Deck Support/Bosun	31%	8.1	17%	7.8	21%	7.9
Engine Rating/Engine Support	26%	8.0	14%	7.7	18%	7.8
Galley staff/Catering Support	37%	8.2	24%	7.9	28%	8.0
Others	27%	7.9	13%	7.6	18%	7.7
Cadet/Trainee	19%	7.8	7%	7.4	12%	7.5

Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

By age

Employee Net Promoter Score (eNPS)

	At Home		On Board		TOTAL	
	eNPS	Score	eNPS	Score	eNPS	Score
Re:fresh 2026	**26%**	**7.9**	**14%**	**7.6**	**18%**	**7.7**
Re:fresh 2024	**19%**	**7.8**	**8%**	**7.5**	**12%**	**7.6**
18-24 years old	19%	7.7	7%	7.4	11%	7.5
25-30 years old	18%	7.8	6%	7.4	10%	7.5
31-40 years old	24%	7.9	10%	7.5	14%	7.7
41-50 years old	28%	8.0	19%	7.8	22%	7.9
51+ years old	38%	8.2	27%	8.0	31%	8.1

Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

By nationality

Employee Net Promoter Score (eNPS)

	At Home		On Board		TOTAL	
	eNPS	Score	eNPS	Score	eNPS	Score
Re:fresh 2026	**26%**	**7.9**	**14%**	**7.6**	**18%**	**7.7**
Re:fresh 2024	**19%**	**7.8**	**8%**	**7.5**	**12%**	**7.6**
Filipino	30%	8.1	17%	7.8	21%	7.9
Indian	33%	8.1	20%	7.8	25%	7.9
Burmese	-5%	7.2	-18%	6.9	-12%	7.0
Ukrainian	23%	7.8	13%	7.6	16%	7.7
Russian	23%	7.8	-3%	7.2	4%	7.3
Romanian	21%	7.6	15%	7.4	17%	7.5
Polish	-4%	7.1	-18%	6.5	-12%	6.8
Chinese	-3%	7.2	-20%	6.6	-13%	6.9
Malaysian	-11%	7.1	-13%	6.9	-12%	7.0
Indonesian	36%	8.3	21%	7.9	27%	8.0
Others	23%	7.8	10%	7.4	15%	7.6

Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

By vessel type

Employee Net Promoter Score (eNPS)

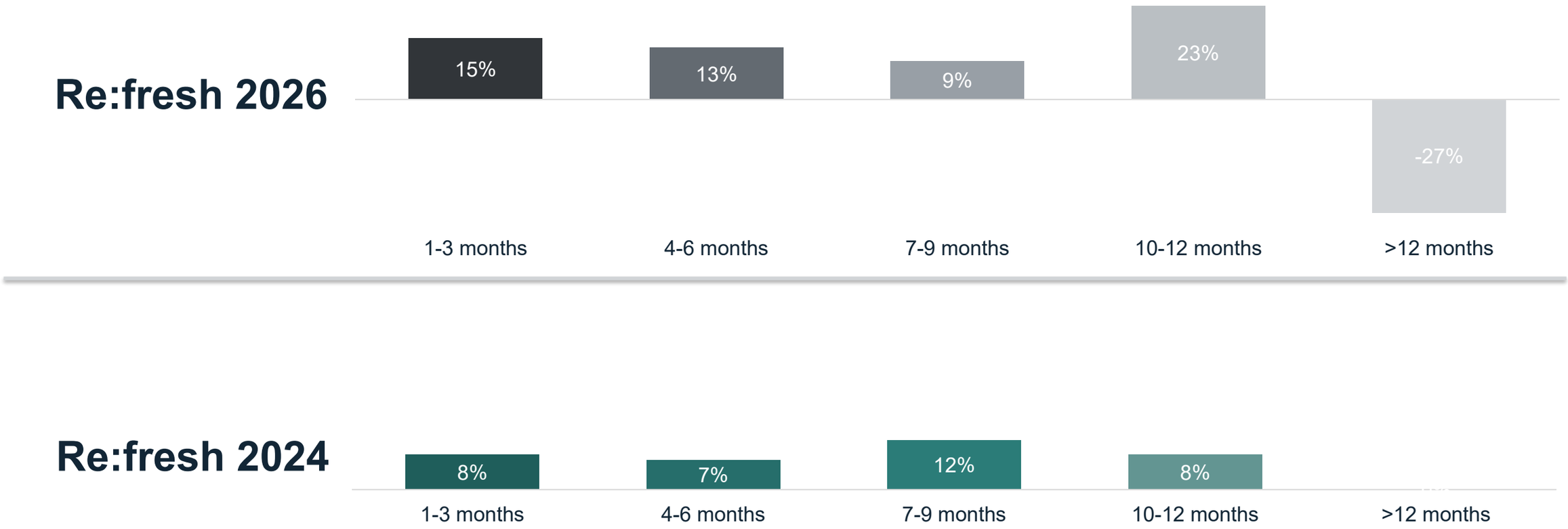
	At Home		On Board		TOTAL	
	eNPS	Score	eNPS	Score	eNPS	Score
Re:fresh 2026	**26%**	**7.9**	**14%**	**7.6**	**18%**	**7.7**
Re:fresh 2024	**19%**	**7.8**	**8%**	**7.5**	**12%**	**7.6**
Bulk Carrier	22%	7.9	13%	7.6	15%	7.7
Container Ships	20%	7.7	3%	7.3	8%	7.4
Liquified gas carrier/LPG	26%	7.9	17%	7.7	20%	7.8
Other Tankers	32%	8.0	17%	7.8	22%	7.9
Other vessel	28%	8.1	17%	7.8	20%	7.9
Others	35%	8.2	15%	7.7	22%	7.8
Passenger - Cruise Ship	25%	7.8	12%	7.4	19%	7.6
Product carrier	30%	8.1	16%	7.7	22%	7.9
Speciality Ship Ro-Ro	25%	7.9	19%	7.8	21%	7.8
Tankers - Chemical	32%	8.1	15%	7.7	22%	7.9
Tankers - Crude oil	28%	8.0	14%	7.6	18%	7.7

Re:fresh 2026 N = 22,353
Re:fresh 2024 N = 27,170

MARINE BENEFITS

Employee Net Promoter Score (eNPS)

By time spent on board



Re:fresh 2026 N = 15,069
Re:fresh 2024 N = 17,419

MARINE BENEFITS

Bullying & Harassment



MARINE BENEFITS

Bullying and harassment

The maritime sector, like any other industry, faces the critical challenge of addressing harassment and bullying. One in five people in different sectors, have experienced violence and harassment at work (ILO). These harmful behaviors can have serious consequences for seafarers, affecting their well-being and performance. To tackle this issue, the International Chamber of Shipping (ICS), representing over 80% of the world's merchant fleet, has developed a set of industry principles aimed at establishing effective measures

As seafarers spend months on board ships, the impact of harassment and bullying is significant. A ship becomes their home during these extended periods, emphasizing the need for a safe and respectful environment.

ICS – Industry principles:

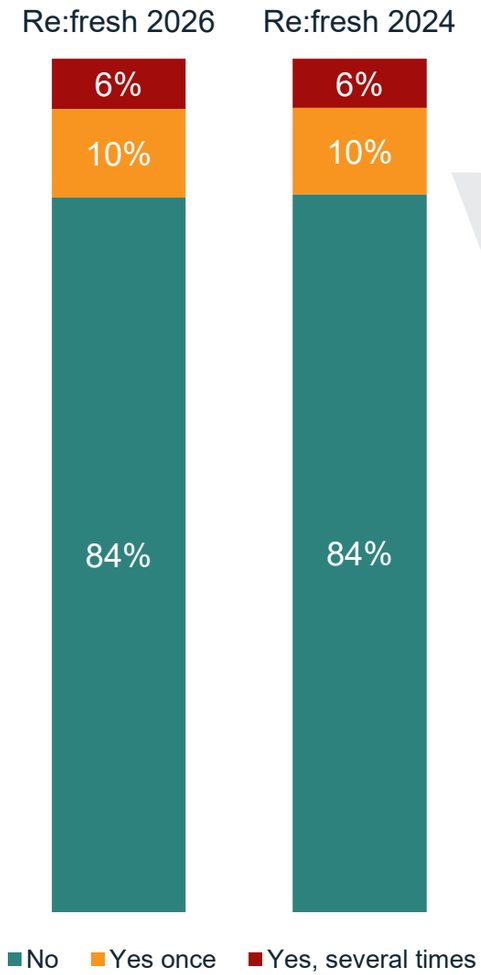
- Define harassment and bullying
- Clear policies
- Training and awareness
- Reporting mechanisms
- Support systems
- Foster a positive work culture onboard

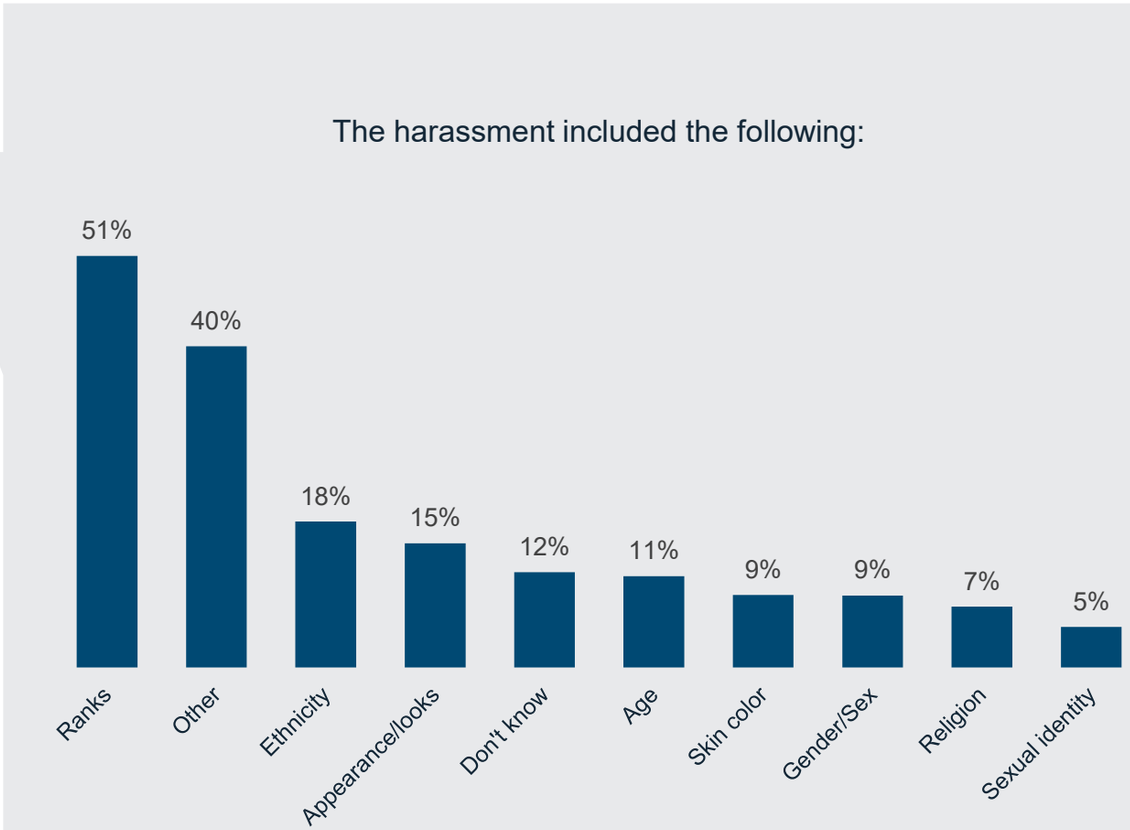
The maritime industry must actively fight harassment and bullying, ensuring the safety and dignity of seafarers. By adhering to these principles, we can create a more respectful and supportive work environment at sea.

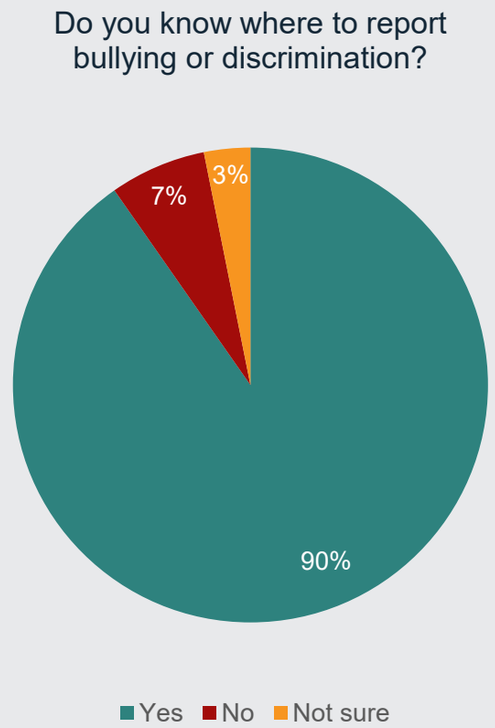
Sources:
https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_863177/lang--en/index.htm
https://www.ics-shipping.org/wp-content/uploads/2024/02/Industry-Principles_Harassment-and-Bullying.pdf

Bullying and harassment

Experiences during the last year while on board







Re:fresh 2026 N = 21,920
Re:fresh 2024 N = 26,837

MARINE BENEFITS

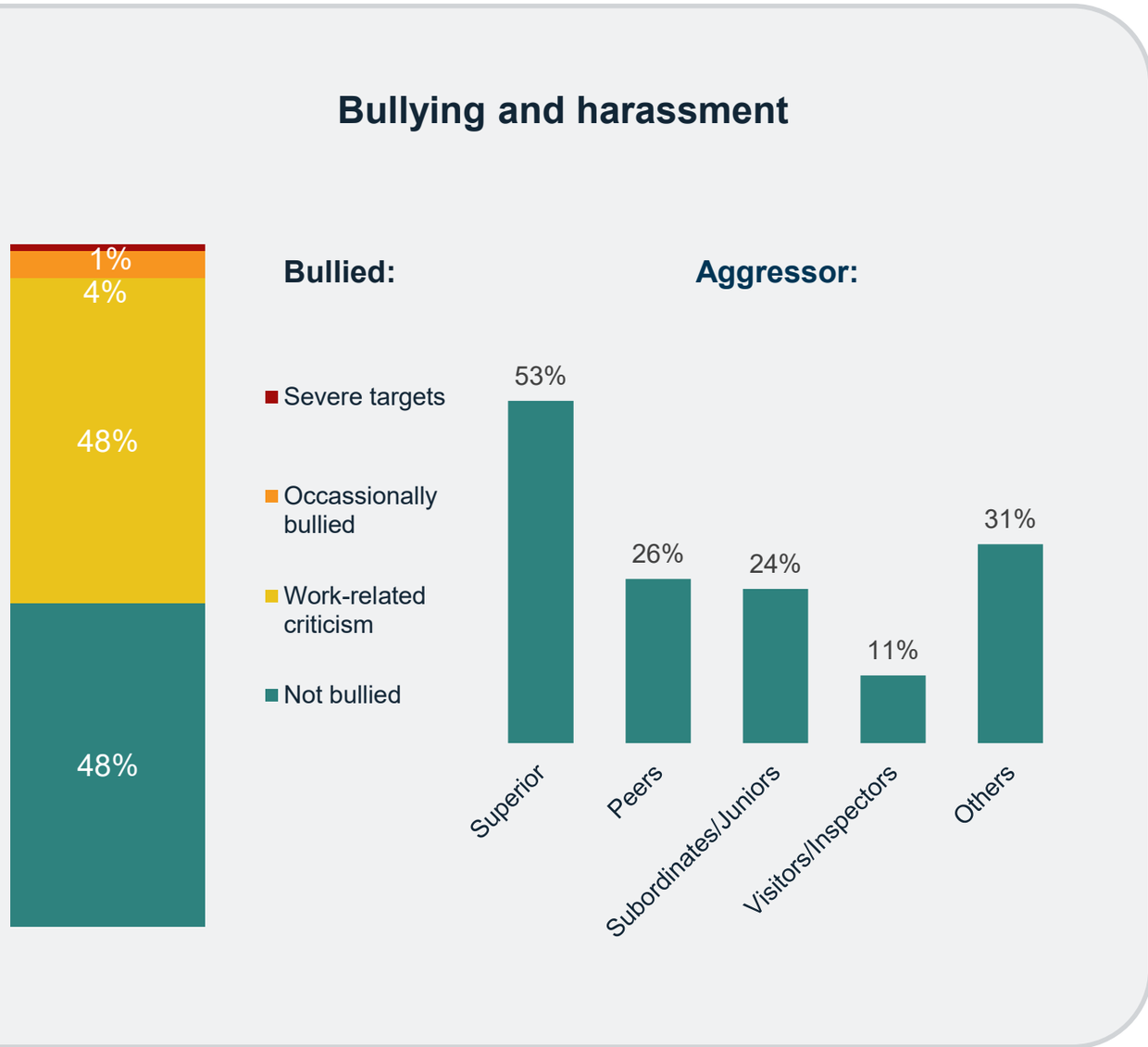
SNAQ

Short negative acts questionnaire

	Re:fresh 2026	Re:fresh 2024
Bullied	5%	6%
Work-related criticism	48%	51%
Not bullied	48%	42%

