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Assessing Working Conditions and Job Satisfaction Among Filipino Seafarers in the Context of the Maritime Labour Convention (MLC) 2006

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Abstract

Aim: This study aimed to assess the working conditions and job satisfaction of Filipino seafarers within the framework of the Maritime Labour Convention (MLC) 2006 and to determine the relationship between these variables.

Methodology: A quantitative descriptive-correlational research design was employed involving 120 Filipino seafarers from various ranks, educational backgrounds, and years of sea service. Data were collected using a validated researcher-developed questionnaire covering five MLC 2006-aligned dimensions of working conditions and multidimensional indicators of job satisfaction. Data were analyzed using frequency and percentage, mean and standard deviation, independent-samples t-tests, one-way analysis of variance (ANOVA), and Pearson product-moment correlation at a 0.05 level of significance.

Results: The overall perceived level of working conditions was Very Good ($M = 4.34$, $SD = 0.55$), while overall job satisfaction was High ($M = 4.19$, $SD = 0.55$). Significant differences in working conditions and job satisfaction were found according to age, educational attainment, rank, and years of sea experience, whereas no significant differences were found according to gender. A strong, statistically significant positive relationship was found between working conditions and job satisfaction ($r = .68$, $p < .001$).

Conclusion: The findings indicate that favorable MLC 2006-aligned working conditions are associated with higher job satisfaction among Filipino seafarers. Continued attention to work-rest arrangements, occupational safety and health, welfare, accommodation, and career development may contribute to improved seafarer welfare and more sustainable maritime workforce management.

Keywords: *Filipino seafarers; Maritime Labour Convention (MLC) 2006; working conditions; job satisfaction; seafarer welfare*

INTRODUCTION

Maritime transport is central to global trade and depends heavily on seafarers who work and live aboard vessels for extended periods. The Maritime Labour Convention (MLC) 2006 provides a comprehensive international framework for decent working and living conditions, covering employment agreements, hours of work and rest, accommodation, food and catering, occupational safety and health, medical care, welfare, and social protection (International Labour Organization [ILO], 2022). Within the Philippine maritime sector, effective implementation of maritime standards is also closely connected with the capacity of regulatory and enforcement institutions to monitor vessel operations and safety compliance (Valencia, 2026). The Convention establishes minimum standards, but the existence of formal standards does not necessarily mean that seafarers experience those standards uniformly in practice.

Contemporary maritime research continues to identify fatigue, chronic fatigue, mental health concerns, connectivity, welfare support, occupational safety, and organizational conditions as important issues affecting seafarers. Pauksztat et al. (2022), for example, found that mental health problems and chronic fatigue among seafarers were related to demanding conditions and that social and external support, including reliable Internet access, could help mitigate adverse effects. Abila et al. (2023) likewise emphasized the role of information and communication technology in supporting seafarers' mental health and well-being, highlighting the importance of

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access to communication and support while working at sea. Bhatia et al. (2024) likewise highlighted discrepancies between documented work-rest compliance and seafarers' actual experiences, underscoring the continuing importance of fatigue management and effective enforcement.

Working conditions are also closely connected with employment and welfare experiences. Graham and Walters (2021) noted limitations in the regulatory protection of occupational safety and health when worker representation and consultation are weak. Baum-Talor and Şahin (2024) further showed that employment practices and cost-minimization pressures can affect food provision and seafarer well-being. In relation to job satisfaction, Vlachos et al. (2024) identified workplace environment and organizational factors as important determinants, while Sheikh et al. (2024) demonstrated the importance of organizational justice and job satisfaction in shaping seafarers' commitment.

The Philippine context is particularly important because Filipino seafarers form a major part of the international maritime workforce. Pia et al. (2024) found continuing concerns involving employment security, excessive working hours, fatigue, stress, and the adequacy of existing contractual protections for Filipino seafarers. These concerns indicate that the effectiveness of maritime labor standards should be examined not only in terms of formal compliance but also through seafarers' perceptions of their actual working conditions and employment experiences.

