

THE CHALLENGES OF FILIPINO SEAFARERS ONBOARD: BASIS FOR WORK LIFE BALANCE

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Abstract

Maritime industry seen as one of the fastest growing jobs now a days and it provides enormous numbers of employee comprising of individuals from several countries. Maritime industry creates good impact on Philippines economy thru the help of Filipino modern heroes also known as Overseas Filipino Workers (OFW). Filipino seafarers are competitive among others due on reliable and hardworking personality. Despite of that, maritime industry provides a lot of challenges on each individual which is part of the industry and it is entitled as one of the most critical jobs around the world. This study focusses on the challenges may encountered of Filipino seafarers on board in order to propose work-life balance. With intent to help Filipino seafarers to improve their way on how they handle daily life on and off the vessel. The researchers used descriptive study to provide naturally occurring health status, behavior, attitude, or other characteristic of particular group. Utilizing the data gathered obtained from 80 seafarers from Magsaysay Training Center with the used of primary data gathering tool which is a researcher-made instrument. Findings reveal that majority of Filipino seafarers are preferred male and married with the age between 21 years old to 40 years old. Mostly of the seafarer have 0 to 10 years of service in industry experience challenges onboard. The result describe that the common challenge onboard is homesickness followed by fatigue, family issues, discrimination, bad communication onboard and poor relationship in work place. Moreover Filipino seafarers said that problems and challenges are existed defend on companies. Difficulties and problems are normal in life. Those challenges served as milestone to improve individual ability on how you survive and learn to handle the way of life.

Keywords: *maritime industry, seafarer, challenges onboard, Filipino, work-life balance*

INTRODUCTION

The maritime industry is one of the fastest growing jobs now days. It is also became a primary target of employees in the reason of being a highly profitable international activities. Seafarers are one of the bravest men in the world for taking such a very risk job among others. According to Carter (2009) sailing has been instrumental in the development of civilization, affording humanity greater mobility than travel over land, whether for trade, transport or warfare. The first boats are presumed to have been dugout canoes. Then during the following years ships continued to develop as overseas bigger wooden ships were created. Steam powered was introduced in the industry and followed by the full metal ships and much bigger, faster and accommodating (Chopra, 2011).

Based on study of Hattendorf (2009), Maritime is an industry that once employed enormous numbers on land and shore. It covers a wide restricted element of history that often uses a global approach, although national and regional histories remain weighty. As an academic subject, it often crosses the boundaries of standard disciplines, focusing on understanding humankind's various relationship to oceans, seas, and major waterways of the globe, maritime history records and interprets past events involving vessels, shipping, and navigation.

Being seafarer is one of the most critical jobs in the world. Lot of Filipinos who's taking this job is facing some problems that affect their whole career life (Priso III, 2011).

The world's seafarers can be seen as one of the primarily international and global workforces, comprising of individuals from regions as

geographically and culturally diverse such as Western Europe, Russia, India, South America and Philippines. They are seafarers work on a range of different vessels, operating different trades, with a diverse range of work conditions. However, one thing that these individuals have in common because in their work requires prolonged separation from their home and families, separations that are often characterized by occasional opportunities for communication. As such, seafaring may be seen as more than an occupation, rather a lifestyle—a lifestyle that involves a consistent series of partings and reunions with associated transitions from shore-based life to the unique work environment of the ship, inevitably, it is a lifestyle that will impact dramatically on both seafarers and their families (Thomas, et al., 2010).

To become one of the future seafarers, the researchers from Lyceum of the Philippines University–Laguna taking Bachelor of Science in Hospitality Management specialized on Cruise line Operation in Hotel Services acknowledge that many of seafarers do not know the exact reasons why they choose to become a future seafarer. Some seafarers choose to be a part of industry because they heard seafarer make a lot of money but they do not know what the problems which they may encounter on board. Researchers aim to help those interested in the industry and help them to think wisely before they joined in the industry. The purpose of this study is to help both seafarers and future seafarers like the researchers. Moreover, this research focusing on the question how seafarers does problem solve. It is also conducted by the researchers to spread important information to the people involved and not involved in this industry.

