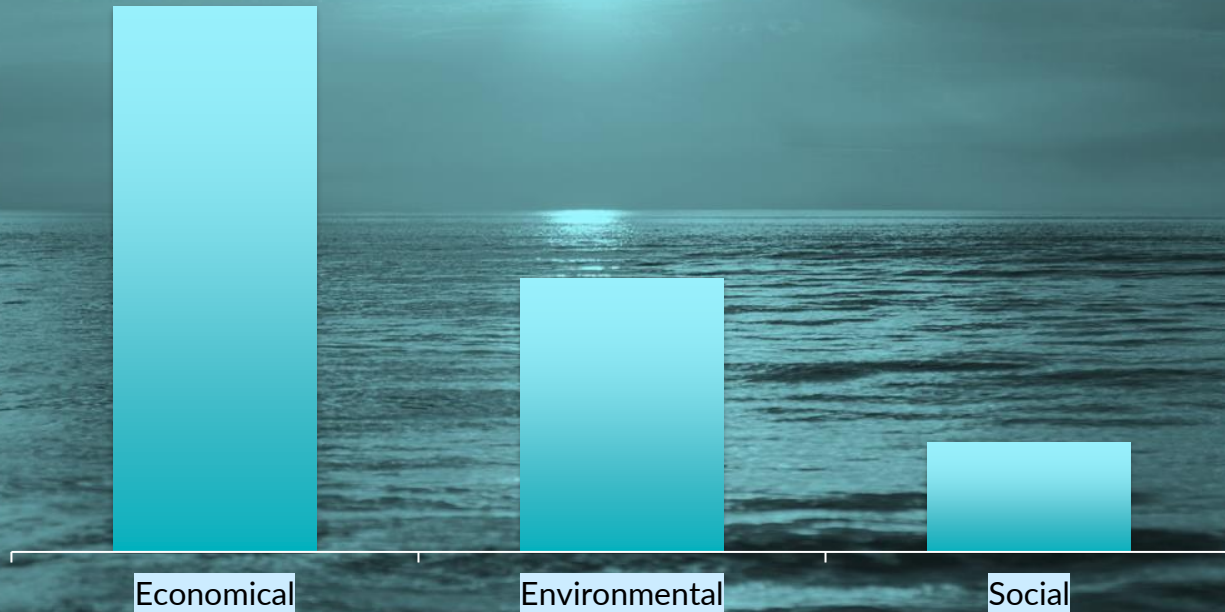


REDO

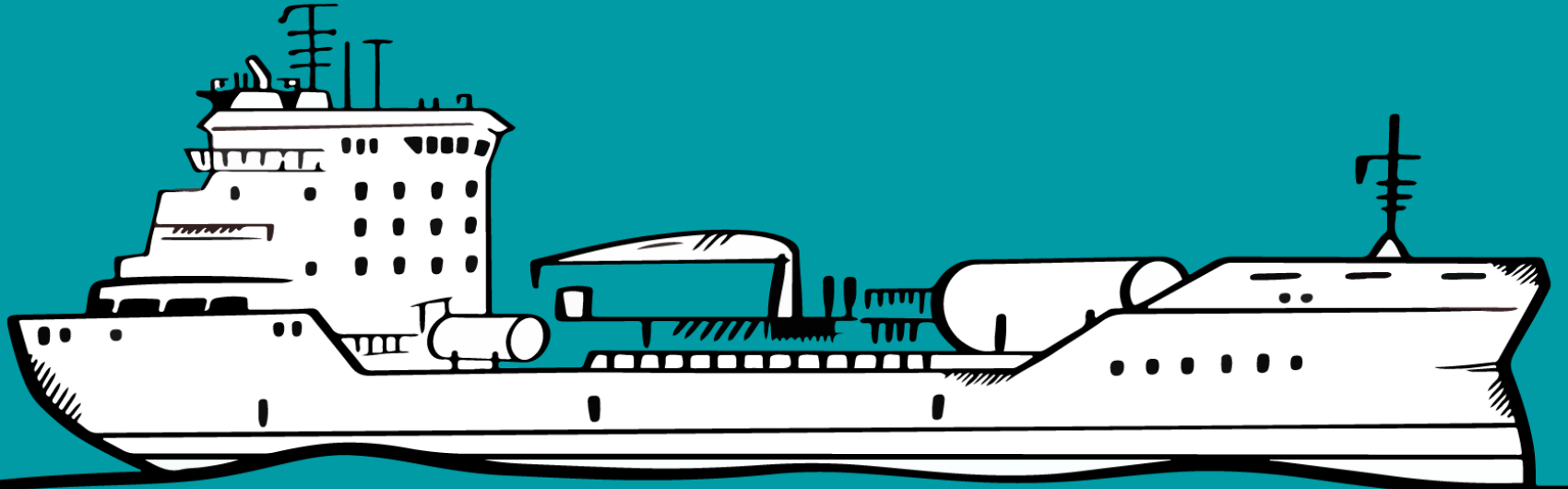
A SERIES OF PROJECTS FOR WORKING WITH PREVENTIVE MEASURES
TO INCREASE THE SOCIAL SUSTAINABILITY ONBOARD