Despite the substantial literature on maritime labor, fatigue, welfare, and job satisfaction, empirical evidence that simultaneously examines the five MLC 2006-aligned working-condition dimensions and multidimensional job satisfaction among Filipino seafarers remains limited. In particular, there is a need for evidence on how these perceptions vary across demographic and occupational groups and on whether working conditions are statistically associated with job satisfaction. Addressing this gap can provide useful evidence for maritime regulators, shipowners, ship managers, manning agencies, and maritime education and training institutions.

Accordingly, this study assessed the level of working conditions and job satisfaction among Filipino seafarers, examined differences according to selected demographic and occupational characteristics, and determined the relationship between working conditions and job satisfaction. The study focused on five MLC 2006-aligned dimensions of working conditions and five dimensions of job satisfaction.

Review of Related Literature and Studies

MLC 2006 and Seafarers' Working Conditions

The MLC 2006 establishes minimum requirements for seafarers to work on ships, conditions of employment, accommodation and recreational facilities, food and catering, health protection and medical care, welfare and social security, and compliance and enforcement (ILO, 2022). Its importance lies in bringing diverse maritime labor standards into a single international framework. The effectiveness of maritime standards also depends on the institutional capacity to conduct appropriate inspection, monitoring, and enforcement activities. In the Philippine context, Valencia (2026) emphasized the importance of strengthening the capacity of the Philippine Coast Guard in vessel safety enforcement inspection, illustrating the broader role of regulatory capability in translating maritime standards into operational safety practices. However, implementation depends on the capacity of shipowners, flag states, port states, and other maritime actors to translate regulatory requirements into actual onboard practices.

Graham and Walters (2021) emphasized that the effectiveness of MLC-based occupational safety and health protection may be constrained when mechanisms for worker representation and consultation are insufficient. In the Philippine setting, Pia et al. (2024) likewise identified continuing gaps involving contractual protection, working hours, fatigue, and occupational health and safety. Beyond regulatory provisions, technological approaches can also contribute to workplace protection by strengthening security controls and detecting unauthorized or forced entry, as demonstrated by Josol et al. (2026). Although their study addresses an access-control application rather than maritime labor conditions, it illustrates the potential of technology to complement organizational and safety measures. These findings support the need to assess working conditions from the perspective of seafarers themselves rather than relying solely on documentary compliance.

Fatigue, Work-Rest Management, and Welfare

Fatigue remains an important concern because seafarers perform safety-sensitive duties in environments characterized by irregular schedules, prolonged periods at sea, and limited opportunities for recovery. Bhatia et al. (2024) found discrepancies between recorded work-rest compliance and seafarers' reported experiences, indicating

that formal records may not always capture actual fatigue exposure. Pauksztat et al. (2022) similarly showed that chronic fatigue and mental health problems are important dimensions of seafarer welfare and that social support and reliable communication can help mitigate adverse effects.

These findings suggest that working conditions should be understood as multidimensional. Compliance with minimum employment requirements may coexist with comparatively weaker experiences in rest management, welfare, accommodation, or health protection. Such differences are relevant to the present study because the five MLC 2006-aligned dimensions collectively represent the working environment experienced by seafarers.

Organizational Support and Job Satisfaction

Job satisfaction among seafarers is influenced by the work environment, organizational support, compensation, management, career development, and the social conditions of shipboard employment. Vlachos et al. (2024) found that workplace environment and organizational factors are important determinants of job satisfaction in a large international sample. Sheikh et al. (2024) likewise demonstrated that organizational justice is related to job satisfaction and organizational commitment, highlighting the importance of fairness in policies, resource distribution, procedures, and interpersonal treatment.

These findings support the view that job satisfaction is not determined by compensation alone. The nature of work, communication and management, career development, work-life balance, and perceptions of fairness can all shape how seafarers evaluate their employment. The present study therefore examines job satisfaction across several dimensions rather than treating it as a single undifferentiated outcome.