This research is limited on Filipino seafarers. Both international and local seafarers are included to the study. The study focuses on the common problems that Filipino seafarers are facing in terms of work. This study covers the relationship between demographic profile of the respondents and

their common problems on board the ship. The study does not cover other nationality.

Review of Literature

Maritime history is the broad overall subject that includes fishing, international maritime law, whaling, naval history, the history of the ship, ship design, shipbuilding, the history of navigation, the history of various maritime-related sciences, sea exploration, maritime economics and trade, shipping, rowing, seaside resorts, the history of lighthouses and aids to navigation, maritime themes in literature, maritime themes in art, the social history of seafarers and passengers and sea-related communities (Hattendorf, 2009).

In this lesson, we the students learned about the Filipino seafarers are reliable and hardworking. Every Filipino seafarer is certified in compliance with standards of training certification and watch keeping (STCW) for seafarers. They maintain a professional and industrious attitude. And also Filipino seafarers are competitive to employ but do not compromise themselves on performance or attitude towards their duties and responsibilities. There are many advantages on hiring Filipino seafarers because Filipino has long experience at sea and outstanding record as seafarers. That's why Filipino seafarers can be found onboard vessel of all classification and registries. It says they believe that Filipino seafarers will continue to be an important factor in today's global shipping industry.

In other study, Language barrier-Communication is a very important part of human interaction. You can take many benefits in communication and enhance all aspects of our personal and professional lives said that misunderstanding communications in our personal lives may accelerate the problems or embarrassment but in our professional lives the results of misunderstandings may have much more serious issues. In the world of

international shipping, with seafarers from many countries sailing on ships trading to all parts of the world, effective communication between those on board and between ship and shore is verve important. The language usually used on board ship is the national communication of the crew. However Filipino crew has a good command of the English language (Istanbul Technical University, 2009).

According to the marine faculty of Istanbul Technical University (ITU) in these days of global crews, a variety of languages may be used or alternatively one working language adopted. Whichever is used, ships trading internationally must manipulate ship to shore communications of language that can be understood as navigational and safety communications must be correct and explicit to avoid confusion and error. And in the world of international shipping, the chosen international standard for achieving effective communication in working on board and between ship and shore is the English language. A capable standard of English is therefore not only an international requirement for certification of seafarers but also a key element in ensuring safe at work, efficient in skills and beneficial ship operations.

Meanwhile seafaring is a stressful occupation, with long hours and fatigue often posing problems for crew. A lack of facilities for exercise, poor nutrition, isolation and smoking and drinking can also spell bad news for on-board health, so it's important to take steps and stay well (International Transport workers' Federation 2015). There are lots of diseases onboard that may affect the health of seafarers. Seafarers may get Malaria. Malaria is life threatening disease transmitted by a female Anopheles mosquito. Other disease is the HIV/AIDS and STI or transmitted diseases. It is a diseases transmitted due on direct contact from the source or carrier such as doing an affair or sex. Another problems encountered by the seafarers is depression, it is a factor that may affect the seafarer's health due on some other problems

in workplace such as harassment, discrimination, fatigue homesickness and relationship onboard (International Transport workers' Federation 2015).

Meanwhile, some challenges onboard affect seafarers. According to study of Hebding (2013), one of the challenges is Harassment. This problem become as challenge in between or among crew members or officers in the ship which is necessary but for those women who have strong determination and those who know how to carry their selves and it would not be affected. Sexual harassment is also rampant when there are only very few females on board ships and the males do not have anyone to deal with except them, (International Transport Workers Federation 2015). According to International Transport workers' Federation (2015), Harassment is more often on women, sea women make up only an estimated 2% (percent) of the world's maritime workforce. It said women seafarers work mainly in the cruise and ferries sector, often for Flags of Convenience (FOC) vessels. These are among the worst paid and least protected of jobs at sea. Women also tend to be younger, and fewer are officers than their male crew mates. Their low number means that women can be subject to discrimination. The maritime unions are alert to these threat and aim to protect the interests of women members who are about 23,000 worldwide.