Work-related criticism: *receiving critical feedback, being kept out of the information loop, being assigned impossible tasks, being undermined, negative comments related to work of performance, being intentionally excluded from work-related activities.*

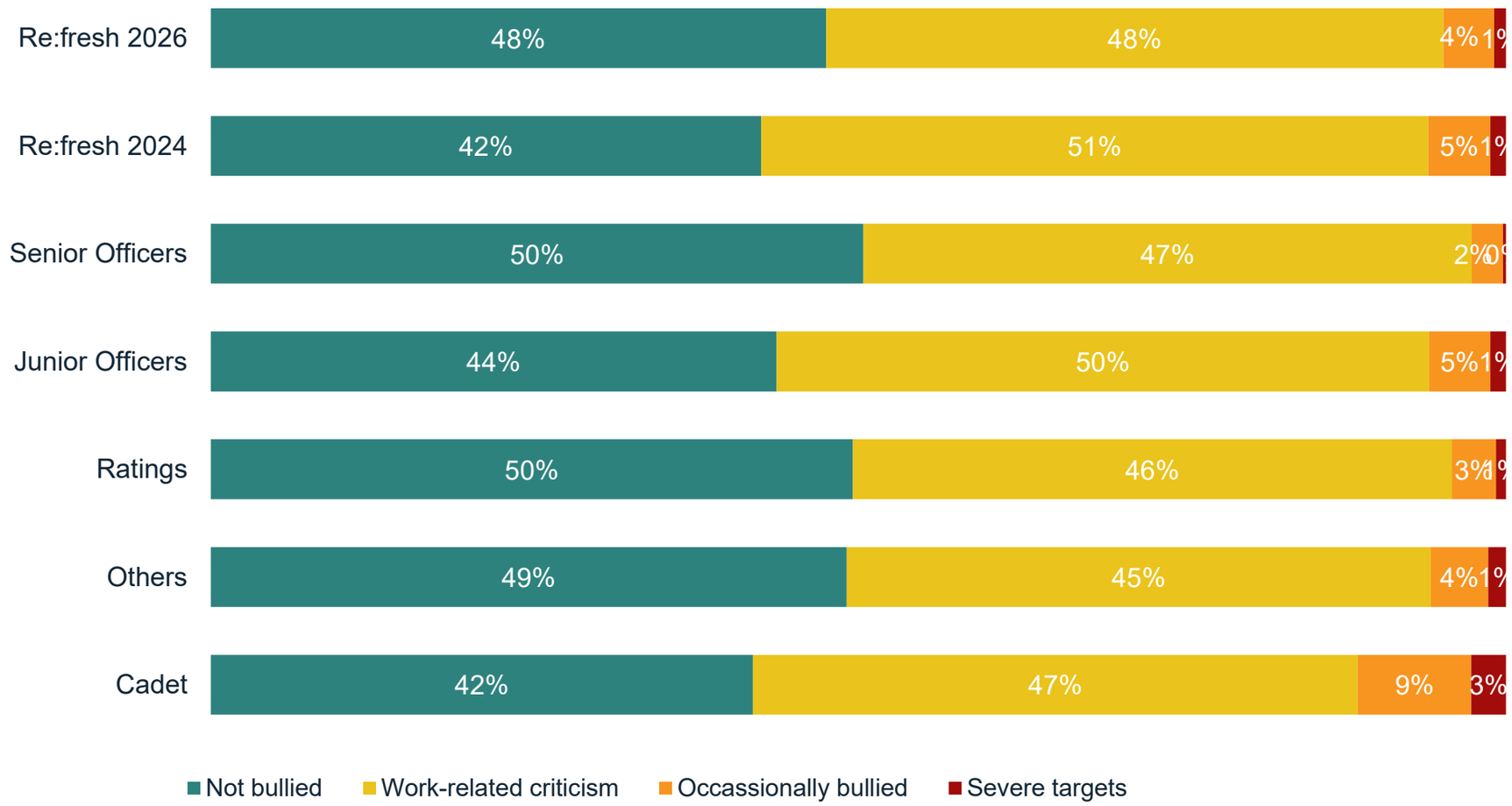
Re:fresh 2026 N = 21,782
Re:fresh 2024 N = 26,617