Philippine Maritime Context

Filipino seafarers operate within both international maritime labor standards and Philippine employment and regulatory arrangements. Pia et al. (2024) reported that the protection of Filipino seafarers' welfare remains affected by issues involving security of tenure, excessive working hours, fatigue, stress, and occupational health and safety. The Philippine context therefore provides an important setting for examining whether favorable perceptions of working conditions are accompanied by favorable job satisfaction.

The present study extends this literature by bringing together MLC 2006-aligned working conditions and multidimensional job satisfaction within one quantitative framework. It also examines differences across age, gender, educational attainment, rank, and years of sea experience, thereby providing a more disaggregated view of seafarer welfare.

Synthesis and Research Gap

The reviewed literature establishes three consistent points. First, MLC 2006 provides an important regulatory foundation for seafarer welfare, but implementation may vary across operational settings. Second, fatigue, occupational safety and health, welfare, and living conditions remain important components of seafarers' work experiences. Third, organizational conditions and fairness are closely related to job satisfaction and commitment. What remains less developed is an integrated quantitative assessment of the five MLC 2006-aligned working-condition dimensions together with multidimensional job satisfaction among Filipino seafarers, including differences across demographic and occupational groups. The present study addresses this gap.

Theoretical Framework

Herzberg's Two-Factor Theory

The study is partly anchored on Herzberg's Two-Factor Theory, which distinguishes between hygiene factors that reduce dissatisfaction and motivators that contribute to positive work attitudes (Herzberg et al., 1959). In the maritime setting, working conditions, compensation, supervision, and the work environment are relevant to the prevention of dissatisfaction, while career development, achievement, recognition, and responsibility may contribute to positive job experiences. The theory provides a useful interpretive lens for examining why favorable working conditions and opportunities for professional development may be reflected in seafarers' job satisfaction.

Social Exchange Theory

Social Exchange Theory provides a complementary perspective on the relationship between seafarers and their employers. Blau (1964) proposed that social relationships involve exchanges in which individuals evaluate the benefits, costs, fairness, and reciprocity of interactions. In shipboard employment, seafarers may interpret safe working conditions, fair employment practices, welfare provisions, and supportive management as organizational investments that encourage positive attitudes toward employment. This perspective is useful in interpreting the observed relationship between working conditions and job satisfaction.

Conceptual Framework

The conceptual framework identifies MLC 2006-aligned working conditions as the independent variable and job satisfaction as the dependent variable. Working conditions comprise: (1) minimum requirements for seafarers to work; (2) physical and occupational safety and hours of work and rest; (3) conditions of employment; (4) health protection, medical care, welfare, and social security; and (5) accommodation, recreational facilities, food, and catering. Job satisfaction comprises: (1) job characteristics; (2) career and professional development; (3) compensation and benefits; (4) work balance, hours, and rest; and (5) communication and management. Age, gender, educational attainment, rank, and years of sea experience are treated as grouping variables. The framework therefore corresponds directly to the descriptive, comparative, and correlational analyses used in the study.

