

## **EFFECT OF BULLYING ON MENTAL AHEALTH OF MARINERS**

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### **Abstract**

Due to unpredictable conditions, seafaring is depicted as the most hazardous occupation on the earth. In addition, working condition of sailors is brimming with stressors and unfriendly climate conditions, for example, disconnection from family and companions, high employment pressures and more work load. These stressors prompt poor mental health of Seafarers. Seafarer confront fatigue and stress, danger from piracy, bullying and harassment. They also work long hours without enough rest and also face fear of theft. These symptoms could lead to depression, nervousness, anxiety and to suicide in rare cases. Suicide have annihilating outcomes, for seafarer's families as well as for colleagues and the organizations who give them employment. The aim of an article is to review the data on the effect of bullying on mental health of Mariners, so to propose a suggestion to enhance the psychological wellness of seafarers.

**Key words** : seafarer, mental health, bullying and psychological problems

### **Introduction**

Seafaring is the most demanding profession among all vocations throughout the world which seafarers have unexpected task conditions (Håvold, 2007; Nielsen, Bergheim, & Eid, 2013). On the other hand, mariners work under unpredictable conditions and these stressors could be noise, aggression via bullying, dangerous weather, separation from closed ones, standard job expectations and shift timings (Nielsen et al., 2013). As a result these threats tend to poor psychological status.

Moreover, Mariners face isolation from their homes for a long period of time while they work many hours without taking care of themselves. Because of stress and tiredness they get lost their healthy attitudes to treat one another during duty times. There are more chances to get involved in criminalization, harassment and bullying, and dangers from piracy as well. Seaman's have high job demands, due to these they face high level of stress which lead poor physical and mental health (Dolmierski, Jezewska, & Leszczynska, 1990). Furthermore, they might face suicide in some cases. Suicide has adverse outcomes, not only for seaman's families but also for co-workers and ship companies.

This paper has objectives to review published and unpublished data regarding effects of bullying on mental health. Besides this, it will also review information about the welfare of seafarer with a specific end goal which gives a window into the current status of the psychological well-being of seafarers and build up whether the psychological wellness of seafarers much of the time keeps on being extremely poor and fatal. Other than this, to enhance the mental health mariners and recommend a far reaching push to enhance the psychological well-being of sailors.

## **Bullying and Seafaring**

### **What is bullying at work?**

Characterizing harassing or bullying, particularly on the off chance that we look for a definition which is common among specialists of the bullying. In any case, in spite of the many proposed definitions, we can certify that most known & common definition of bullying is that it's a specific conduct of aggressive behavior. It is evidenced by repeated acts and practices directed toward and unwanted by others. These acts are humiliating, affect individual performance, and contribute to an inhospitable or threatening work environment. However, bullying is defined as an event where it is difficult to protect oneself against negative action.

Therefore the idea of bullying at work alludes to all circumstances where at least one people feel pessimistic conduct from others in the work environment and in a environment where they cannot guard themselves against these activities.

One individuals feel subjected to cynical direct from others in the workplace and in a condition where they for different reasons can't protect themselves against these exercises.

Workplace bullying has not been widely investigated by researchers and bullying is also a most significant cause of stress in mariners (Mayhew & Grewal, 2003). Further, several mental health issues such as stress, depression, sleeping disorder and anxiety caused by workplace bullying. Moreover, the effect of bad working environment can reduce efficiency, productivity and moral values. It can also increase financial costs such as worker's compensation and legal time to resolve the bullying and harassment cases.

Mostly, a casualty is continuously insulted and offended, he or she thinks that they have less option to retaliate. We may recognize business related harassing for example work deadline and work perfections are the types of behaviors that make work place difficult for casualty. Example of personal bullying are bad remarks, teasing, rumors and social boycott. The idea of dispute related and predatory bullying to clarify the onset of two different types of bullying, suggested by Einarsen (Einarsen, 1996). In this type of bullying, mostly the social climate at work turns sour and creates more conflicts. In addition, when challenging work assignments combine with rational behavior it will create a very high bullying environment. Consequently, working with victims of long term bullying, the extreme and adverse health issues are displayed. Other than this, in perspective of the particular symptom constellation found in many reviews, it has been contended that several victims of long term bullying at work may in fact post-traumatic stress disorder. Subsequently, experiencing to one or a few other unpleasant life occasions may have added to their extreme medical issues.

Similarly such scenes can be seen on board, where working environment leads mental stress, as well as psychosocial factors are shared among people who work on the board.

When working with casualties of long term harassing, the exceptional and unavoidable medical issues they show is mental health problem. Particularly when seafarers who has been bullied for a long term, you will face extreme medical issues. Seafarer who has gone through intentional and systematic psychological harm by another person or company, seems to have severe emotional reaction such as fear, tension, powerlessness, depression and shock. Such exploitation appears to change the person's impression of his workplace and life all in all to one of risk, threat, frailty and self-addressing, which may bring about unavoidable fear thoughts, psychosomatic and psychiatric issues, as indicated by a large group of late reviews. In an investigation of male industrial laborers, we found a critical negative relationship between experiencing harassment at work and estimations of psychological health and well-being.

Work disability was associated with demanding and unpredictable atmospheric jobs (Eileen & Mark, 2004). Seafarers are used to face task and time pressure during their voyage. Although their stress level depends on the position and job work on board while their officers are responsible to face high level stress for personnel and material. According to the International Labor Organization (ILO, 2006), seafarers are bound to work the maximum working times of 14 hours per day. While it has not seen in seafaring to follow the given time slot.

Every cargo ship has the crew about 10 to 20 seafarers and where they has the privilege to work in a domain free from discrimination, harassment, bullying & violence. Under the Maritime Labor convention shipping companies and seafarers have a lawful duty to follow any measures that advance health and safety in the workplace. Under this obligation, employers have to take measures to reduce or eliminate the work place harassment and bullying. They all face physically tough and stressful job particularly on container ships during adverse weather. Additionally, crews on cargo ships or container ships are possibly exposed to dangerous and toxic goods. Besides these, the size of ships also influences the working situation via in smaller ships with less crews the stress level gets increased. In contrast, in larger ships mariners face mental issues because of long term voyage.

### **Conclusion**

According to Maritime Labour Convention 2006, seafarers have clear rights to free medical and psychological care. However, it has been observed that seafarers have fear for seeking mental health care to get the stigma of receiving the care. Researchers found significant associations between psychological distress and workplace bullying and mental health. According to the research the prevalence rate of occasional bullying among mariners is 10.1%, severe bullying 3.8%, whereas psychological distress is 9.3% (Malinauskaite & Bernotaite, 2014). It has been suggested that at ship industry level, effort should be done to facilitate the psychological well-being of seafarers. And should be provided them healthy work environment and effective counseling through proper channels.

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