MARINE BENEFITS

Bullying and harassment

By rank group

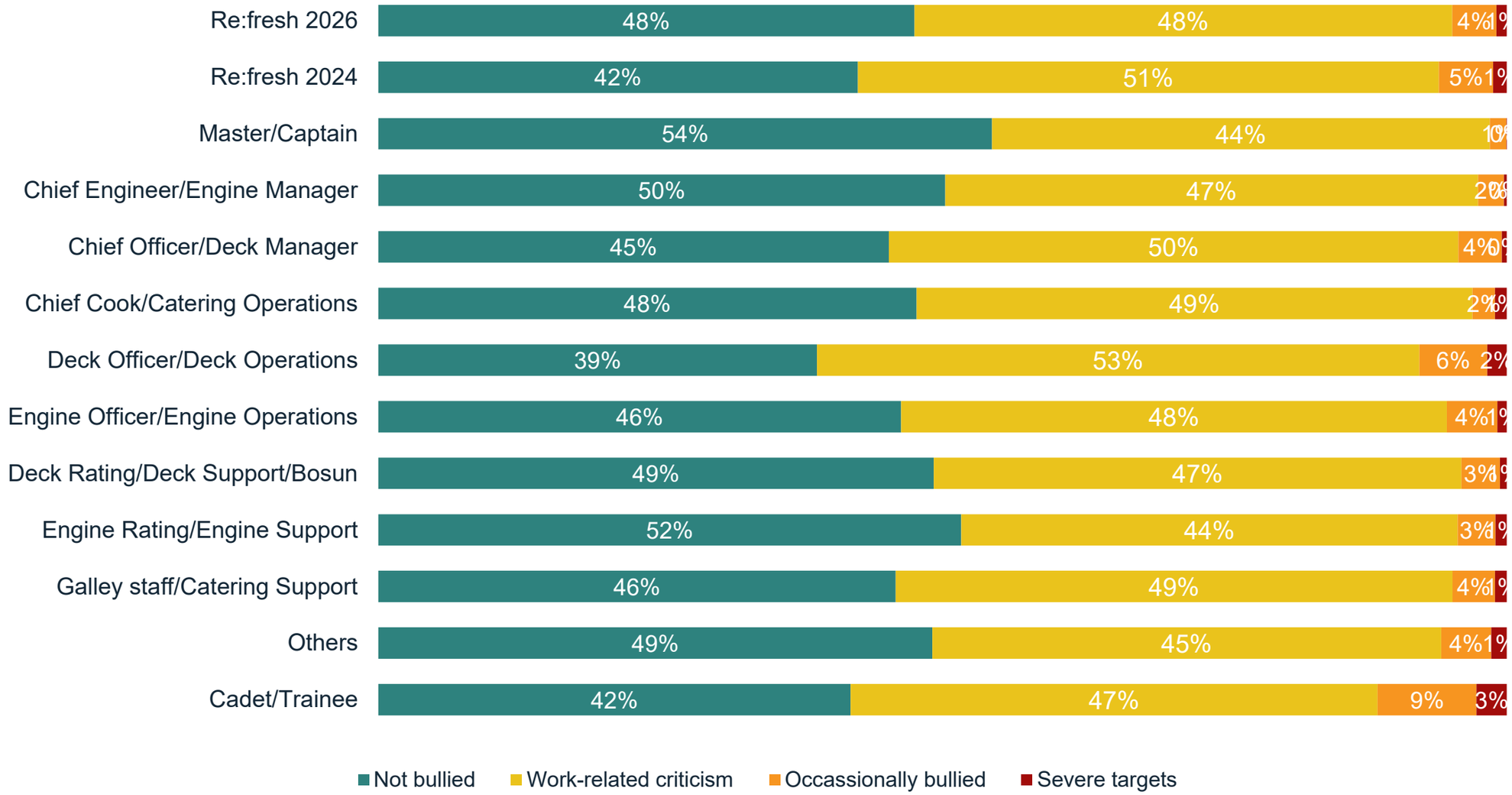


Re:fresh 2026 N = 21,782
Re:fresh 2024 N = 26,617

MARINE BENEFITS

Bullying and harassment

By rank

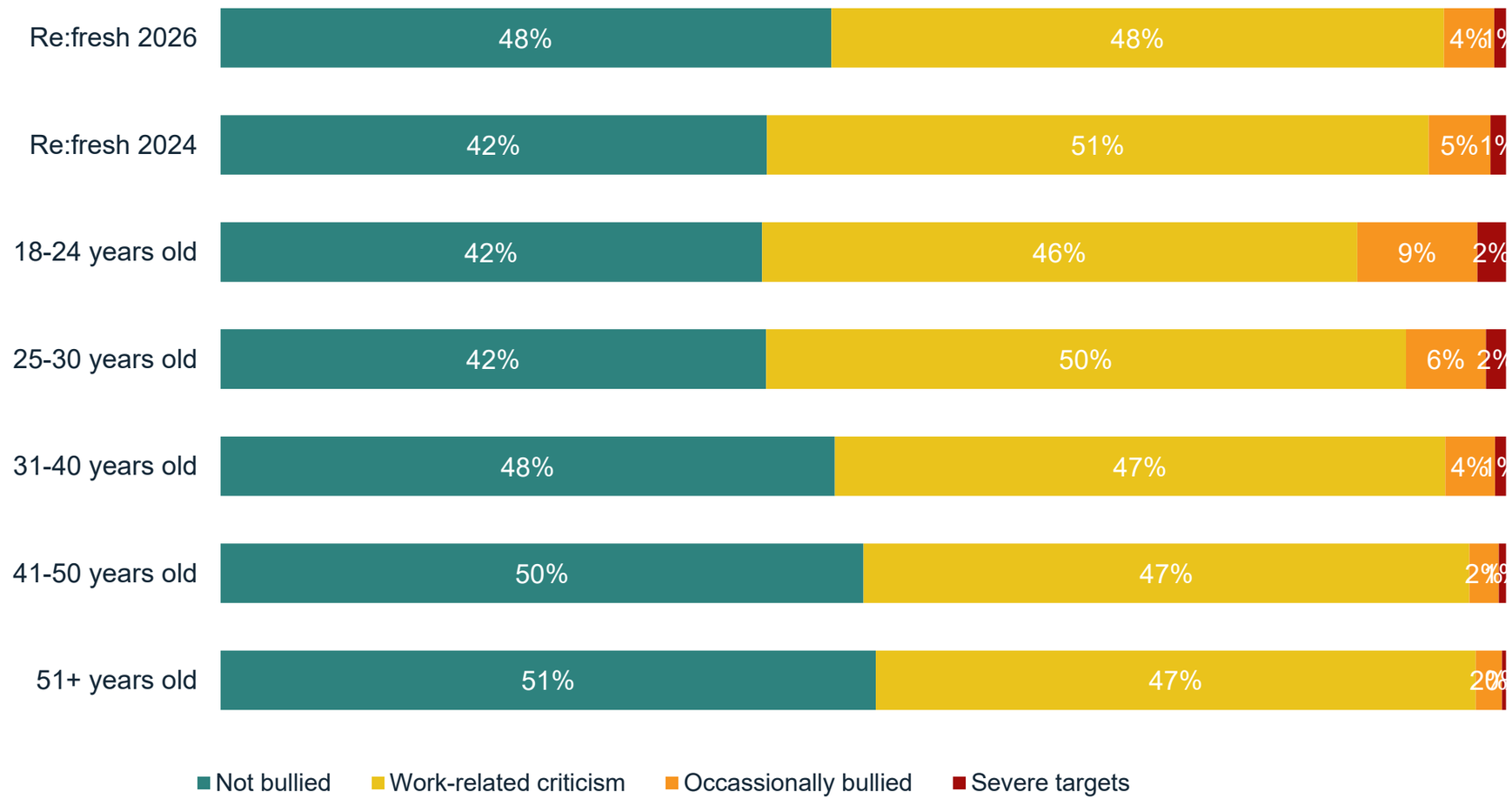


Re:fresh 2026 N = 21,782
Re:fresh 2024 N = 26,617

MARINE BENEFITS

Bullying and harassment

By age

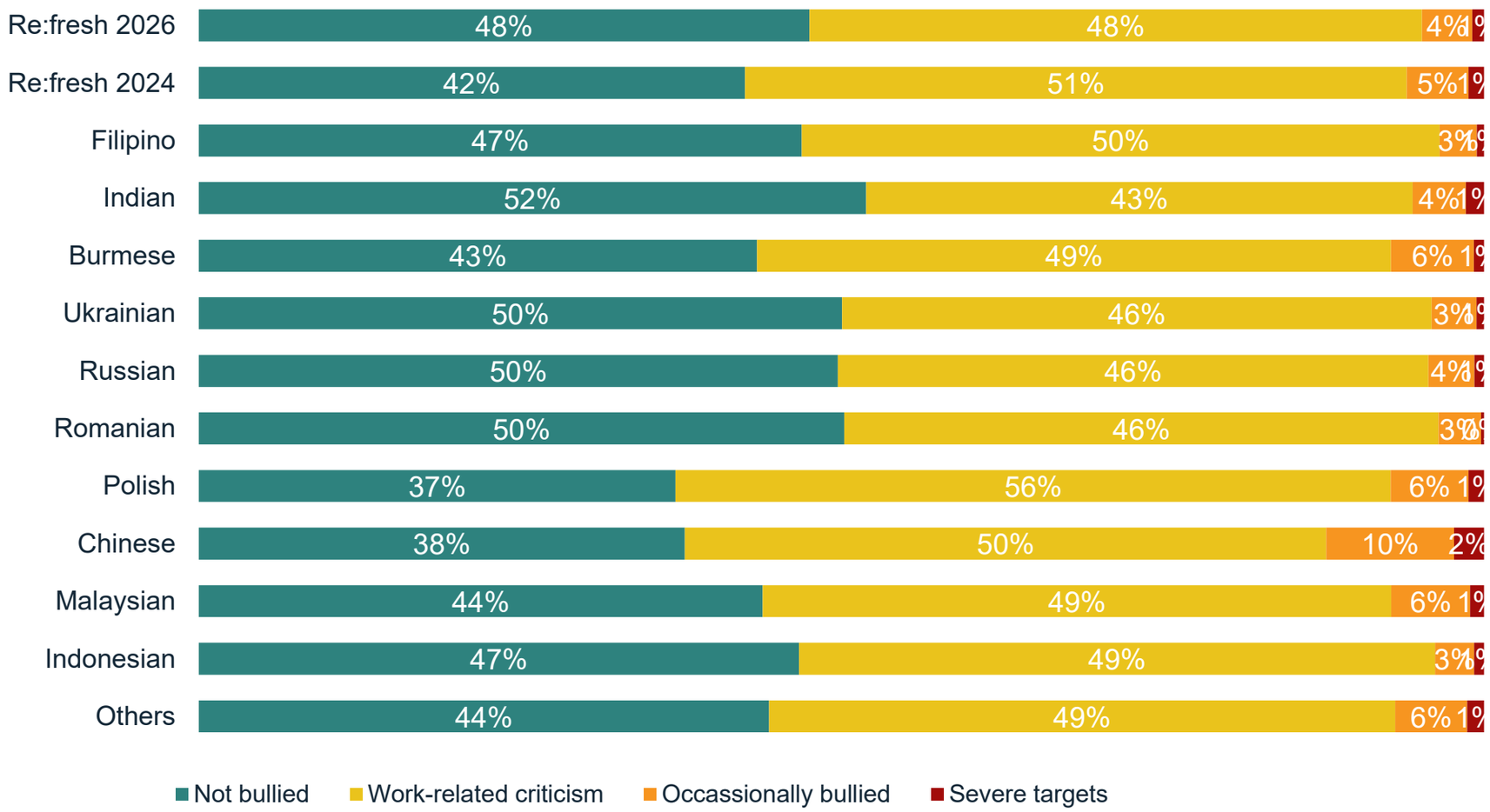


Re:fresh 2026 N = 21,782
Re:fresh 2024 N = 26,617

MARINE BENEFITS

Bullying and harassment

By nationality

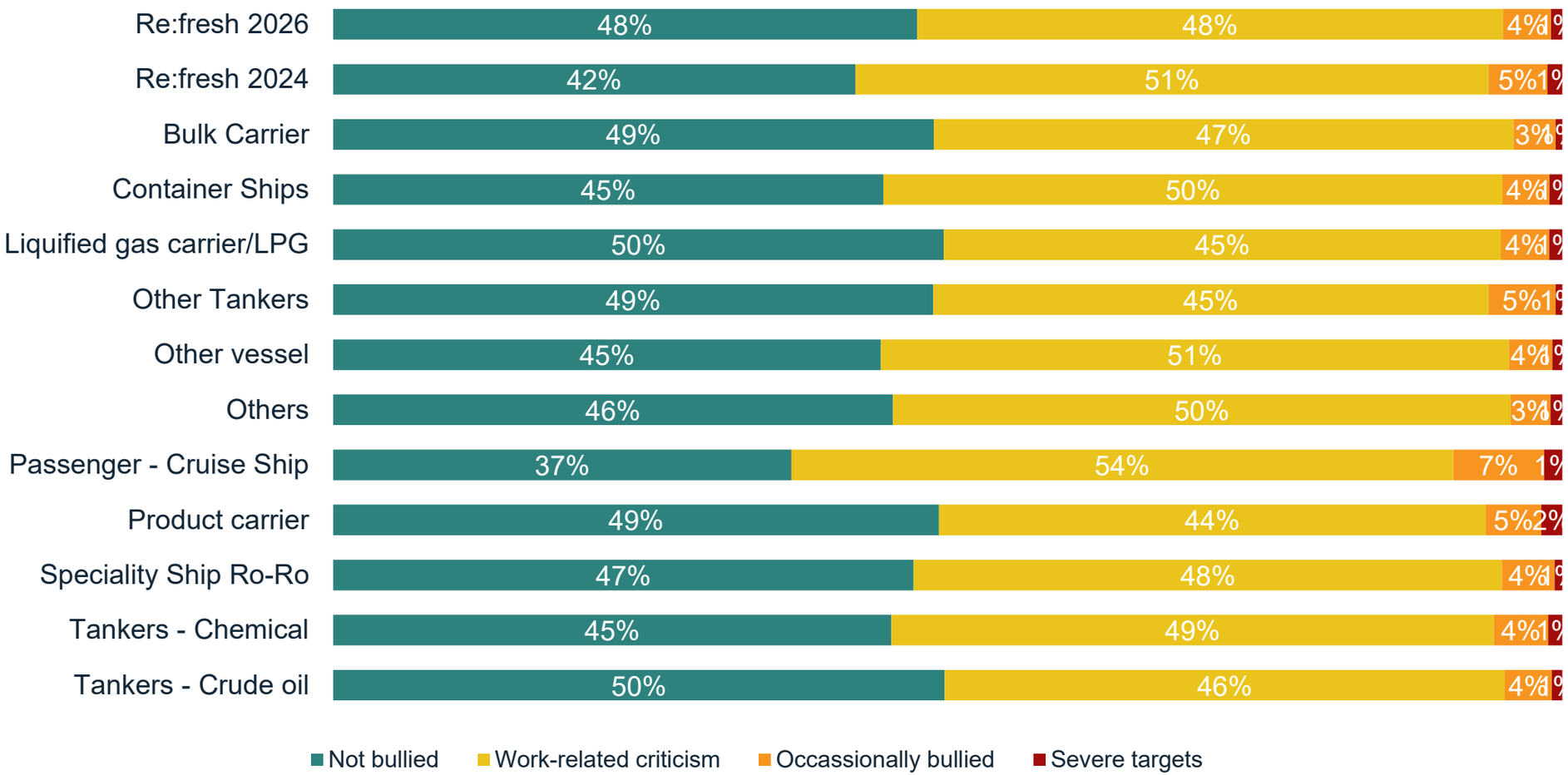


Re:fresh 2026 N = 21,782
Re:fresh 2024 N = 26,617

MARINE BENEFITS

Bullying and harassment

By vessel type



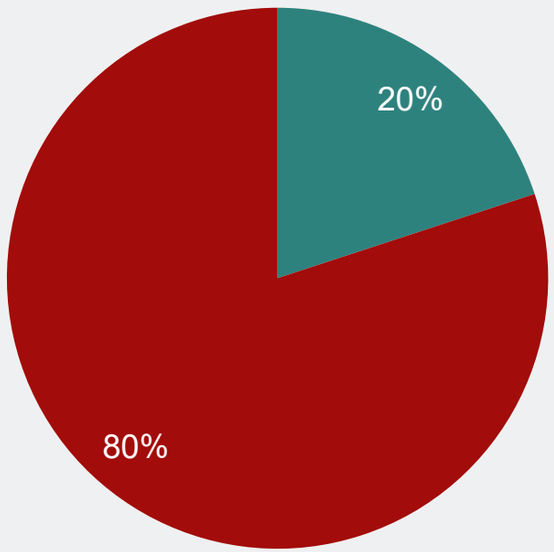
Re:fresh 2026 N = 21,782
Re:fresh 2024 N = 26,617

MARINE BENEFITS

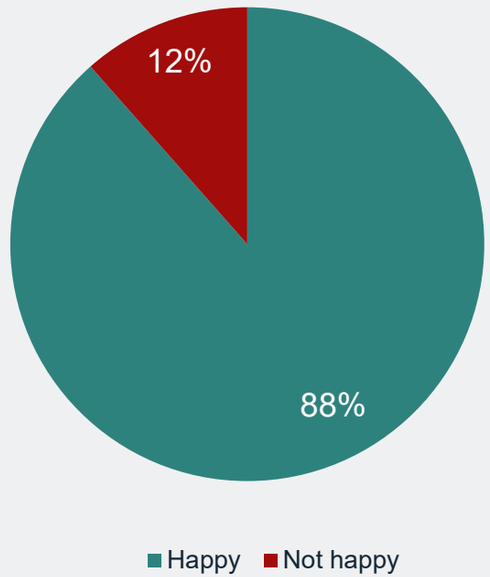
Bullying and harassment

Reporting

Did you report the incident to your employer?



How happy were you with the response?



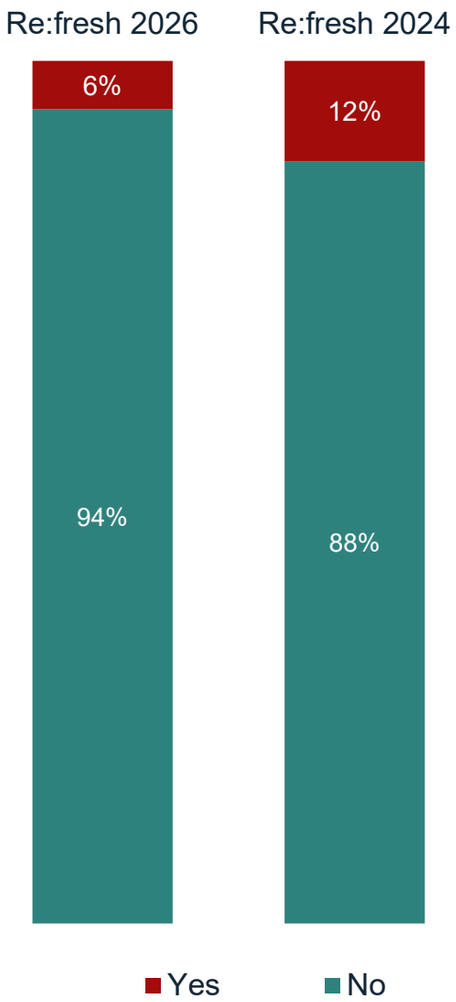
N = 2,365

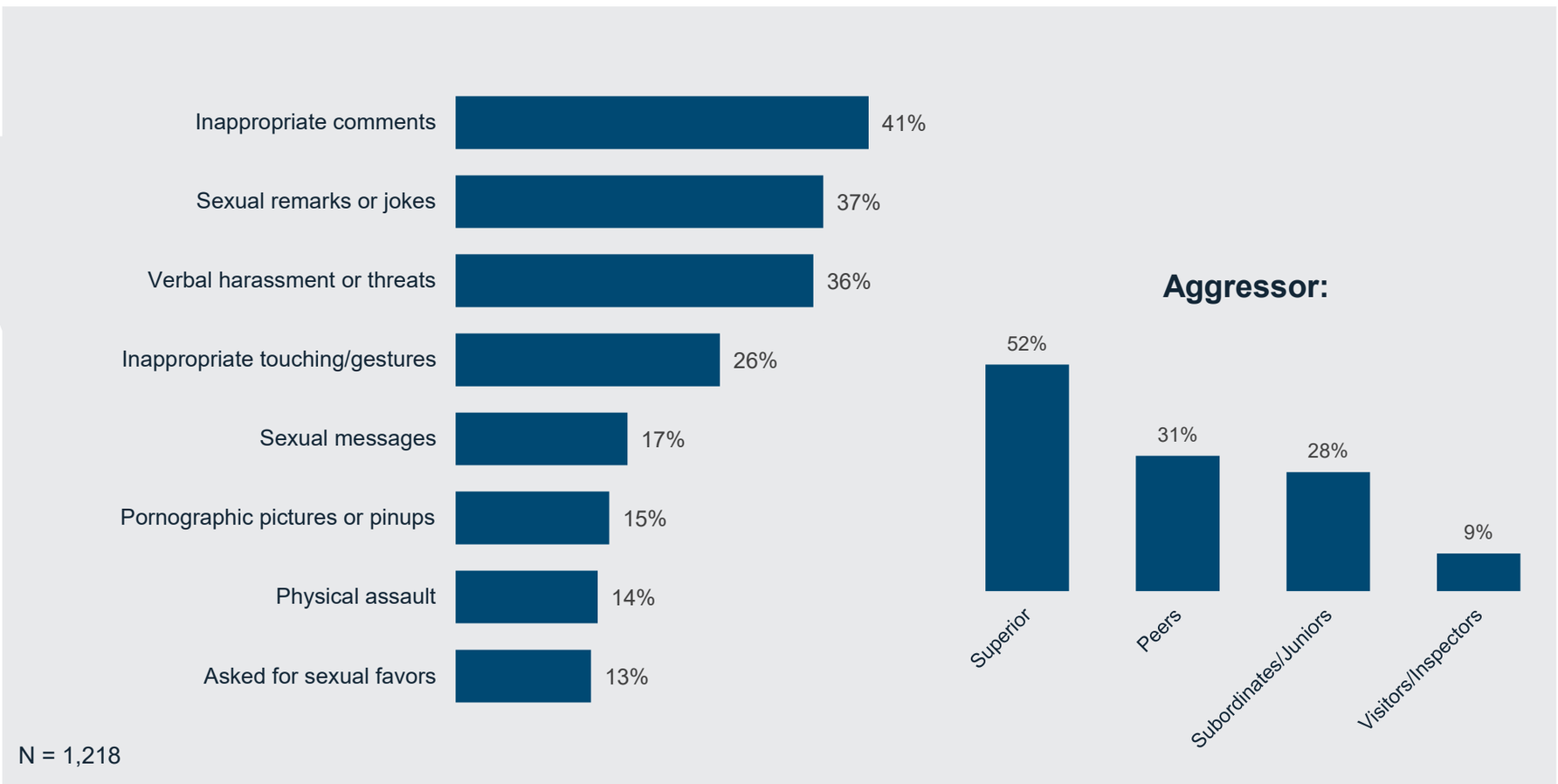
Re:fresh 2026 N = 11,864

MARINE BENEFITS

Sexual harassment

Experience of unwanted sexual behavior during the last two years



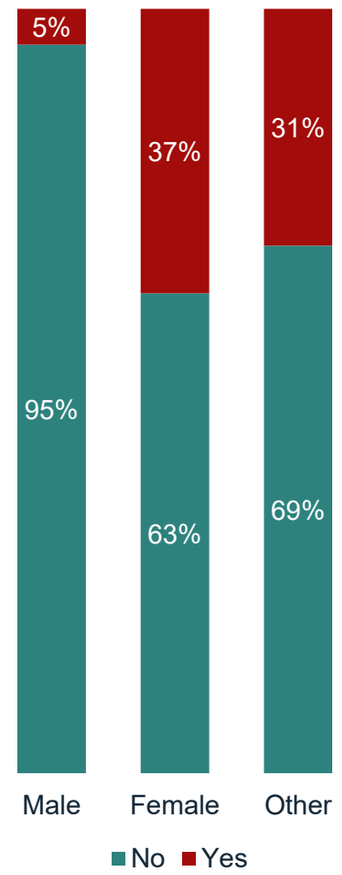


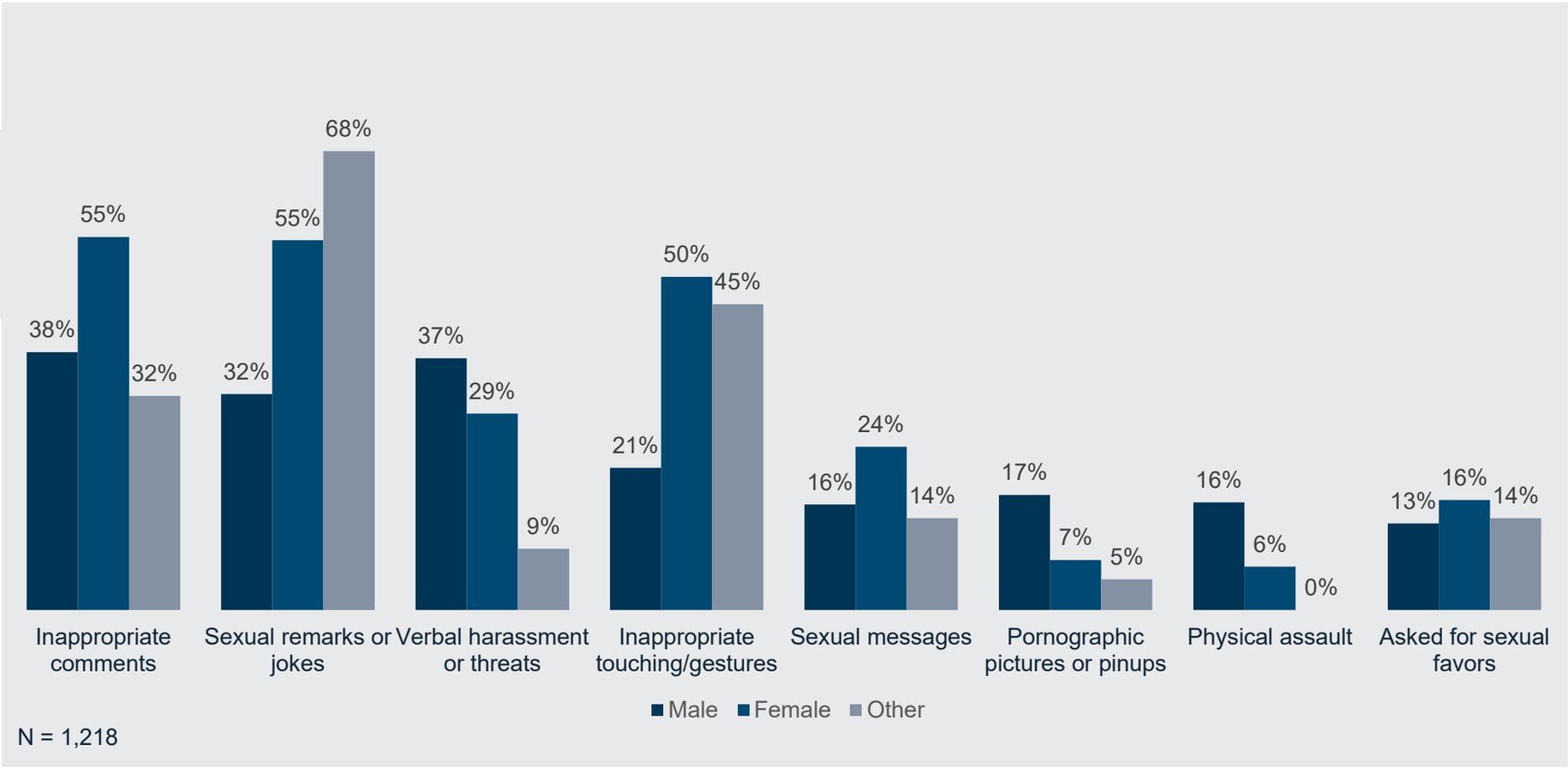
Re:fresh 2026 N = 21,770
Re:fresh 2024 N = 23,166