In the same manner discrimination is one of the five degrees of negative action that call to our attention to the wide range of activities that may be caused by injustice. Discrimination involves action whereby members of a particular group are accorded negative treatment on the basis of racial, integrity or religious background (Hebding, 2013). In other study focuses on women, women can face discrimination even getting into seafaring work. Even once trained, they may have to face discrimination from ship owners who won't employ women. Once employed, women seafarers may also face lower pay even though they are doing the same work with other male

colleagues. Women may also be denied the facilities or equipment available to male workers, which is a form of discrimination (International Transport workers' Federation 2015).

On the other hand, Hebding (2013) said that one of the challenges that Filipino seafarers may encounter in workplace is discrimination. It may be part of the behavior of people who have strong prejudices. It may be the result of social or cultural expectations, customs, or laws. For example, a foreign Chief Mate may not have any personal malice or animosity against Filipino seafarers but still may refuse to work with them because he believes their presence may hurt them.

In other issue, Hardworking can cause another problem that Filipino seafarer may encounter onboard. In line for being a hardworking of Filipino seafarers, they encountered some problems such as fatigue. According to Smith, Allen et al., (2009) Fatigue is caused by poor quality sleep or insufficient sleep due primarily to a worker's living environment, off-duty personnel choices and medical conditions. There are huge potential consequences of fatigue at sea in terms of both ship operations such as accidents, collision risk, poorer performance, economic cost and environmental damage and the individual seafarer.

Not only there have been relatively little research on seafarers' fatigue but what there has largely focused on specific jobs, specific sectors and specific outcomes. Maritime workers are not well-rested; it becomes difficult for them to operate machinery properly. Unfortunately, many individuals do not recognize that are fatigued, or they think their fatigue does not affect their ability to work (National Transportation of safety Board 2009).

Another one of the most significant challenges onboard, especially to those who work hard for the first time on sea is homesickness. It is a state of

mind when individual is far away from love ones, they tend to be lonely, (Bail 2012). Murray Bail said homesickness is one element of the loneliness associated with cabin crew while working. Psychologist say that if being away from home is a regular part of people's job, a feeling of disconnectedness with the world can creep into an individual's mind, and lead to further problems of fear, anxiety and stress. Another study on homesickness by Keys (2010) noted, Homesickness is the anxiety, depression or feelings one experiences, caused by the separation from the home environment when you are on board. For adults, homesickness may occur when travelling. And, working on a ship can irritate those feelings about life way back home. Consider the length or long of time away from home with contracts of 4, 6, 8, and 10 months. We're not just talking about missing friends, family or other relatives, but also about the other comforts at home from sleeping in your own bed to favorite foods and drinks.

Meanwhile, separation from partner and family has been found to be one of the most significant causes of stress for seafarers, with separation from the family one of the most important 'stress' factors influencing a decision to reduce planned sea service. Drawing on the in depth interviews with partner of seafarers in the United Kingdom, China and India, this paper focuses on the impact of seafaring on family life, with particular attention given to the effects of differing conditions of service and the range of company support available to seafarers and their partners. The paper concludes that the negative consequences of seafaring can be minimized by such policies as shorter trips, continuous employment (rather than employment by voyage) and opportunities for partners and families to sail.

Family matter such as conflict or event can also affect the seafarers which can cause over thinking. It is a big factor for the seafarer that leads to a big rush going home. Like having a conflict in a relationship back home and

even a small problem can turn in a big problem because it can affect the mentality of seafarer, (Thomas, et al. 2010). Even it is a good news (for example is having a new born baby, birthday celebration etc.) it can leads to an over excitement due on overthinking. Family matters even if it is a conflict or event it may affect working capability of the seafarers and it leads on sending back home (International Transport workers' Federation 2015).