Sustainability



HUMAN ERROR

SAFETY 2

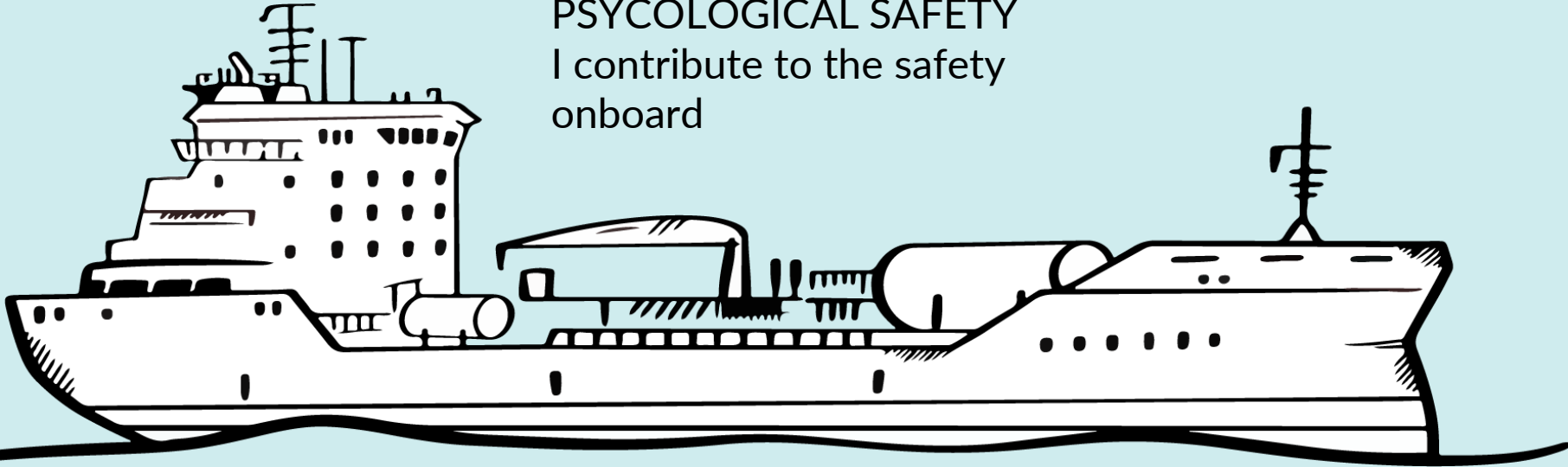


INNOVATION I see how I can improve things

MOTIVATION I want what is best for my ship

INCLUSION I care about my ship

PSYCHOLOGICAL SAFETY
I contribute to the safety
onboard



INNOVATION



NEW SOLUTIONS
FOR THE
ENVIRONMENTAL
SUSTAINABILITY

MOTIVATION

INCLUSION

PSYCHOLOGICAL SAFETY



Five work packages

For social sustainability at sea



Psychological Safety

A person without a sense of security would not dare to question or bite out, which affects the systematic security work. It's about being confident at your workplace and without need to come up with strategies to protect yourself. It's also about security for the ship where you need to capture all competence and information to make operations as safe as possible. We need to look into what bearing equality and psychological safety have on maritime safety.

Focus on prerequisites for management training for psychological safety onboard.



Violence prevention

We cannot only be reactive when something has happened. It takes a more preventive approach if today's shipping is to offer everybody a safe work environment.

Mentors in violence prevention (MVP) is a method for behavioral change based on a broader definition of violence, a gender changing approach and a strategy for active bystanders.

Focus on the adaption of existing education material to a maritime context and a train-the-trainer concept.