MARINE BENEFITS

Sexual harassment

Men and women



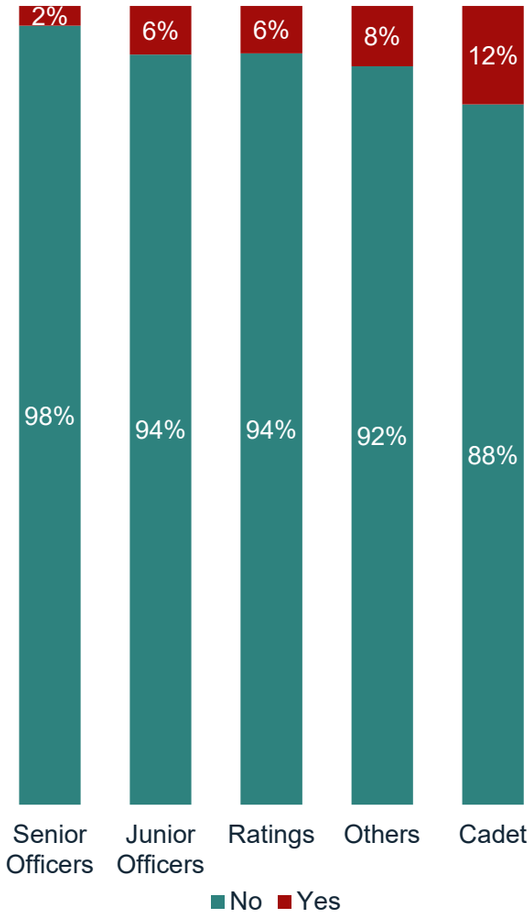


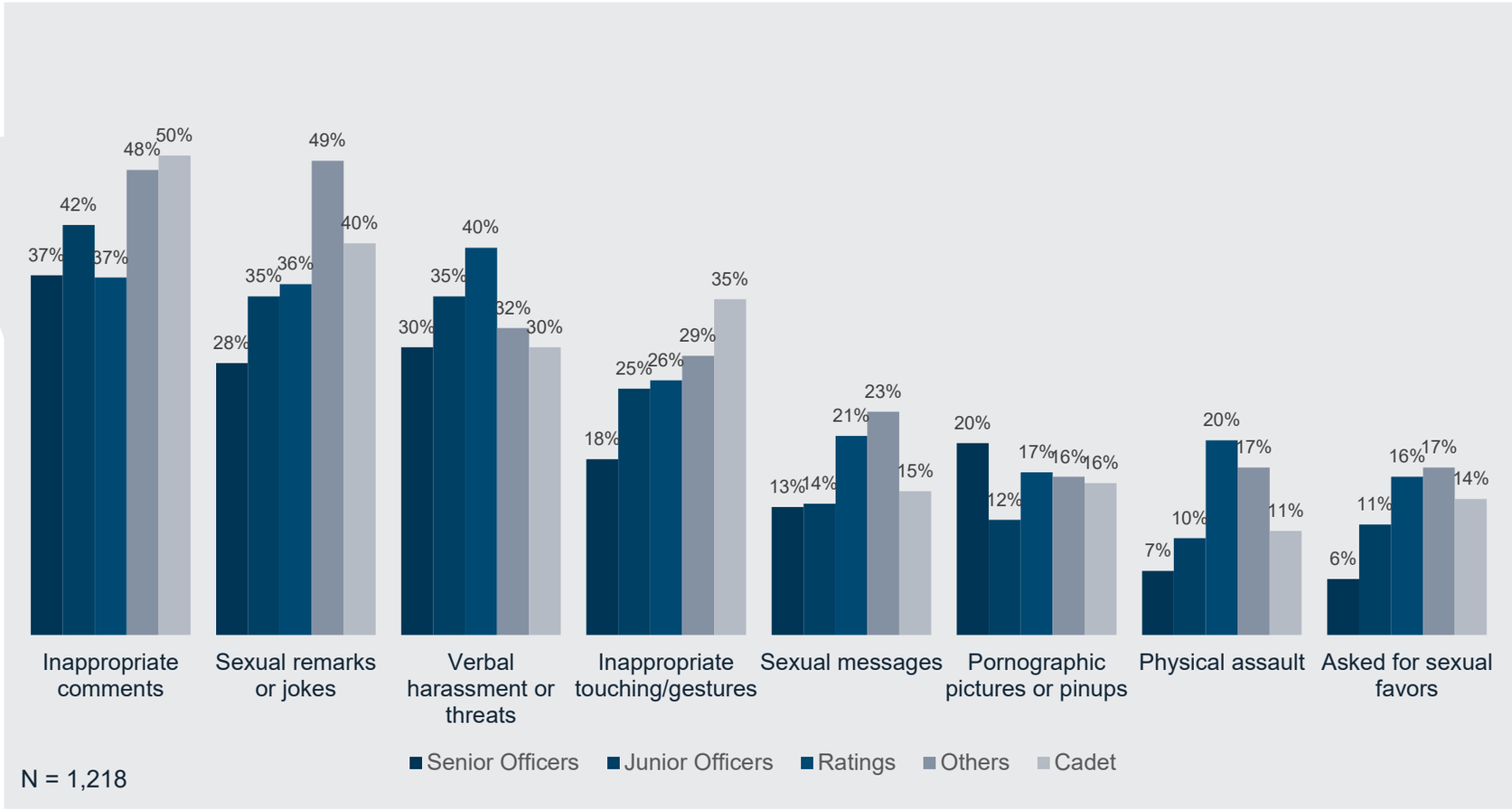
Re:fresh 2026 N = 21,770

MARINE BENEFITS

Sexual harassment

By rank group



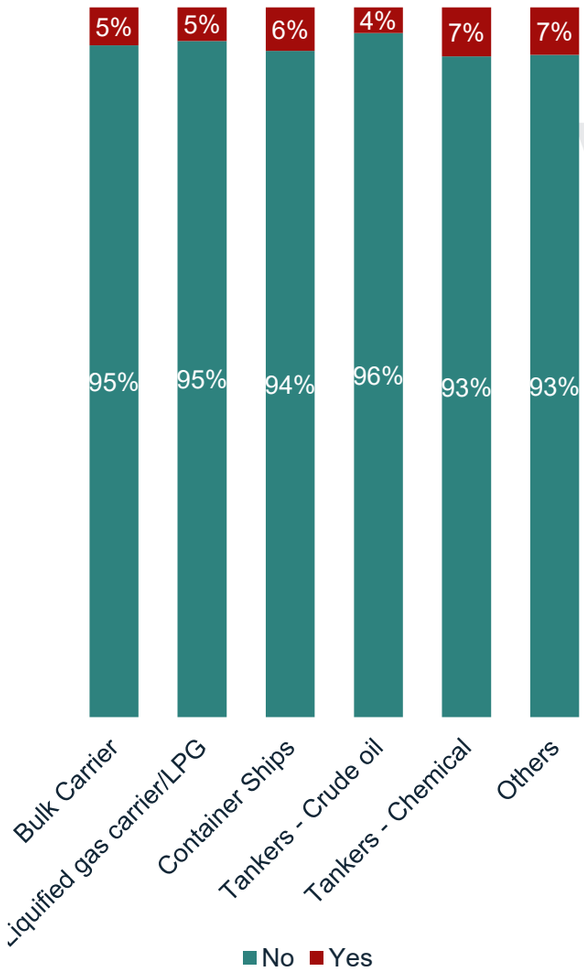


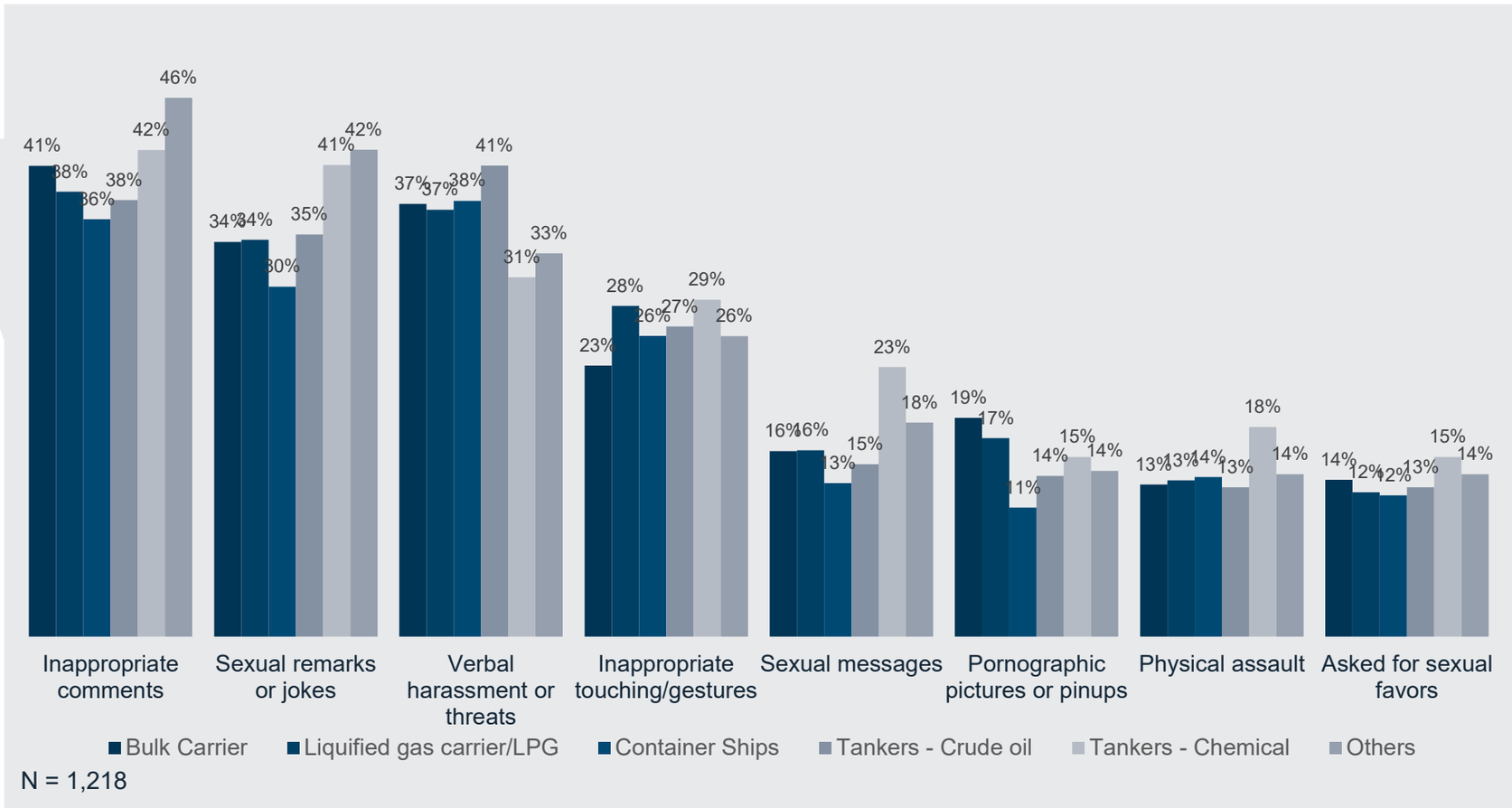
Re:fresh 2026 N = 21,770

MARINE BENEFITS

Sexual harassment

By vessel type





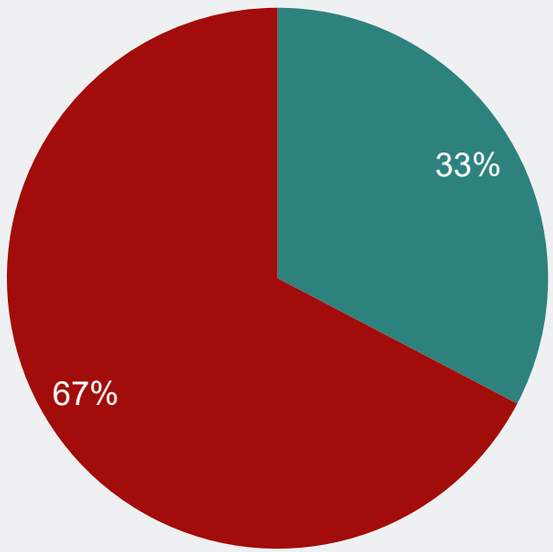
Re:fresh 2026 N = 21,770

MARINE BENEFITS

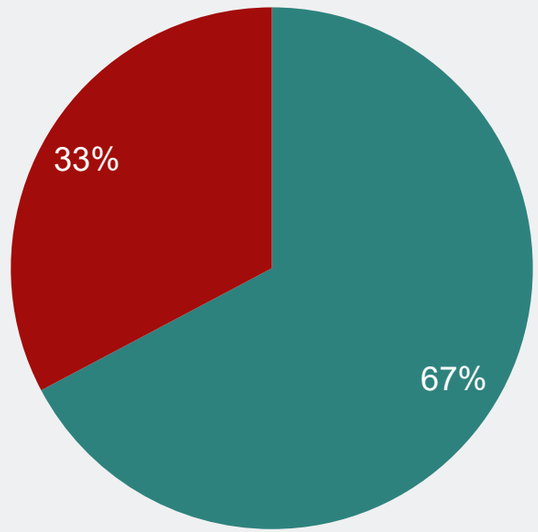
Sexual harassment

Reporting

Did you report the incident to your employer?



How happy were you with the response?



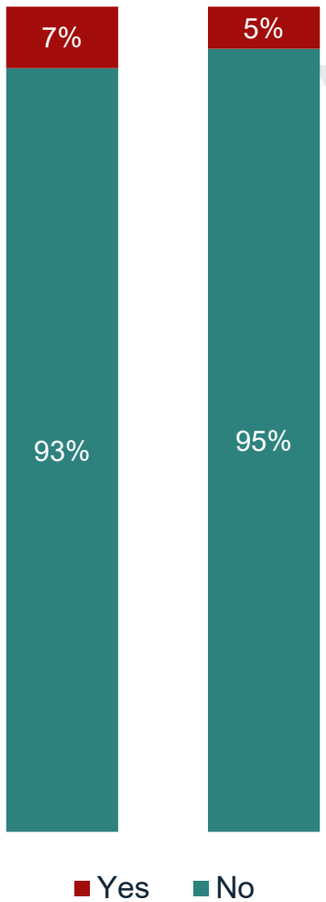
N = 397

Re:fresh 2026 N = 1,218

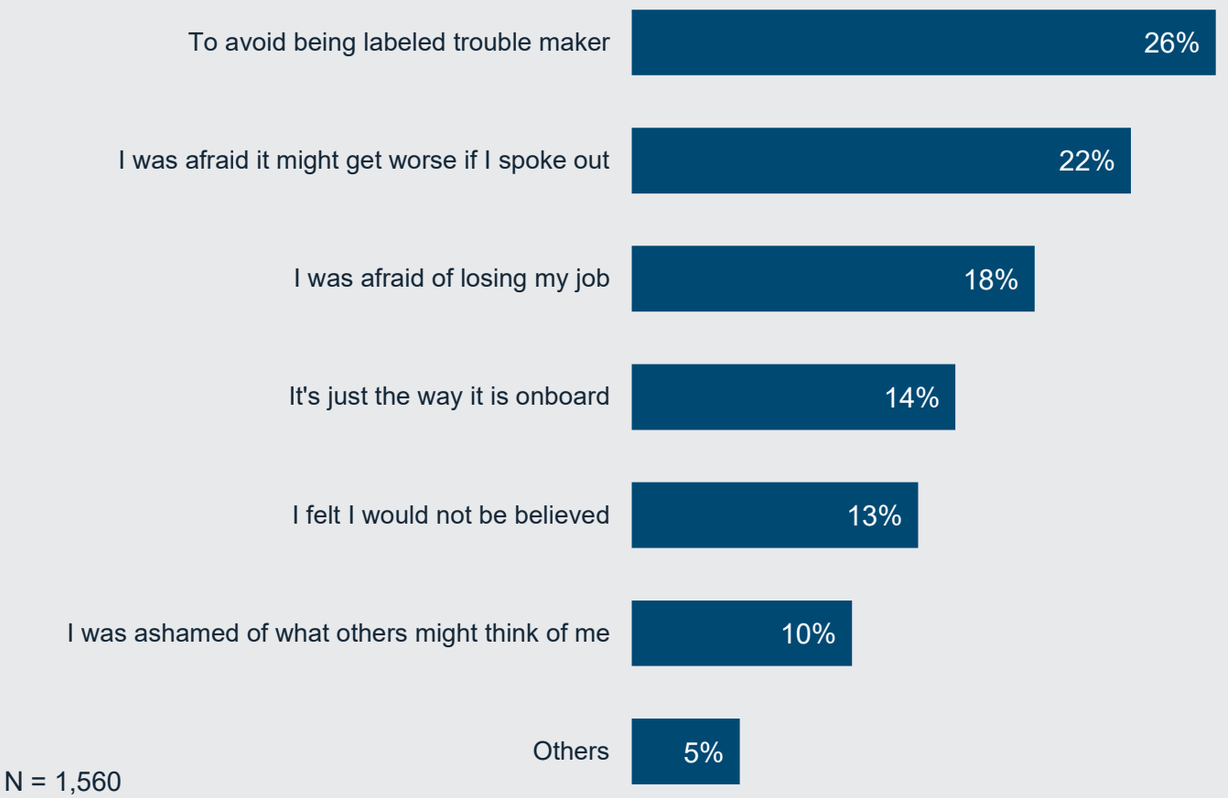
Sexual harassment

Frequency and experience

Re:fresh 2026 Re:fresh 2024

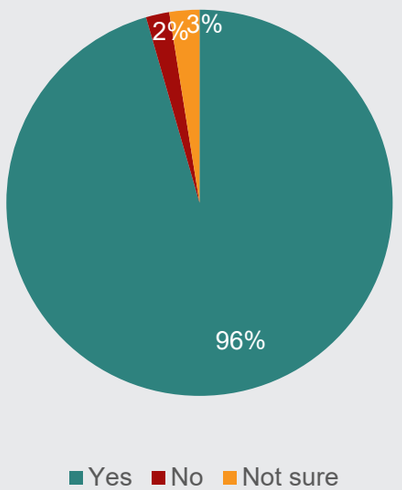


Have you ever thought of reporting an incident of sexual harassment but refrained from doing so? If so, why?



N = 1,560

Does your company have a policy against sexual harassment?



