relations with co-workers; decision-making process; working under time pressures; work environment include: cause stress in the general example, 20 billion euros a year. Estimates suggesting that 50 per cent of work absenteeism is due and lost work time, with poor communications; and conflicting demands of work and home life. When we look at the maritime industry these are a few sort of factors which are experienced on a daily basis. Crews frequently have to work under time pressure as turn-around times in port get shorter and shorter. Seafarers work long and unsocial hours and often have to perform additional duties outside their shift periods. Shift patterns like six hours on, six hours off may also make it difficult for seafarers to get adequate rest and to find time to relax and unwind. Likewise the transition from sea watches to port duties can disrupt seafarers’ capacity to rest. The hierarchical nature of shipboard life may also mean that, on some ships, ratings and junior officers feel excluded from the decision-making process. For example, it is not uncommon for seafarers to be given specific tasks or jobs to do and instruction on how to do these tasks, but to high-priority work to be done and not what they think are the most appropriate methods of accomplishing these. This same rank system may also lead to poor relationships and interactions with co-workers, as officers and ratings often have separate mess rooms and little opportunity to interact other than during work periods.

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