Other problem that seafarers encounter onboard is about Salary/wages. According to International Transport workers' Federation (ITF 2015) each year, crew members on about 1,500 ships complain to the International Transport workers' Federation, the employer is unwilling or unfit to pay their income. While most crew got their salary in the end, there are some who are never paid, and some who have to wait months or years for a final compensation of their outstanding wages. The ship owners concerned use bullying tactics, promises of future payment, or small advances on the total amount outstanding in order to try to maintain the operation of their ship with the smallest possible investment. Severely, manning agents are often involved in also trying to get crew to continue to work unpaid. They do nothing to help if there are problems, and will not normally help crew who have not been paid, even if the crew concerned have paid them for the privilege of working on board the ship in the first place which is illegal. But today seafarers have secured a minimum wage increase following recent talks at the International Labor Organization (ILO). The sub- committee on wages of seafarers of the joint maritime commission agreed to increase the ILO monthly minimum wage from USD585 to USD592 from January 1, 2015. On January 1, 2016 the salary will increase to USD614. At this rate the wage increase is expected to benefit some 80,000 to 90000 Filipino seafarers currently working in foreign vessels, (Manila Bulletin 2015).

In other study by Independent Traveler, Inc. (2015), entertaining

onboard relationship is like fast-forwarding on human's dreams. And time passes quickly that every second counts. On land, relationships are considered normal with slow growing development; on the ship, it is accelerated. If you are compatible, directly move. For some who have never been expend with such attention, it can all be somewhat overwhelming. It takes willpower and strength to cleave to your priorities. Often, staff romance is filled with pratfalls, Shakespeare's classic Montagues and Capulets says that affairs can become variations or Hatfield's and McCoy's says it is more contemporary. Flaunting a relationship is not required, it is neither diplomatic nor, in some case, safe in such restricted surroundings. Relationship onboard is another factor which can lead to be a problem in work on board. It affects the working ability and mentality of seafarer like Family problems. Conflict on relationship in work can lead on avoiding each other (because of shame, hatred and etc.), (Tornaszunas, 2011).

Meanwhile as seafarer today, with intent to feel refreshed and relaxed. They lead to have recreation. According to Alborote, et al. (2013), Recreation is a break from monotony and a diversion from the daily routine. It is a positive change from the stereotypical lifestyle and involves an active participation in entertaining activities that one engages in something he likes. They are a source of joy and they provide relaxation to one's mind and body. There are so many recreations onboard like vices (such as casino, playing cards on cabin, drinking much alcohol) and sometimes renting girls/prostitutes. Calling of nature is hard to revert. Some of seafarers especially those single in civil status having sex with beautiful girls is not new even sometimes it cause so expensive. But other seafarers make recreation as habit. By doing recreation as habit, seafarers cannot monitor their responsibilities and it became a big problem in the workplace which can lead on sending home.

Beside those challenges every seafarers should have their work life balance. Work life balance is a concept including proper prioritizing between "work" and "lifestyle". This also shows how well a person could balance his/her their time in work and at home spending time with their family and how they can release all the stress from work the core of an effective work-life balance this are achievement and enjoyment, this are the two key everyday concepts that are relevant to each of us ideas almost deceptive in their simplicity. Work life balance is a term that some people use on how they can balance their work and life with or without families this how well they can manage their time spending it to their family or in their work (Schadel, 2010).

Objectives of the Study

The study determined the Challenges of Filipino Seafarers as basis for Work Life Balance. More specifically, the paper aims:

1. To determine the demographic profile in terms of age, gender, civil status, job department, years of service and monthly income/salary.
2. To delineate the challenges of Filipino Seafarers onboard.
3. To determine if there are significant relationship between demographic profile and common problems of Filipino seafarers onboard.
4. To propose enhancement program for work-life balance.