Re:fresh 2026 N = 20,912
Re:fresh 2024 N = 26,712

MARINE BENEFITS

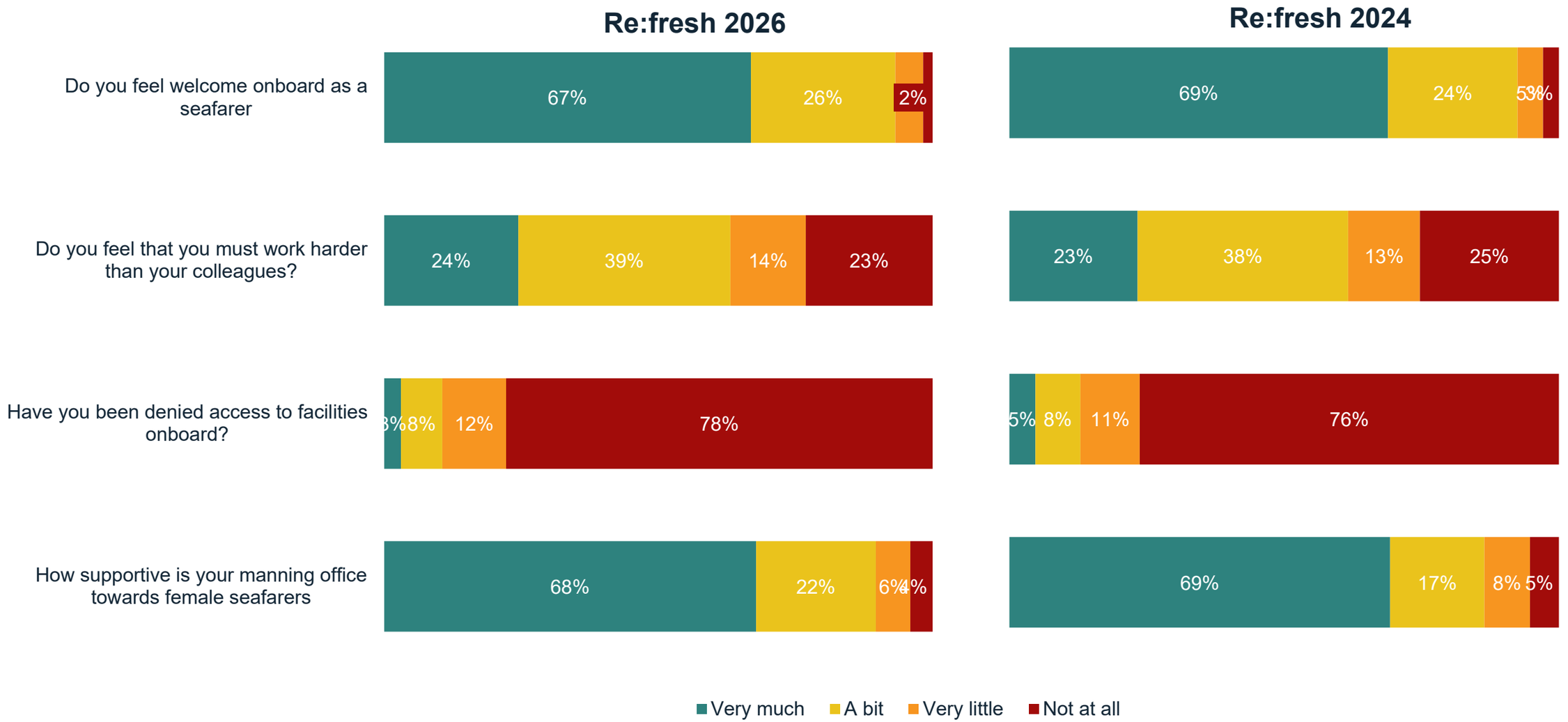
Female seafarers



MARINE BENEFITS

Female seafarers

As a female seafarer (or identifying as "other"):



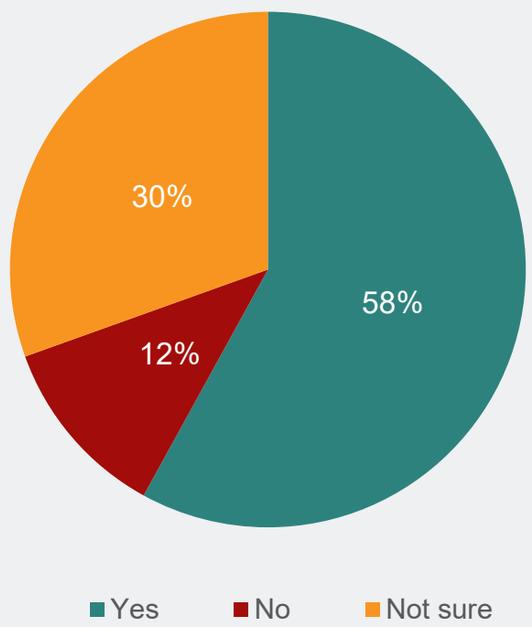
Re:fresh 2026 N = 981
Re:fresh 2024 N = 759

MARINE BENEFITS

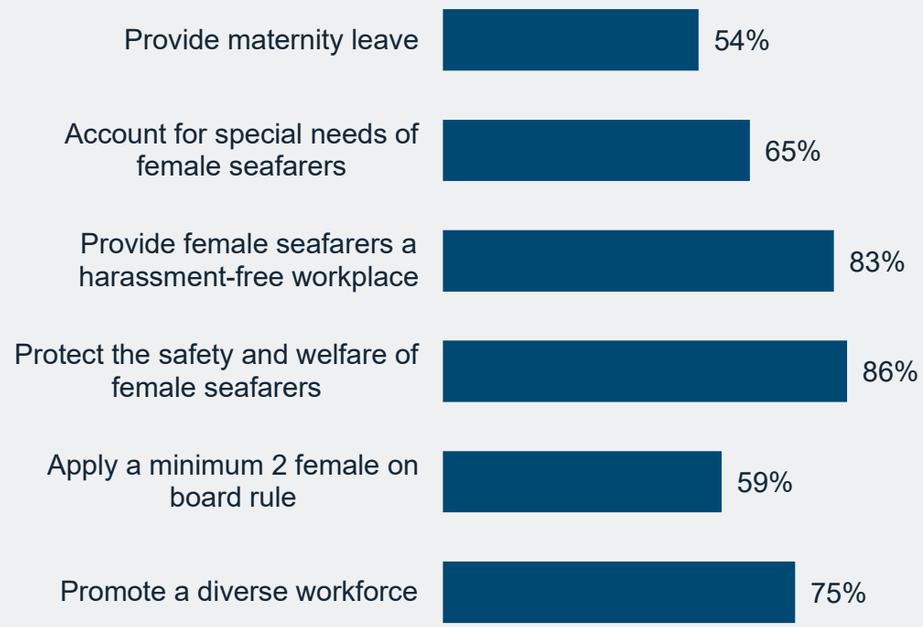
Female seafarers

Reporting, policy and benefits

Does your company have a policy specifically framed for women?



If yes, does the policy:



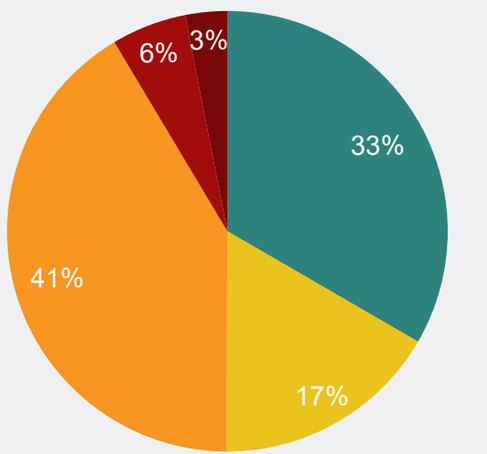
N = 569

Re:fresh 2026 N = 981

MARINE BENEFITS

Female seafarers

How do you feel about the industry employing more female seafarers?



Please explain your answer:

Re:fresh 2026 N = 21,735

MARINE BENEFITS

Female seafarers

Voices of female seafarers

Experiences of female seafarers or other minorities, working in a traditionally masculine environment:

MARINE BENEFITS

Female seafarers

Voices of female seafarers

What would need to change in the maritime industry to attract more women to seek employment as a seafarer?

MARINE BENEFITS

Seafaring career and retention issues



MARINE BENEFITS

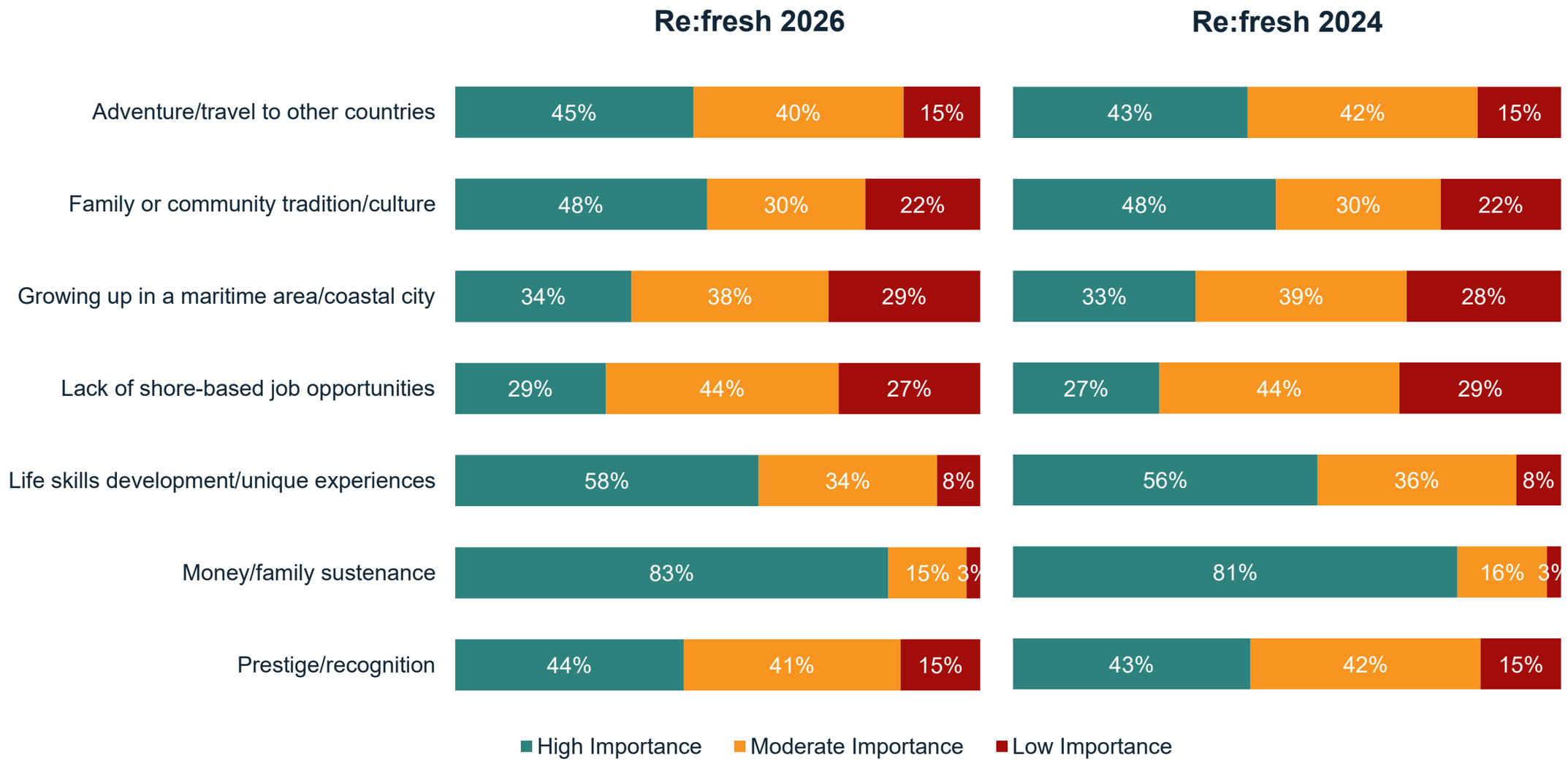
Retention issues

Seafarer retention remains a strategic priority for the maritime industry. The global workforce now exceeds 2.5 million seafarers, yet the industry faces a shortage of approximately 39,000 officers, with demand expected to grow further in the coming years. BIMCO and ICS estimate that an additional 113,700 officers will be needed by 2030. Retaining experienced seafarers is therefore essential to ensure workforce sustainability, operational safety, and future industry growth. Key drivers of retention include job satisfaction, career development opportunities, working conditions, wellbeing, and work-life balance.