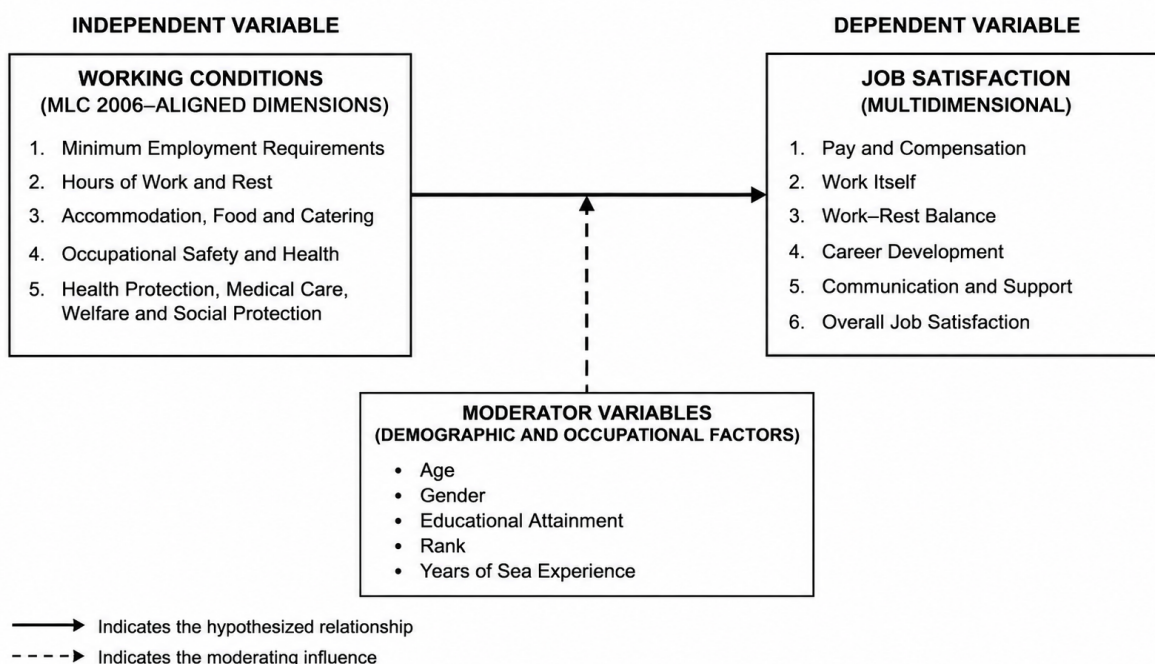


Figure 1
Conceptual Diagram of the Study

Statement of the Problem

The Maritime Labour Convention (MLC) 2006 establishes international standards for the working and living conditions of seafarers. However, the existence of formal standards does not necessarily mean that seafarers experience all aspects of these standards uniformly in practice. Concerns involving work-rest arrangements, occupational safety and health, welfare, accommodation, employment conditions, and other aspects of shipboard life remain relevant to seafarer well-being and employment experiences. At the same time, job satisfaction may vary

according to compensation, the nature of work, work-rest balance, career development, communication, and organizational support.

Among Filipino seafarers, there remains a need for empirical evidence that examines MLC 2006-aligned working conditions together with multidimensional job satisfaction and determines whether these perceptions vary across demographic and occupational groups. Such evidence is important for understanding how seafarers evaluate their working environment and for identifying areas that may require continued attention from maritime regulators, shipowners, ship managers, manning agencies, and maritime education and training institutions.

Accordingly, this study assessed the perceived level of MLC 2006-aligned working conditions and job satisfaction among Filipino seafarers, examined differences in these variables according to selected demographic and occupational characteristics, and determined the relationship between working conditions and job satisfaction. The study focused on five dimensions of working conditions and five dimensions of job satisfaction to provide a multidimensional assessment of the seafarers' employment experience.

Research Objectives

General Objective

The study aimed to assess the working conditions and job satisfaction of Filipino seafarers within the framework of the Maritime Labour Convention (MLC) 2006 and to determine the relationship between these variables.

Specific Objectives

Specifically, the study aimed to:

1. determine the perceived level of working conditions among Filipino seafarers across the five MLC 2006-aligned dimensions;
2. determine the level of job satisfaction among Filipino seafarers across the five identified dimensions of job satisfaction;
3. determine whether significant differences exist in working conditions and job satisfaction when Filipino seafarers are grouped according to age, gender, educational attainment, rank, and years of sea experience; and
4. determine whether a significant relationship exists between working conditions and job satisfaction among Filipino seafarers.

Research Questions

The study sought to answer the following questions:

1. What is the perceived level of working conditions among Filipino seafarers across the following MLC 2006-aligned dimensions:
 - minimum requirements for seafarers to work;
 - physical and occupational safety and hours of work and rest;
 - conditions of employment;
 - health protection, medical care, welfare, and social security; and
 - accommodation, recreational facilities, food, and catering?
2. What is the level of job satisfaction among Filipino seafarers across the following dimensions:
 - job characteristics;
 - career and professional development;
 - compensation and benefits;
 - work balance, hours, and rest; and
 - communication and management?
3. Are there significant differences in the perceived working conditions and job satisfaction of Filipino seafarers when grouped according to:
 - age;
 - gender;
 - educational attainment;
 - rank; and
 - years of sea experience?