Conceptual Framework

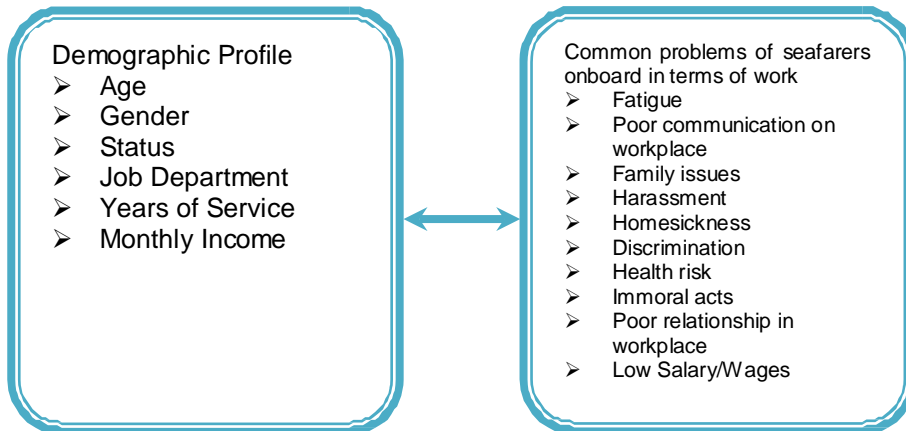


Figure 1. Conceptual Framework of Research

METHOD

Research Design

In order to gather all information and make this research possible the researchers use descriptive study. Descriptive study according to Nebeker (2013) it is one of in which the information is collected normally without changing the environment and where nothing is manipulated. Sometimes these are “correlational” or in other aspect it may be “observational” studies. This study is not truly experimental. Descriptive studies provide the naturally occurring health status, behavior, attitudes or other characteristics of a particular group.

Research Locale

This study was conduct in MAGSAYSAY TRAINING CENTER (MTC). It provides a first class training and development programs of

seafarers for international shipping. Thousands of Filipino seafarers trained in MTC. In this case the researchers may conduct their survey completely.

Respondents of the Study

In order to conduct the research, the researchers used G-Power, It is software used to determine the sample size where in the effect size is 0.5, Alpha Error is 0.05, and Power is 0.95. A total of 80 individuals from Magsaysay Training Center were asked to participate. According to the Consolidated Training System Incorporated, (2013). Approximately 21 percent of 2.2 million OFW (Overseas Filipino Workers) around the world is Seafarers or estimated as 462,000 individuals. Participants for this study should be a Filipino Seafarers. Respondent should have an experience in the industry. The researchers will use convenience random sampling. It is a non-probability sampling technique where subjects are selected because of their convenient accessibility and proximity to the researcher (Explore psychology experiments 2015). A convenience sample is made up of people who are easy to reach (StatTrek, 2015).

Data Collection Tools

A survey questionnaire made by the researcher was used as the main data gathering instrument for this study. The survey questionnaire was divided into two parts. The first discuss about the demographic profile of the respondents which includes age, gender, religion, status, position/ranking, years of service, and monthly income. Second part contains the survey proper which is the common problems encountered by seafarer.

Procedure

The researchers conducted the survey to the Filipino seafarers in Magsaysay Training Center Philippines located on the 6th Floor of Times

Plaza Building at U.N. corner Taft Avenue Ermita, Metro Manila. The survey questionnaire distributed onto selected respondents, with the total of 80 individuals.

Data Analysis

In order to determine the first objective of the study, frequency and percentage formula was used by the researchers. Meanwhile, frequency and cumulative percentage used to provide an easier way to compare different sets of data such as demographic profile and common problems of seafarers.

The researchers used weighted mean to delineate the common problems of the Filipino Seafarers which is the second objective of the study, weighted mean is a measurement of central tendency. It represents the average of a given data. Weighted mean is calculated when data is given in a different way than in arithmetic mean or sample mean. It is used to measure the respondent's assessment.