MARINE BENEFITS

Seafaring career and retention issues

Factors influencing the decision to become a seafarer

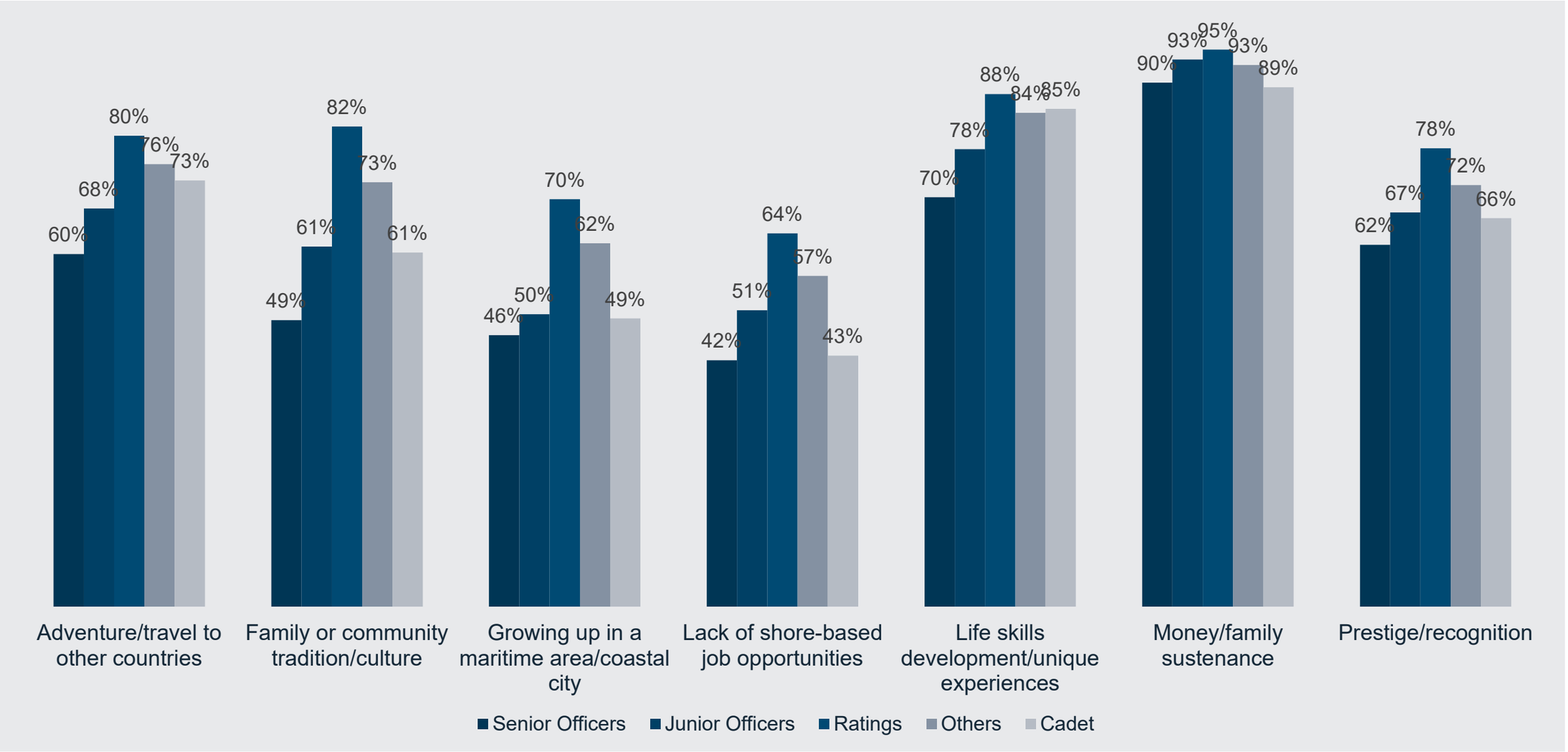


Re:fresh 2026 N = 21,659
Re:fresh 2024 N = 26,429

MARINE BENEFITS

Seafaring career and retention issues

Factors influencing the decision to become a seafarer - by rank group

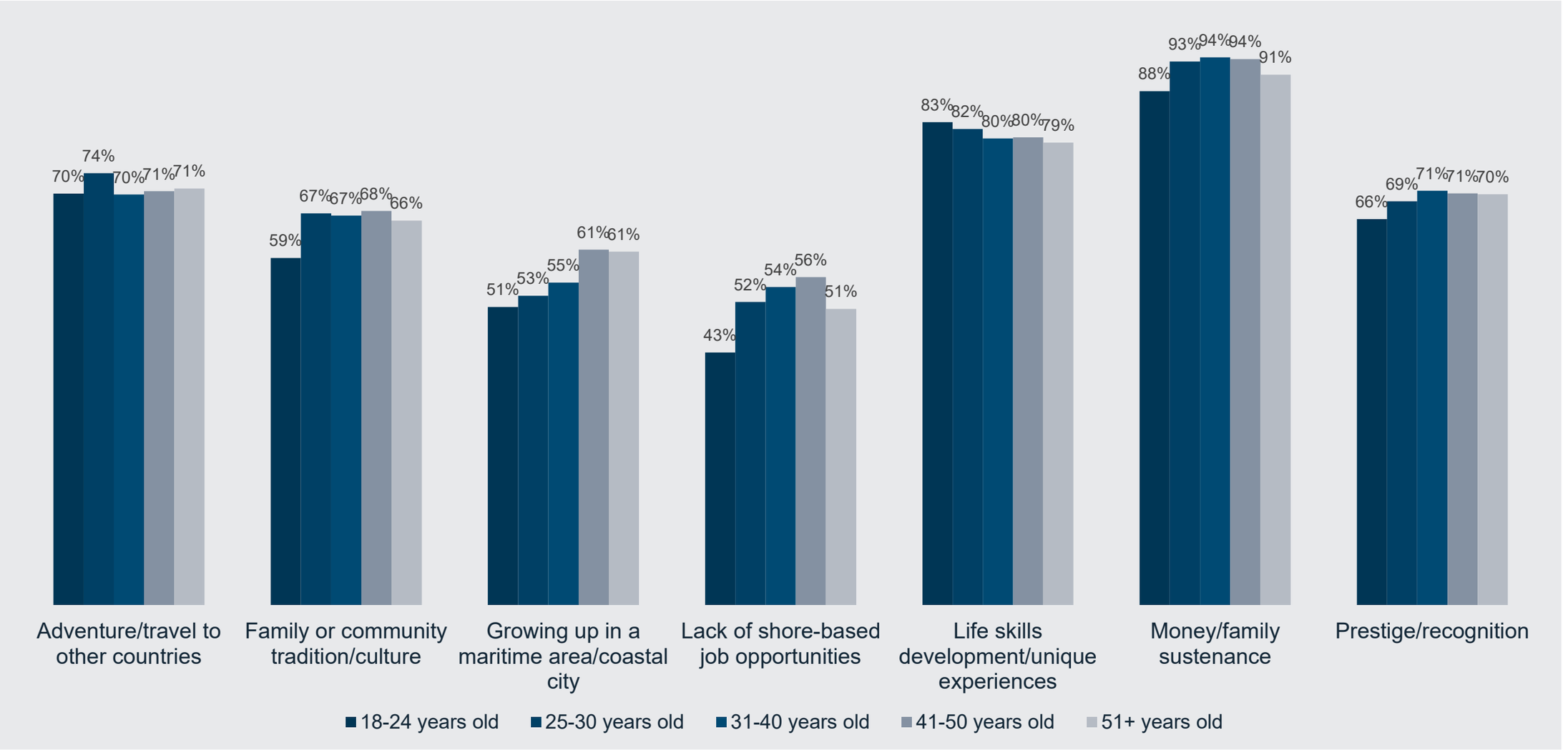


Re:fresh 2026 N = 21,659

MARINE BENEFITS

Seafaring career and retention issues

Factors influencing the decision to become a seafarer - by age group

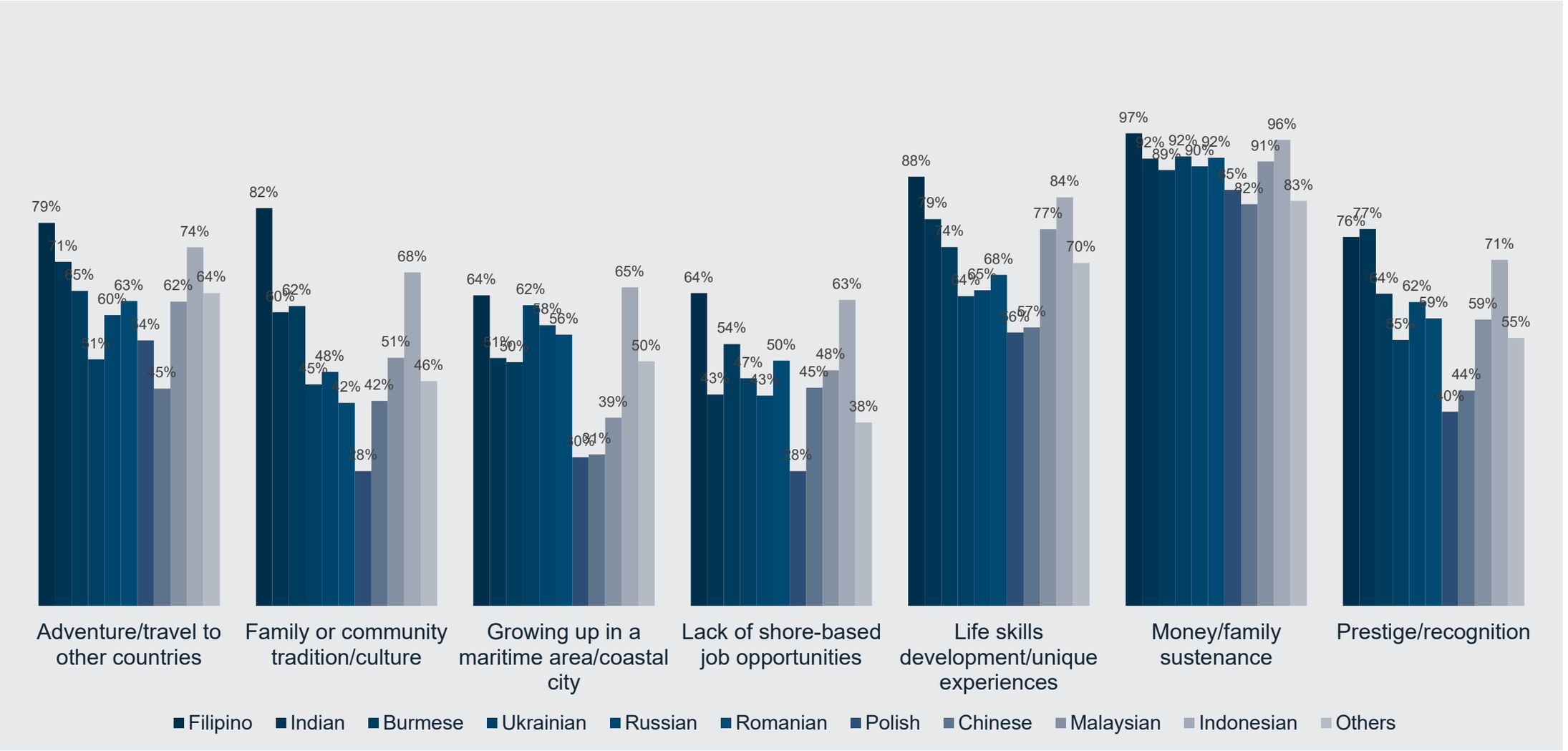


Re:fresh 2026 N = 21,659

MARINE BENEFITS

Seafaring career and retention issues

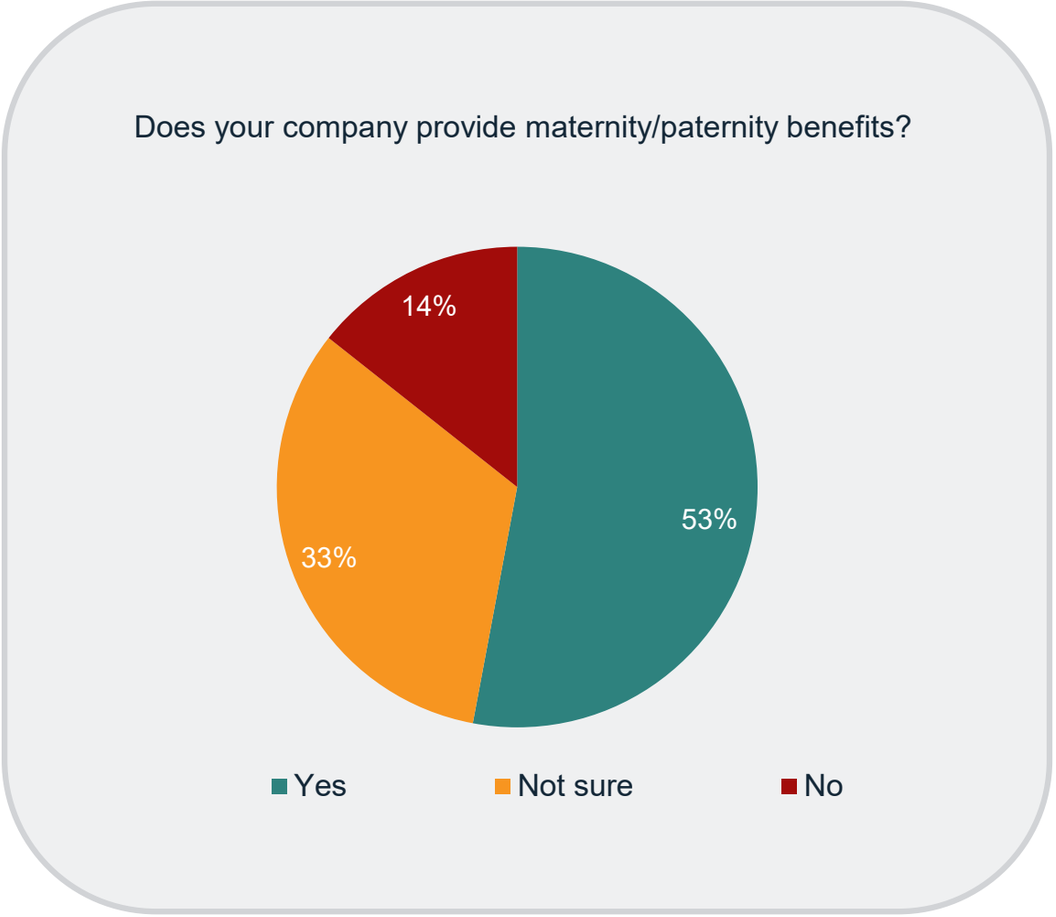
Factors influencing the decision to become a seafarer - by nationality



Re:fresh 2026 N = 21,659

MARINE BENEFITS

Maternity & Paternity policy

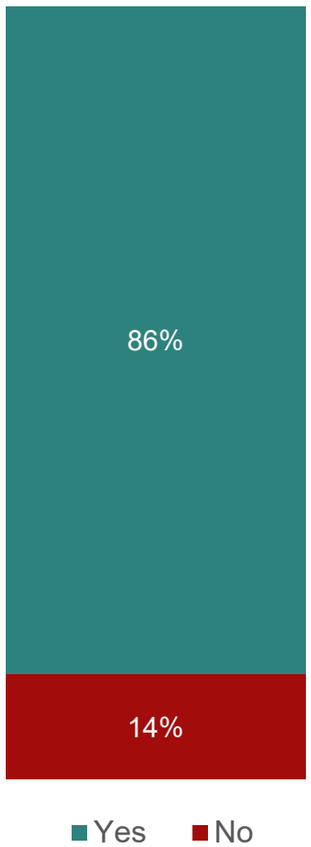


Re:fresh 2026 N = 21,735

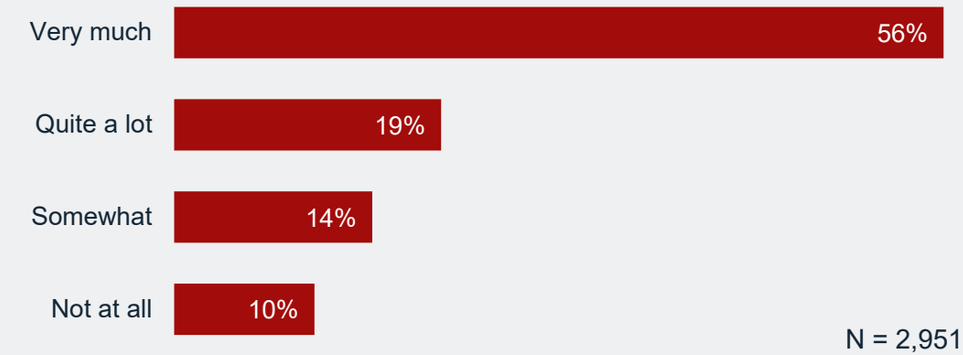
MARINE BENEFITS

Health Insurance

Does your employer provide health insurance for you?

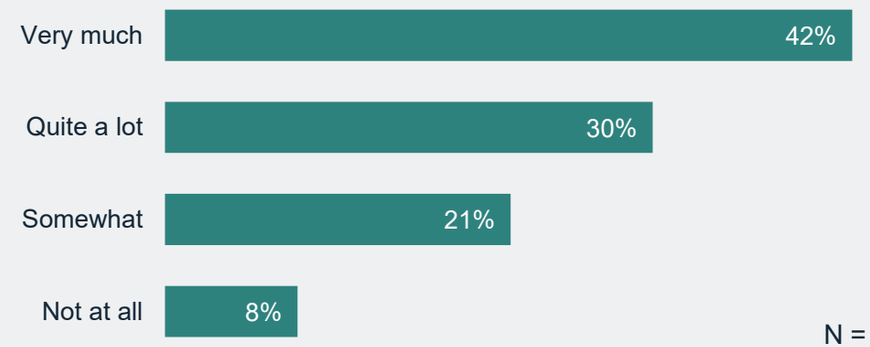


If no, would the provision of health insurance make you more likely to continue working with your current employer?



N = 2,951

If yes, to what extent does you employer-provided health insurance influecne your decision to stay with your current employer?