4. Is there a significant relationship between the perceived working conditions and job satisfaction of Filipino seafarers?

METHODOLOGY

Research Design

The study employed a quantitative descriptive-correlational research design. The descriptive component determined the perceived levels of working conditions and job satisfaction. The comparative component examined differences in these variables when respondents were grouped according to selected demographic and occupational characteristics. The correlational component determined the strength and direction of the relationship between working conditions and job satisfaction. No variables were manipulated because the study examined naturally occurring perceptions and experiences.

Participants and Sampling

The participants were Filipino seafarers who were actively employed or had recent shipboard experience at the time of data collection. They represented masters and chief engineers, deck and engine officers, ratings, and cadets and had experience across different vessel types. The study included 120 respondents. Proportionate stratified random sampling was employed to provide representation across the identified respondent groups.

Research Instrument

Data were collected using a researcher-developed questionnaire designed to measure working conditions and job satisfaction among Filipino seafarers. The instrument consisted of three sections: demographic profile; working conditions; and job satisfaction. The working-conditions section contained 24 items covering five MLC 2006-aligned dimensions: minimum requirements for seafarers to work; physical and occupational safety and hours of work and rest; conditions of employment; health protection, medical care, welfare, and social security; and accommodation, recreational facilities, food, and catering. The job-satisfaction section contained 27 items covering job characteristics, career and professional development, compensation and benefits, work balance, hours and rest, and communication and management.

All items were measured using a five-point Likert scale. The questionnaire underwent content validation by experts in maritime operations and labor standards, human resource management in shipping, and research. A pilot test involving approximately 30 seafarers was conducted to assess reliability. Cronbach's alpha was used to evaluate internal consistency, with .70 adopted as the minimum acceptable coefficient.

Data Collection Procedure

Prior to data collection, approval was secured from the appropriate institutional research authority. Coordination was undertaken with maritime institutions, training centers, and manning agencies to facilitate access to qualified respondents. The validated questionnaire was administered through paper-based and online formats. Participants received clear instructions and informed consent forms before completing the questionnaire. Data collection was conducted over approximately six to eight weeks. Completed questionnaires were reviewed for completeness, encoded, and prepared for statistical analysis. English and Filipino versions of the questionnaire and consent forms were made available.

Data Analysis

Frequency and percentage were used to describe the demographic characteristics of the respondents. Mean and standard deviation were used to determine the perceived levels of working conditions and job satisfaction. Independent-samples t-tests were used to examine differences between two groups, while one-way analysis of variance (ANOVA) was used for comparisons involving more than two groups. Pearson's product-moment correlation coefficient was used to determine the strength and direction of the relationship between working conditions and job satisfaction. Statistical tests were evaluated at the .05 level of significance.

Ethical Considerations

The study adhered to established ethical research principles. Participation was voluntary, informed consent was obtained, and respondents were informed of their right to withdraw at any time. Confidentiality and anonymity were maintained, and no personally identifying information was collected. Data were securely stored and used solely for research purposes.

RESULTS AND DISCUSSION

Demographic Profile of the Respondents

Table 1

Distribution of the Respondents According to Demographic Profile

Category	f	%
Entire group	120	100.0
Age: Below 25	18	15.0
Age: 25–34	42	35.0
Age: 35–44	30	25.0
Age: 45–54	20	16.7
Age: 55 and above	10	8.3
Gender: Male	102	85.0
Gender: Female	15	12.5
Gender: Prefer not to say	3	2.5
Education: Associate degree	20	16.7
Education: Bachelor's degree	85	70.8
Education: Master's degree or higher	15	12.5
Rank: Master/Chief Engineer	12	10.0
Rank: Officers	48	40.0
Rank: Ratings	45	37.5
Rank: Cadets	15	12.5
Experience: 0–5 years	35	29.2
Experience: 6–10 years	40	33.3
Experience: 11 years and above	45	37.5

Note. Percentages may not sum to 100.0 because of rounding.