To determine third objectives of the study, the researchers will use the chi-squared to estimate on the agreement between a set of observed data and a random set of data that you expected the measurements to fit. The data must be broken down into bins that each contains some observed data. Bins can be chosen to have some sort of natural separation in the data.

RESULT AND DISCUSSION

This chapter presents the results of the data collected. It also discusses and explains the data presented as well as the analysis and in-depth implication of each results based on statistical treatment done.

The researchers used the frequency and percentages equation for the demographic profile of the respondents. The table 1.1 to 1.6 illustrates the results for the demographic profile of the respondents.

Table 1.1 Demographic Profile of the Participant According to Age

Age	Frequency	Percentage
21-30	25	31.25%
31-40	25	31.25%
41-50	18	22.5%
51-60	12	15%
61-above	0	0%
Total	80	100%

The table above presents the equivalent frequency of seafarer's age onboard. It is around age 21-30 and 31-40. Most of the seafarers are young because they are more active than older crew.

According to Amante (2009), Age started work at sea and work experience. The average age of seafarers on their first voyage was 24 year. Senior and junior officers first went to sea at 23 year, ratings when 25. As one would expect, senior officers had most work experience 17 years junior officers had 15 years' experience, while ratings had nine years' experience of working at sea.

Table 1.2 Demographic Profile of the Participants According to Gender

Gender	Frequency	Percentage
Male	62	77.5%
Female	18	22.5%
Total	80	100%

The table above stated that 62 of surveyed professional seafarers are male while 18 are female. It was found out that most seafarer is male. In fact it was identified the common seafarers are preferred male. According to World population review the Philippines sex ratio in 2014 shows that male population is more than female with 50.082 percent and 49.918 percent respectively in whole 100.6 million Filipinos. This may be a factor why male is superior in maritime industry.

Table 1.3 Demographic Profile of the Participants According to Status

Status	Frequency	Percentage
Single	25	31.25%
Married	55	68.75%
Others	0	0%
Total	80	100%

The table above reveals that most of them are married with the frequency of 55 and 25 are single. According to Yur, et al. Nash (2012), mostly of the seafarers join the industry to earn lot of money because salary of those individual working on board have difference in salary of land base workers. Most of the seafarers join the industry to cover their expenses especially those who have family or married.

**Table 1.4 Demographic Profile of the Participants
According to Job Department**

Job Department	Frequency	Percentage
Deck department	48	60%
Engine department	26	32.5%
Hotel department	6	7.5%
Total	80	100%

The table above shows that most of the Filipino seafarers onboard are working on deck department with a percentage of 60. According to Raunek (2011) salary structure of both engine and deck departments is almost the same. This means that officers at corresponding rank in both the departments earn almost equally. The article on average range of salaries of officers on ships would help to resolve the doubt. Most seafarers choose to work on deck department because most of the facilities on deck are clean than engine department.

**Table 1.5 Demographic Profile of the Participants
According to Years of Service**

Years of Service	Frequency	Percentage
0-10 years	36	45%
11-20 years	25	31.25%
21-30 years	13	16.25%
31-40 years	5	6.25%
41-50 years	1	1.25%
Total	80	100%

Table above shows the years of terms spend by Filipino seafarers. Most of the seafarers have 0 to 10 years of service on board the vessel.

Meanwhile 41 to 50 years of service has the lowest among the five terms enumerated in the questionnaires. Mostly of the seafarers today are young and fresh graduates because they are motivated.

According to Dungo (2013), there are many Filipinos who want to be seaman or seafarer or mariner because of great benefits and high salaries. Meanwhile there are so many fresh graduates of marine engineer or marine transportation bet the only thing that you would hear about is of getting a decent break or even on in any ship would also do. It is said fresh graduates are eager to have their job. Mostly of them have taken loans for their maritime training and even have mortgages to clear off. In fact, that is what everyone would do once they pass out from the college, (Raunek, 2011).

The researchers used the frequency and percentages equation for the demographic profile of the respondents which is the salary or wages. The table below illustrates the results for the demographic profile of the respondents.