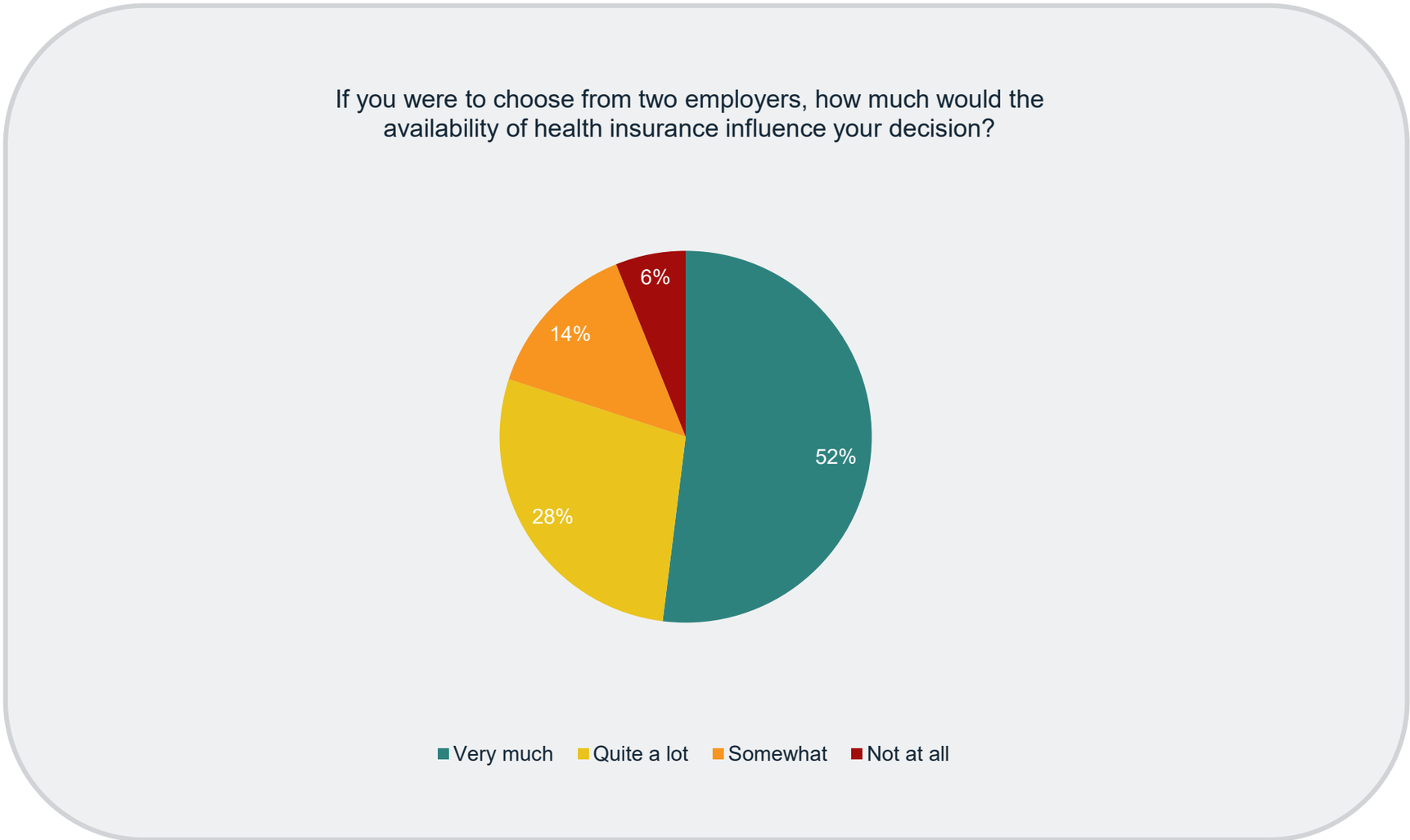


N = 18,718

Re:fresh 2026 N = 21,659

MARINE BENEFITS

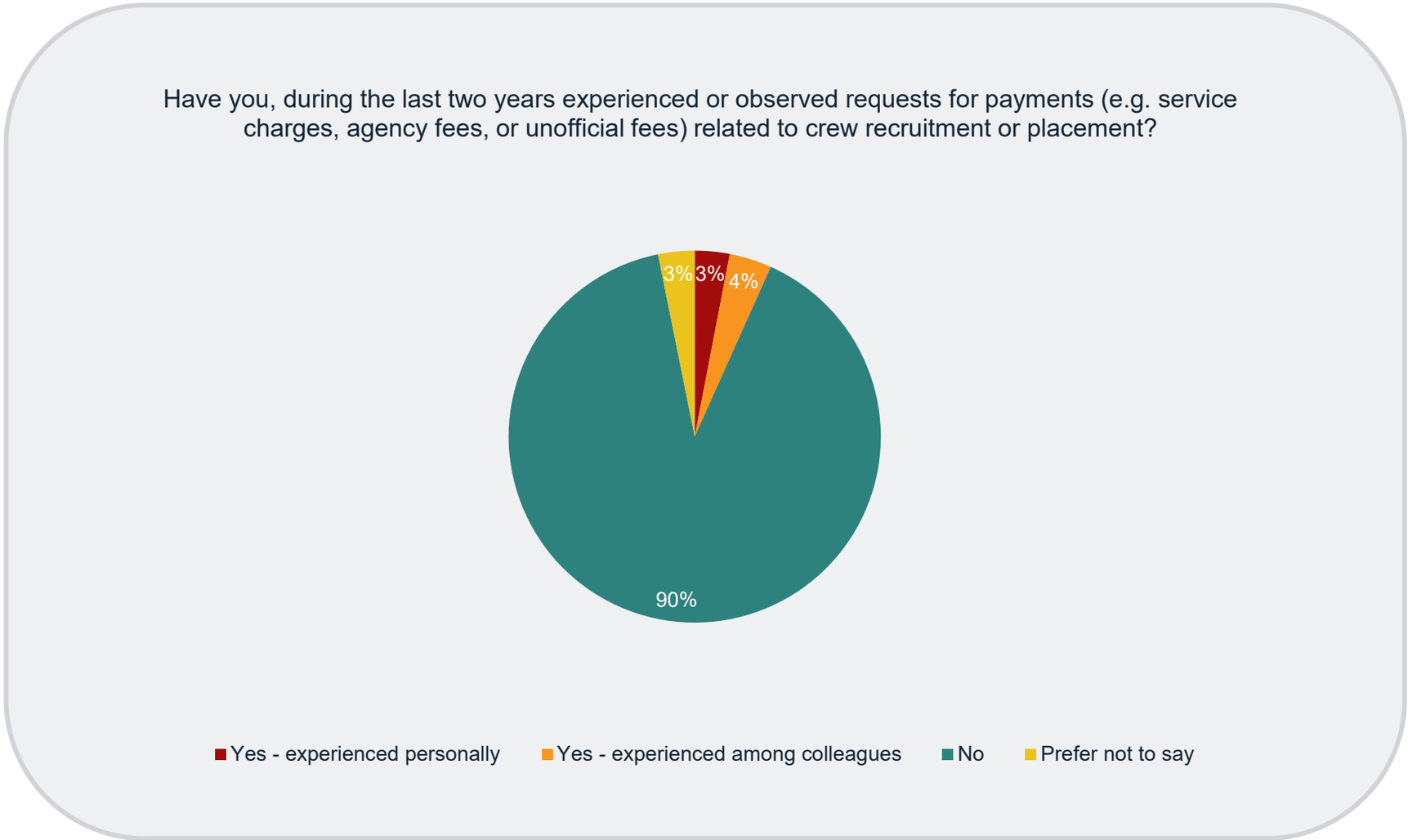
Health Insurance



Re:fresh 2026 N = 2,936

MARINE BENEFITS

Request for payment



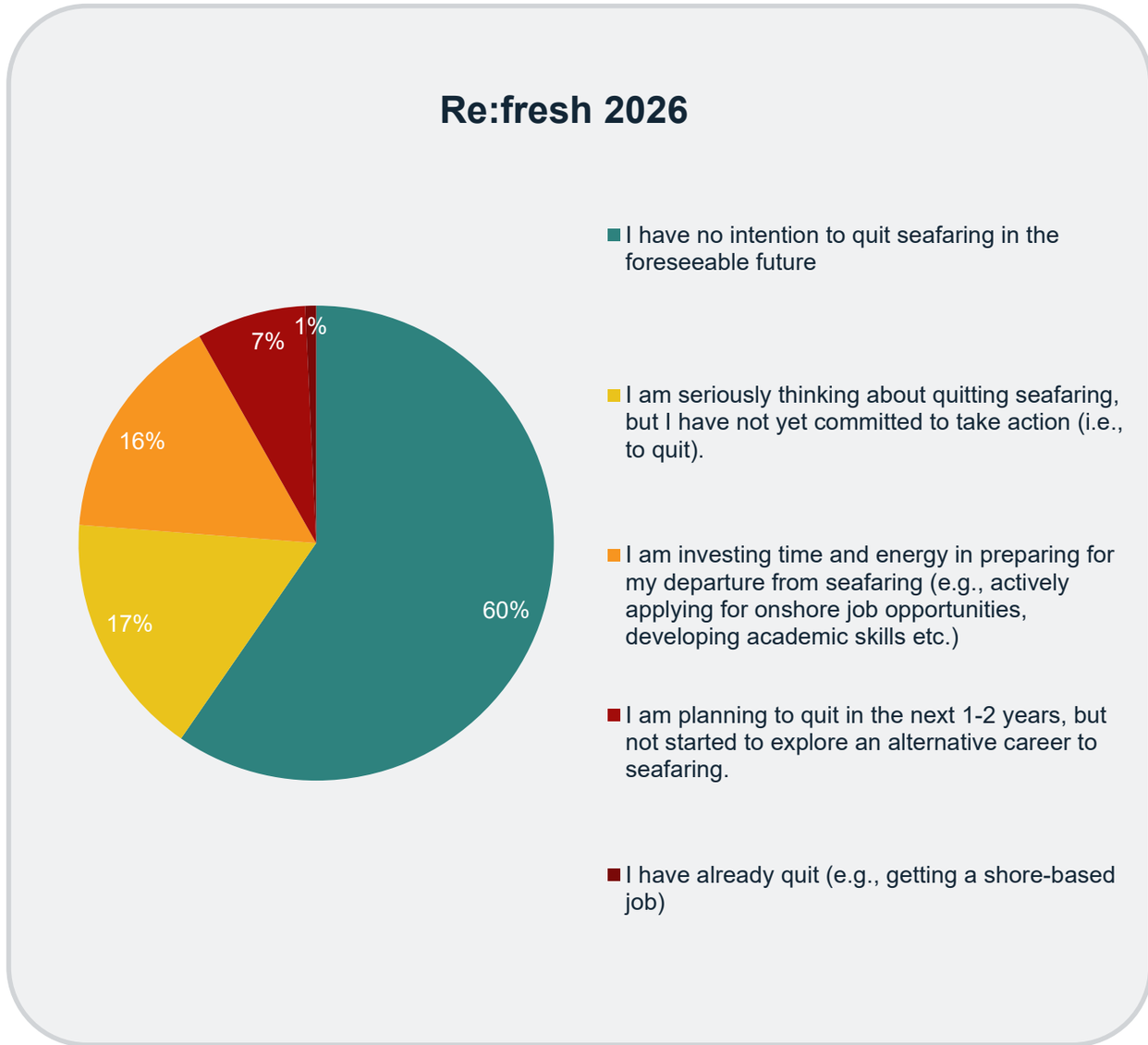
Re:fresh 2026 N = 21,350

MARINE BENEFITS

Career plans

Seafaring career and retention issues

Planning to leave in	Re:fresh 2026	Re:fresh 2024
2-5 years	20%	19%
5-10 years	31%	29%
More than 10 years	49%	51%