Table 1 presents the demographic profile of the 120 respondents. The largest age group was 25–34 years (35.0%), followed by 35–44 years (25.0%). Most respondents were male (85.0%) and held a bachelor's degree (70.8%). Officers comprised the largest rank group (40.0%), followed by ratings (37.5%). In terms of sea experience, 37.5% reported 11 years or more, indicating substantial representation of experienced seafarers. The distribution provided representation across the major demographic and occupational categories examined in the study.

Level of Working Conditions Among Filipino Seafarers

The overall perceived level of working conditions among Filipino seafarers was Very Good ($M = 4.34$, $SD = 0.55$). Table 2 presents the mean scores and standard deviations across the five MLC 2006-aligned dimensions.

Table 2

Means and Standard Deviations for the Working Conditions of Filipino Seafarers Based on MLC 2006

Working Conditions Dimension	M	Adjectival Interpretation	SD
Minimum requirements for seafarers to work	4.52	Excellent	0.51
Physical and occupational safety, hours of work and rest	4.31	Very Good	0.56
Conditions of employment	4.34	Very Good	0.53
Health protection, medical care, welfare, and social security	4.28	Very Good	0.58
Accommodation, recreational facilities, food, and catering	4.26	Very Good	0.55
Overall working conditions	4.34	Very Good	0.55

Note. Scale: 1.00–1.49 = Poor; 1.50–2.49 = Fair; 2.50–3.49 = Good; 3.50–4.49 = Very Good; 4.50–5.00 = Excellent.

The highest-rated dimension was minimum requirements for seafarers to work ($M = 4.52$, $SD = 0.51$), interpreted as Excellent. This indicates that respondents generally perceived basic requirements and employment-related protections as satisfactorily provided. The remaining dimensions were rated Very Good. Accommodation, recreational facilities, food, and catering received the lowest mean ($M = 4.26$, $SD = 0.55$), although the rating remained favorable. The comparatively lower score suggests that the quality and consistency of onboard living and welfare conditions may warrant continued attention.

Physical and occupational safety and hours of work and rest received a mean of 4.31 ($SD = 0.56$), while health protection, medical care, welfare, and social security received a mean of 4.28 ($SD = 0.58$). These results indicate generally favorable perceptions while also showing that not all dimensions were experienced at the same level. The finding is consistent with Bhatia et al. (2024), who highlighted continuing discrepancies between documented work-rest compliance and actual seafarer experiences. It also complements Graham and Walters' (2021) observation that the effectiveness of occupational safety and health protection depends partly on how regulatory provisions are implemented in the workplace.

Overall, the findings indicate that Filipino seafarers generally perceived their working conditions as favorable under the MLC 2006 framework. At the same time, variation among the dimensions suggests that formal compliance does not necessarily produce identical experiences across all aspects of shipboard life. Continued attention to work-rest arrangements, health protection, welfare, and onboard living conditions remains relevant.

Level of Job Satisfaction Among Filipino Seafarers

Table 3

Means and Standard Deviations for the Job Satisfaction of Filipino Seafarers

Job Satisfaction Dimension	M	SD	Adjectival Interpretation
Job characteristics	4.36	0.51	High
Career and professional development	3.98	0.56	Moderate
Compensation and benefits	4.42	0.53	High
Work balance, hours, and rest	3.87	0.58	Moderate
Communication and management	4.33	0.55	High
Overall job satisfaction	4.19	0.55	High

Note. Scale: 1.00–1.49 = Very Low; 1.50–2.49 = Low; 2.50–3.49 = Moderate; 3.50–4.49 = High; 4.50–5.00 = Very High.

The overall level of job satisfaction among Filipino seafarers was High ($M = 4.19$, $SD = 0.55$). Table 3 presents the results for the five job-satisfaction dimensions.