Organisatoric and systematic tools for work environment

Based on regulation 2015:4 from the Swedish Work Environment Authority, Swedish Ship-owners Association developed working material to support a systematic approach to organizational and social work environment for shipping companies. The next aim is to provide the industry with the “box of inclusion” – a tool box with different methods and tools customized for maritime crews. We will try things out in focus groups and evaluate potential level of change.

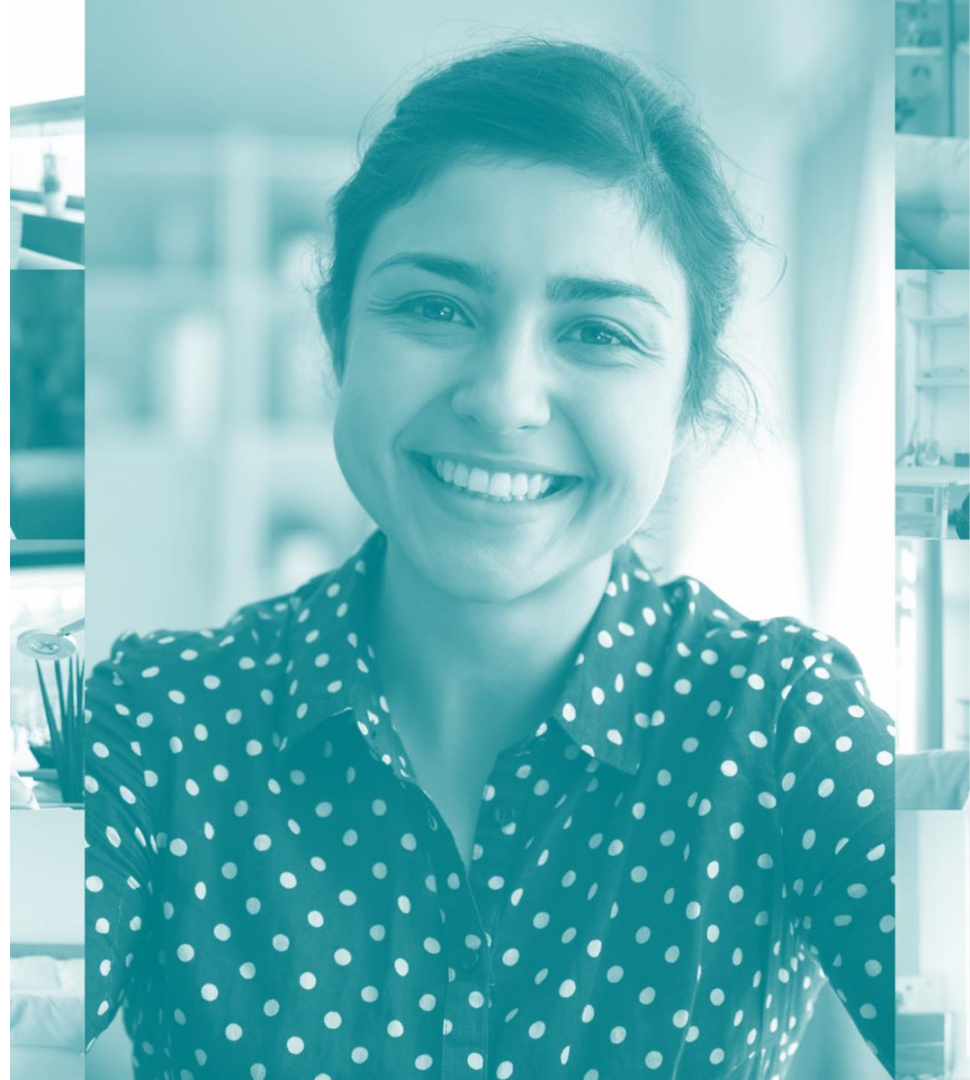
Focus on development of new ways of learning like gamification and digital tools.



Support tools and functions for women at sea

Women at sea is a minority group and it is important that every woman who choose a career in shipping feels supported. We will use Design Thinking as a method to explore different ways and needs. The global female network WISTA Sweden will develop a mentor programme as part of a supportive structure. The overall aim is to ease the way for women and offer support when challenged.

Focus on role models, mentors and networking possibilities.



Policy lab for family life

Starting a family is the reason many women leave their work at sea. Nowadays, more and more men also find that work life balance is important. How can we facilitate for parenthood so that more young people choose to stay in shipping?

Focus on identifying impediments in current legislation to find solutions and suggest policy level changes.