**Table 1.6 Demographic Profile of the Participants
According to Salary/Wages**

Salary /Wages	Frequency	Percentage
P20,000 to P40,000	20	25%
P41,000 to P60,000	12	15%
P61,000 to P80,000	18	22.5%
P81,000 to P100,000	9	11.25%
P100,000 and above	21	26.25%
Total	80	100%

Table above illustrates the income of the seafarers onboard. More likely most of Filipino seafarers receive a high profit such as Php100, 000 and above while next factor is the lowest rate of salary. The sub- committee on wages of seafarers of the joint maritime commission agreed to increase the International Labor Organization the monthly minimum wage from USD585 to USD592 from January 1, 2015. On January 1, 2016 the salary will increase to USD614. At this rate the wage increase is expected to benefit some 80,000 to 90000 Filipino seafarers currently working in foreign vessels, (Manila Bulletin 2015).

Mostly of the participant have the lowest rate as starters. Meanwhile according to Dungo (2013), that is just the starting salary. Once your seaman level is upgraded or you have gone training or you are promoted it goes higher. Some seamen receive as much as P60, 000 or P150, 000 depending if the company is huge like a big European shipping line or a famous cruise ship for luxury travels. Salary and benefits differ depending on the positions like chief officer, chief mate, second mate, third mate etc. Some positions also pay triple the basic salary like wheelhouse, master, able seaman, harbor pilot and the like. Majority of companies offer paid vacation leave.

The researchers used the weighted mean equation for the challenges of Filipino seafarers. The table below illustrates the results for the Challenges of the respondents.

Table 2.1 The Challenges on Board of Filipino Seafarers

Problems/challenges onboard	Weighted Mean	Verbal Interpretation
Home sickness	2.89	Agree
Fatigue	2.81	Agree
Family issues	2.76	Agree
Discrimination	2.59	Agree
Poor communication onboard	2.58	Agree
Poor relationship in workplace	2.58	Agree
Immoral acts	2.44	Disagree
Health risk	2.41	Disagree
Low Salary/wages	2.41	Disagree
Harassment	2.18	Disagree
Composite Mean	2.60	Agree

Legend: 3.50 – 4.00= Strongly Agree; 2.50 – 3.49 = Agree;
1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

The table above illustrates the perception of the respondent on Magsaysay Training Center in terms of challenges onboard. Most of our respondents agreed that fatigue, communication onboard, family issues, home sickness, discrimination and poor relation are challenges onboard based on the assessment result. Meanwhile homesickness got the highest rank among the common problems or challenges onboard. The respondents disagreed to assessment result for harassment, health issues, Immoral acts and salary interpreted.

The table below illustrates summary of the chi-square value, tail probability function, and interpretation of the relationship between the

demographic profile vs common problems of seafarers onboard with the help of the statistician.

Table 3.1 Significant Relationship between Demographic Profiles versus Challenges of Filipino Seafarers on Board

Variables	Chi-Square value	Asymp. Sig. (2-tailed)	Verbal Interpretation
Age vs challenges of Filipino seafarers onboard	13.824	0.129	Not Significant
Gender vs challenges of Filipino seafarers onboard	0.597	0.897	Not Significant
Civil Status vs challenges of Filipino seafarers onboard	1.590	0.662	Not Significant
Years of service vs challenges of Filipino seafarers onboard	12.509	0.406	Not Significant
Job department vs challenges of Filipino seafarers onboard	6.996	0.321	Not Significant
Salary vs challenges of Filipino seafarers onboard	8.273	0.763	Not Significant

Legend: If *p*-value (Asymp. Sig) is $<.05$, then there is a significant relationship between variables. If *p*-value Asymp. Sig) is $>.05$, then there is no significant relationship between variables.

Table 3.1 illustrates that there is no significant study between the Demographic Profile of the respondents and Challenges of Filipino Seafarers Onboard.