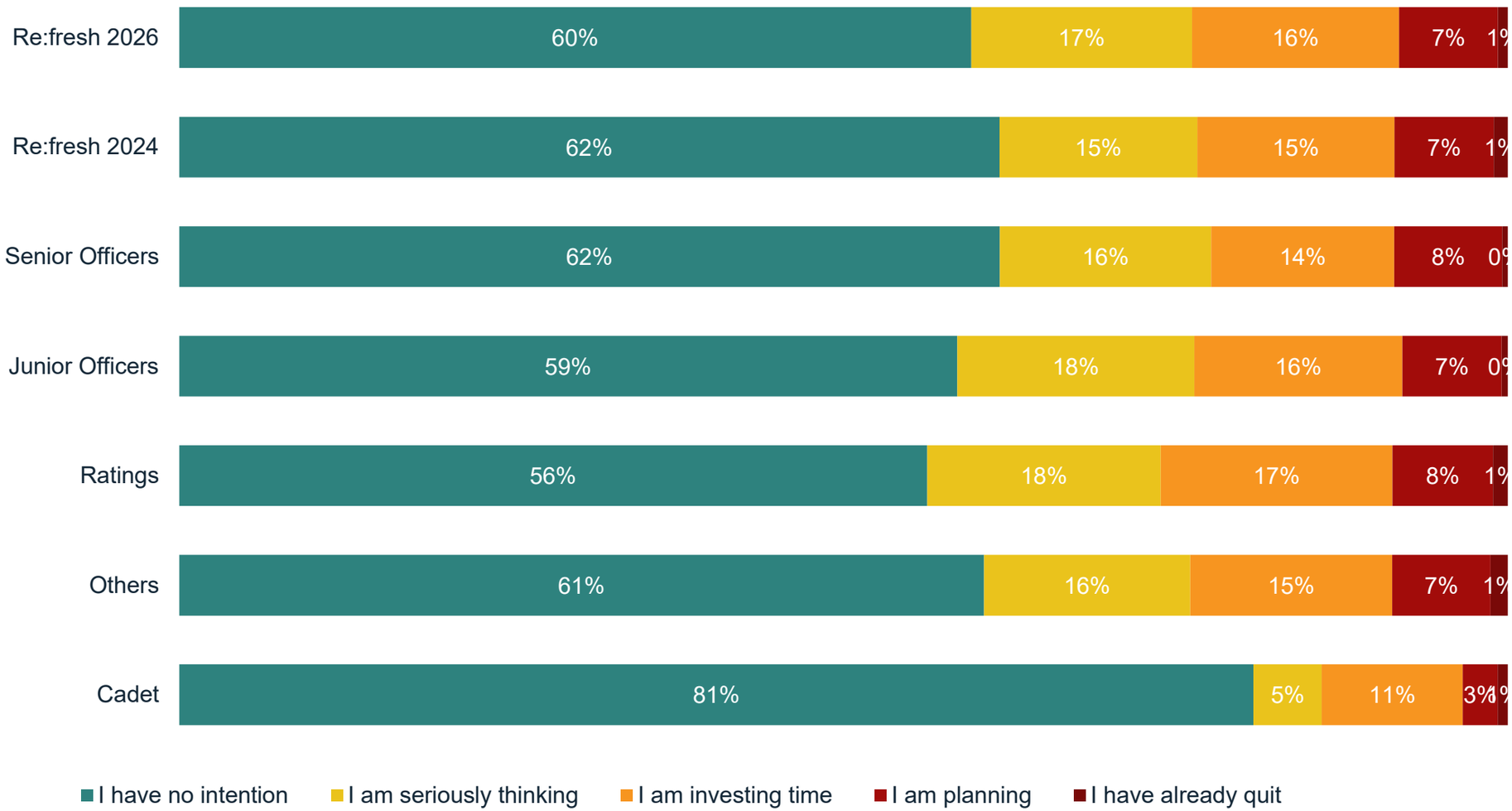


Re:fresh 2026 N = 18,185
Re:fresh 2024 N = 21,621

MARINE BENEFITS

Seafaring career and retention issues

Career plans - by rank group

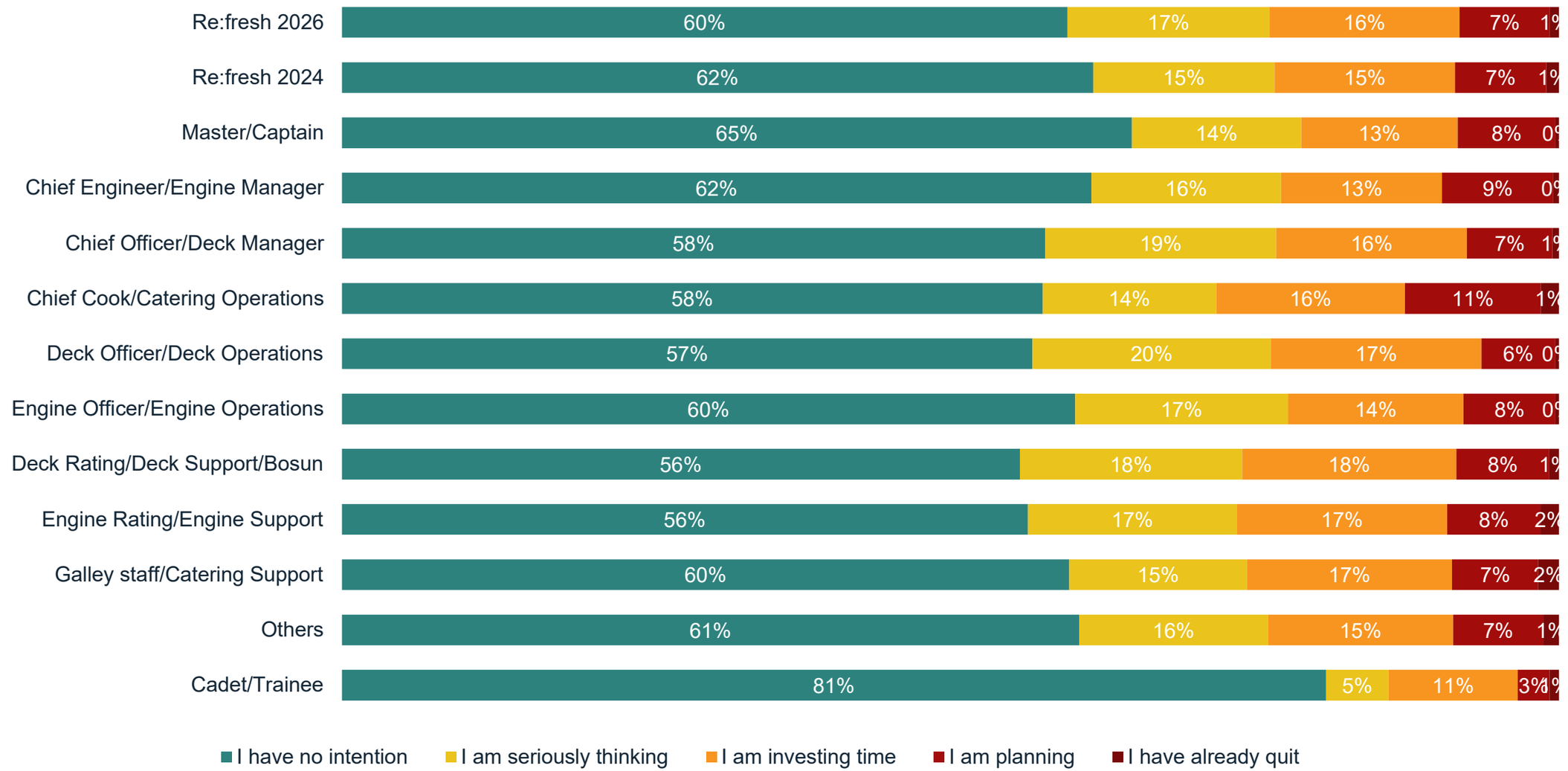


Re:fresh 2026 N = 18,185
Re:fresh 2024 N = 21,621

MARINE BENEFITS

Seafaring career and retention issues

Career plans - by rank

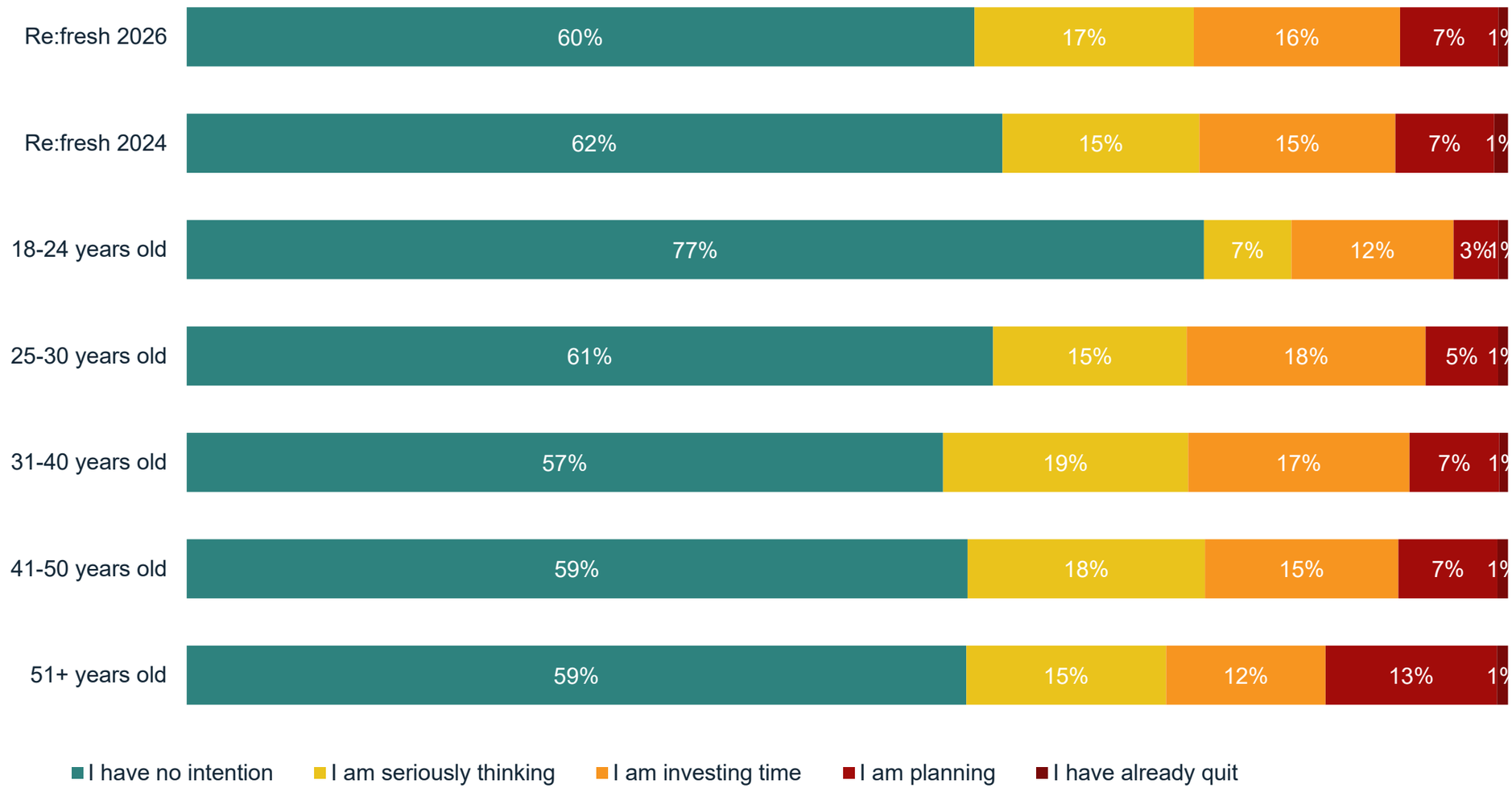


Re:fresh 2026 N = 18,185
Re:fresh 2024 N = 21,621

MARINE BENEFITS

Seafaring career and retention issues

Career plans - by age



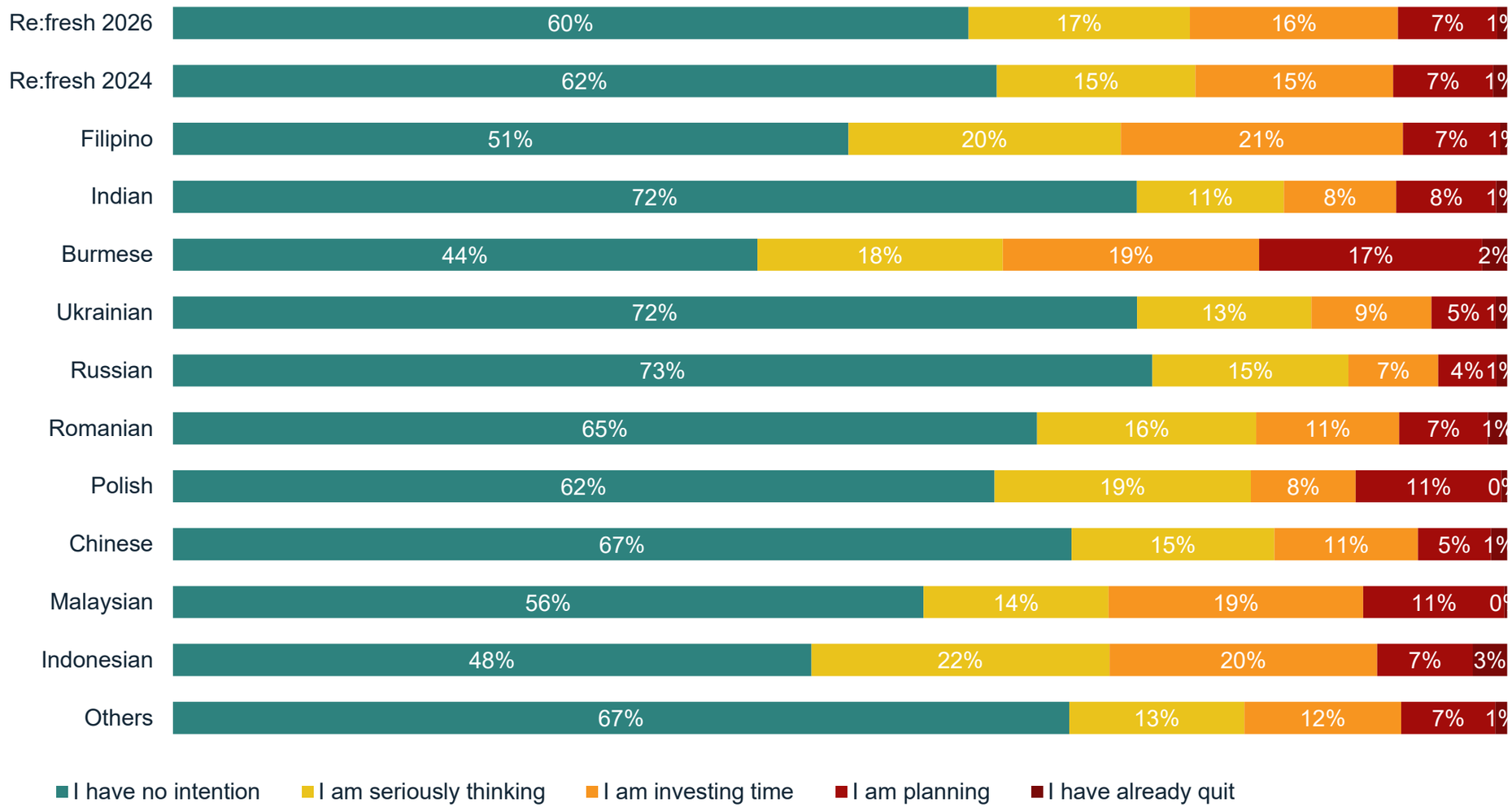
Re:fresh 2026 N = 18,185

0 0

MARINE BENEFITS

Seafaring career and retention issues

Career plans - by nationality

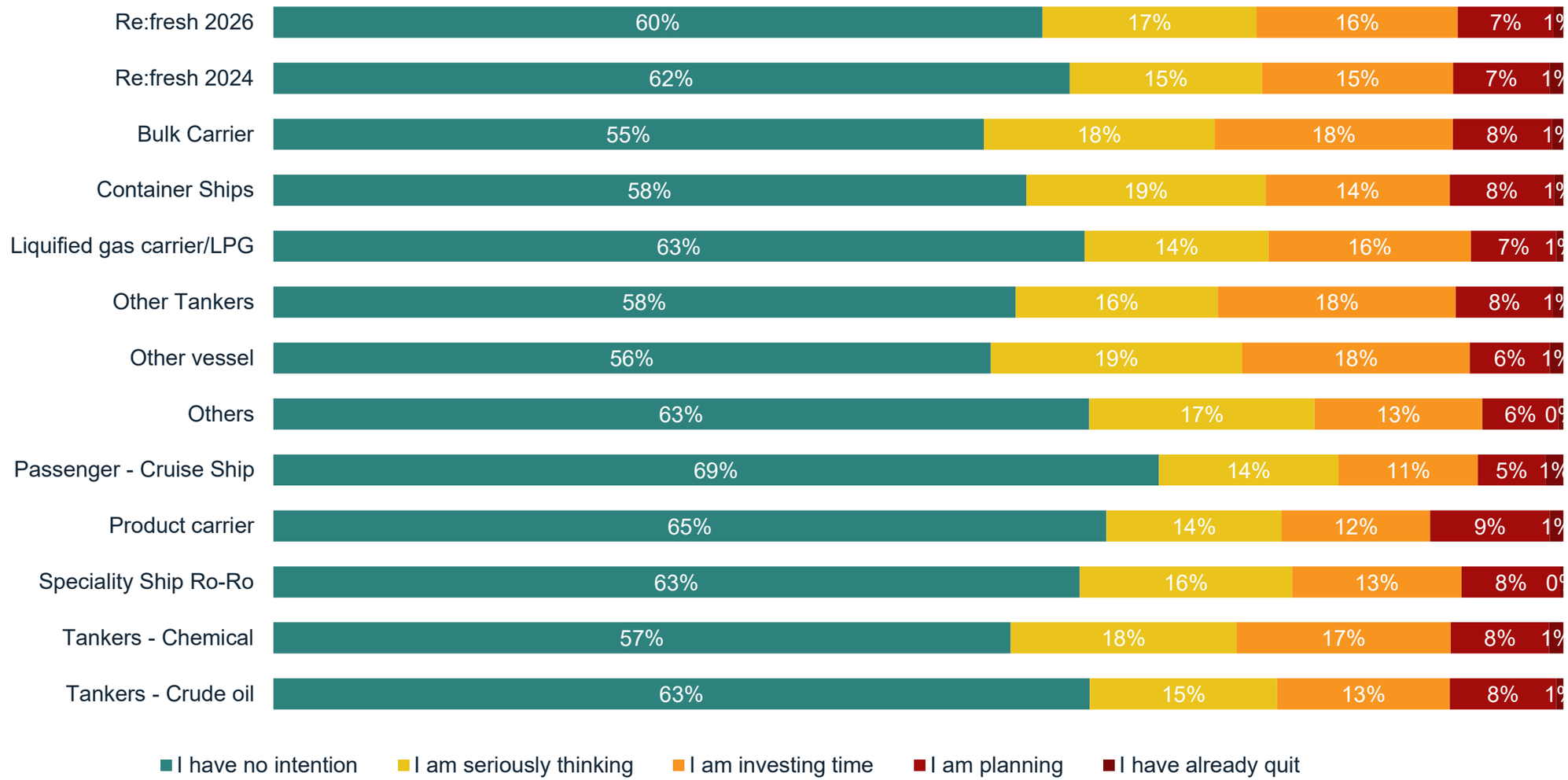


Re:fresh 2026 N = 18,185
Re:fresh 2024 N = 21,621

MARINE BENEFITS

Seafaring career and retention issues

Career plans - by vessel type



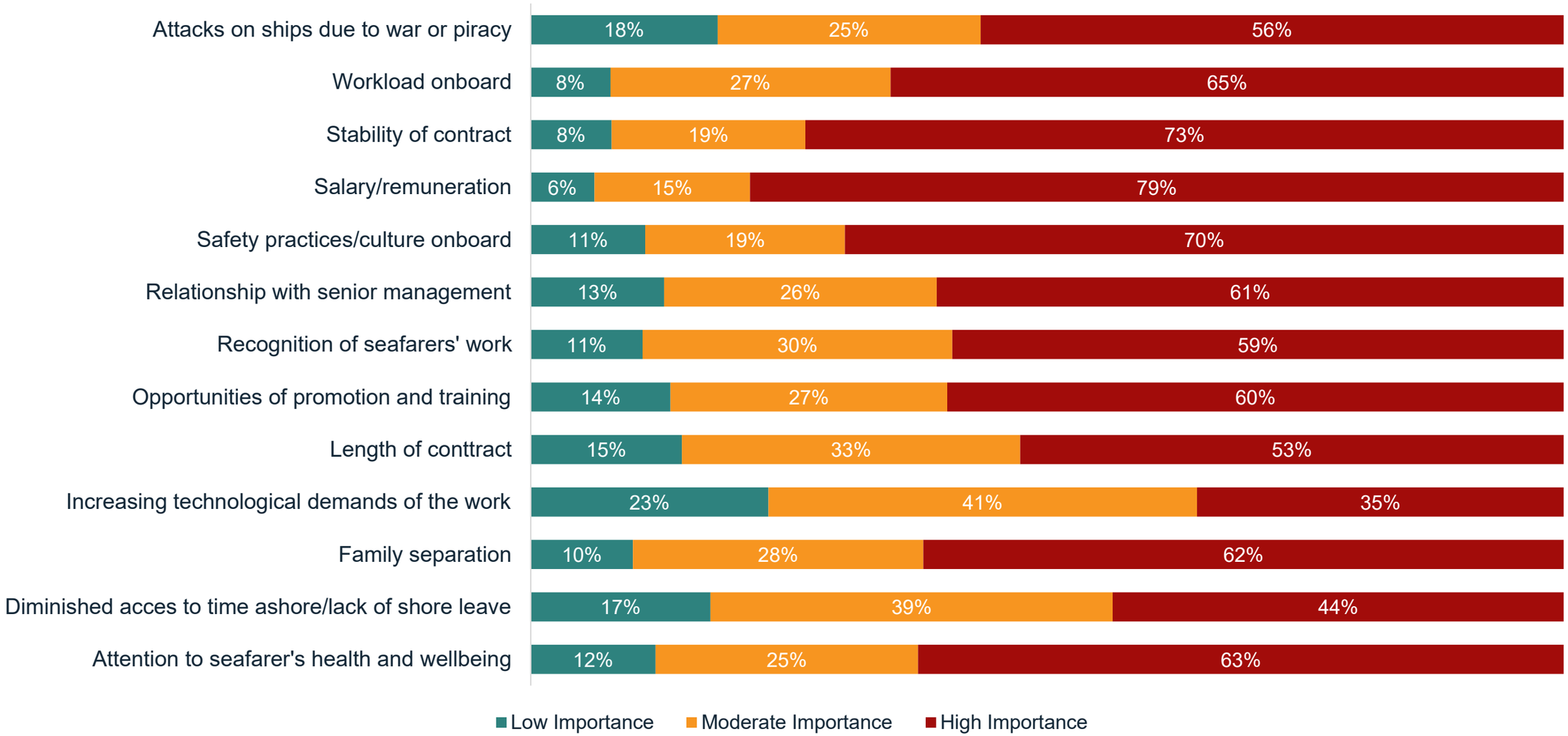
Re:fresh 2026 N = 18,185

0 0

MARINE BENEFITS

Seafaring career and retention issues

Factors influencing the consideration to quit the seafaring career

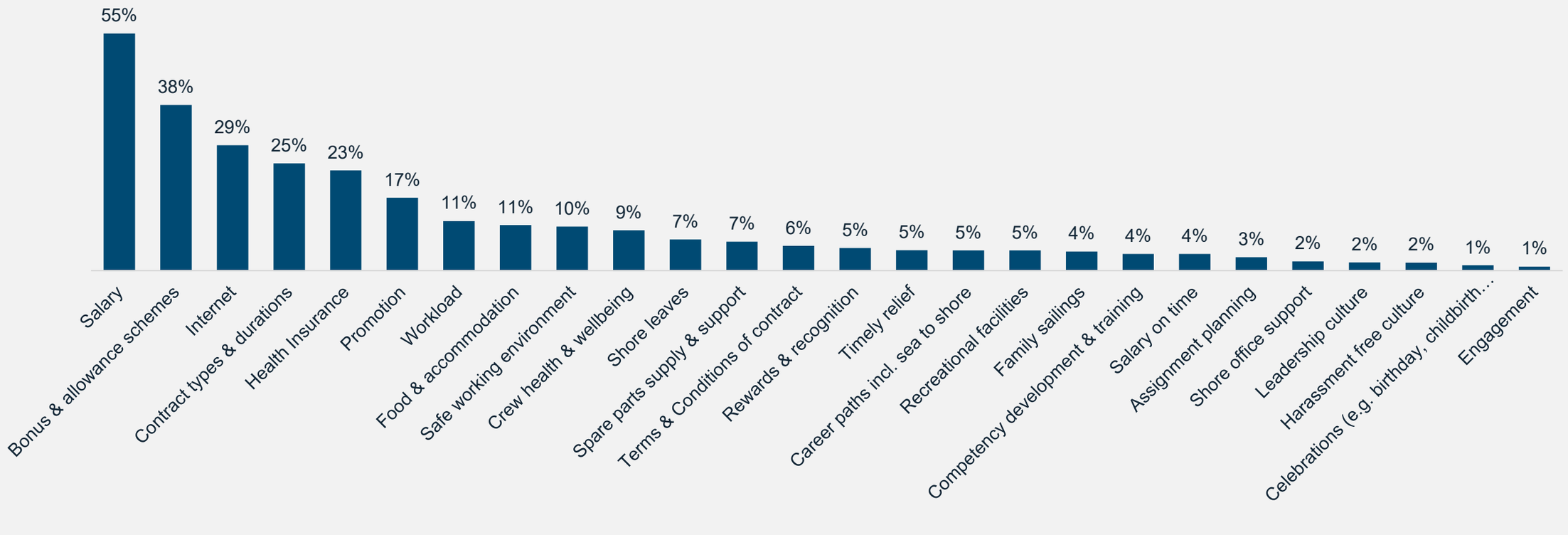


Re:fresh 2026 N = 18,185

MARINE BENEFITS

Seafaring career and retention issues

Top 3 areas where my company can make improvement



Re:fresh 2026 N = 21,350
Re:fresh 2024 N = 26,429

MARINE BENEFITS

Yes. You're in good company

Thank you!