Table 4.1 Proposed Enhancement Program for Work-Life Balance

Proposed Program For Work-Life Balance	Projects for Filipino Seafarers	Activities	Persons Involved
1.Program on homesickness	Improving crew mental and physical ability	<ul style="list-style-type: none"> D Quarterly conduct recreation activities with co-workers D Monthly spiritual counseling D Promote weekly or daily communication with the use of new technologies. 	<ul style="list-style-type: none"> D Seafarers D Family D Company D employer D Future Seafarers D Training center
2.program for Fatigue prevention	Improving their ways to avoid fatigue	<ul style="list-style-type: none"> D Assessment survey on employees working capability D Encouraging crew with motivational approach D Enhancement of physical ability 	<ul style="list-style-type: none"> D Seafarers D Co-workers D Company D employer D Family D Future seafarers D Training center 0020

Proposed Program	Projects for Filipino Seafarers	Activities	Persons Involved
3. program to strengthen family ties	Maintain the presence of their relatives and family ties in mind	D Seminar on effective ways to balance work and family ties D Annual vacation with family D Work shop on religious activities	D Seafarers D Co-workers D Company D Employer D Family D Training center
4. Program for discrimination	To avoid the discrimination of on board	D Team building seminars sponsored by professionals D workshop on the ability to act together toward a common goal D monthly spiritual counseling D Seminar on "attitudes on work, attitude to success".	D Seafarers D Company D Co-workers D Different Racial people D Different kinds of religions D Training center
5. Program for better communication on board	Enhancing communication abilities in workplace	D Provide annual team building with crew and co-workers D Enhancement of communication skills D Annual seminar on work values in the workplace	D Seafarer D Management D Company D Future Seafarers D Future Researches

Proposed Program	Projects For Filipino Seafarers	Activities	Persons Involved
6.strengthen the relationship in workplace	Improving relationship of crew to its environment onboard	D Seminar on valuing oneself and peer. D Seminar on ethical/unethical behaviors in the workplace D Assessment survey on crew working relationship.	D Seafarers D Company D Management D Training center

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

The conclusions given were drawn from the outcomes of the research and survey questionnaire of the challenges of Filipino Seafarers.

Result shows that majority of the respondents are male, aged 21-40, married, worked in deck department, with 0-10 years of service in industry, having a salary ranging P100,000 and above.

The perception of respondents from Magsaysay Training Center agreed in terms of challenges onboard. It was found out that homesickness got the highest rank among the challenges onboard followed by fatigue, family issues, discrimination, poor communication onboard, and poor relationship onboard are existed and become a challenge on respondents.

There is a no significant difference between demographic profile and challenges of Filipino seafarers onboard.

The proposed study about work life balance is to enhance the knowledge about daily living onboard of individuals involved or not involved in industry such as students, graduates, future seafarers who are about to join the maritime industry and also the seafarers itself.

Recommendations

The researchers would like to recommend suggestions to help the seafarers on how to handle the common challenges that they have to encounter.

The seafarers must reach the age at least 21 before joining the industry. As long as single it's more often to be in the industry. Single persons have more independence than married. Salary will depend on your performance.

Challenges exist everywhere. To avoid homesickness as the common challenge onboard seafarers must strengthen their physical and mental ability before joining the maritime industry in able to survive and also to overcome the other challenges they might encounter in the future.

Seafarers should be dedicated and committed to their work even though being a seafarer is not an easy job. There are lots of challenges to be encountered, the future seafarers should be ready to face those challenges for them to stay long to their chosen career and to earn higher.

The seafarers should have the knowledge about work life balance to handle and understand the challenges on daily life onboard.

The work life balance should be added to the courses related to the cruise line operations of College of International Tourism and Hospitality

Management to enhance the knowledge of the students who are about to join the industry.

The future researchers who will have the same study should conduct their survey and interview to partnered company of Lyceum of the Philippines University-Laguna. And also must focused on specific subject such as Cruise line.

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