Compensation and benefits received the highest rating ($M = 4.42$, $SD = 0.53$), followed by job characteristics ($M = 4.36$, $SD = 0.51$) and communication and management ($M = 4.33$, $SD = 0.55$). These results indicate that financial rewards, the nature of the work, and communication and management were important positive aspects of respondents' employment experience.

Career and professional development received a Moderate rating ($M = 3.98$, $SD = 0.56$), while work balance, hours, and rest received the lowest mean ($M = 3.87$, $SD = 0.58$). The relatively lower ratings indicate that opportunities for career advancement and work-rest balance were less satisfactory than the other dimensions. This pattern is consistent with the literature emphasizing workplace conditions and organizational factors as important determinants of seafarer job satisfaction (Vlachos et al., 2024). It also supports the interpretation of job satisfaction through Herzberg's Two-Factor Theory, in which working conditions and related hygiene factors help prevent dissatisfaction while opportunities for growth can strengthen positive work attitudes (Herzberg et al., 1959).

The overall High rating suggests that respondents generally viewed their maritime employment positively, but the comparatively lower scores in career development and work-rest balance identify areas that may deserve management attention.

Differences in Working Conditions and Job Satisfaction According to Demographic and Occupational Characteristics

Table 4

Summary of Significant Differences in Working Conditions and Job Satisfaction by Demographic and Occupational Characteristics

Variable	Working Conditions	Job Satisfaction
Age	Significant difference	Significant difference
Gender	Not significant	Not significant
Educational attainment	Significant difference	Significant difference
Rank	Significant difference	Significant difference
Years of sea experience	Significant difference	Significant difference

Note. Statistical significance was evaluated at $\alpha = .05$.

The inferential analysis examined whether working conditions and job satisfaction differed according to age, gender, educational attainment, rank, and years of sea experience. Table 4 summarizes the statistical findings.

Significant differences were found in both working conditions and job satisfaction according to age, educational attainment, rank, and years of sea experience. Gender, in contrast, did not produce a statistically significant difference in either major study variable. These findings indicate that perceptions of working conditions and job satisfaction were not uniform across all respondent groups.

The observed differences are relevant because seafarers occupy different roles and career stages and may encounter different responsibilities and operational demands. The result also supports the importance of disaggregating seafarer welfare data rather than relying solely on overall mean scores. The findings are broadly consistent with the literature emphasizing the influence of organizational and occupational conditions on seafarers' employment experiences (Vlachos et al., 2024; Sheikh et al., 2024).

The absence of a significant gender difference should be interpreted within the context of the sample and should not be treated as evidence that all gender-related experiences are identical. The finding indicates only that the measured differences between the gender groups did not reach statistical significance at the selected level.

Relationship Between Working Conditions and Job Satisfaction

Table 5

Correlation Between Working Conditions and Job Satisfaction Among Filipino Seafarers

Variables	N	r	p	Interpretation
Working conditions and job satisfaction	120	.68	< .001	Strong, positive, statistically significant relationship

*Note. A = .05. **Correlation is significant at the .01 level (two-tailed).*

Table 5 presents the Pearson correlation between working conditions and job satisfaction.

A statistically significant positive relationship was found between working conditions and job satisfaction ($r = .68$, $p < .001$). The direction and magnitude of the correlation indicate that respondents who reported more favorable working conditions also tended to report higher job satisfaction. This finding is consistent with maritime research emphasizing the importance of workplace environment, organizational support, and fair treatment in shaping seafarers' job satisfaction (Vlachos et al., 2024; Sheikh et al., 2024).

The result can also be interpreted through Herzberg's Two-Factor Theory and Social Exchange Theory. Favorable working conditions can reduce dissatisfaction, while fair and supportive organizational practices can contribute to positive reciprocal attitudes (Blau, 1964; Herzberg et al., 1959). However, because the study employed a correlational design, the result demonstrates association rather than causation. It does not establish that improvements in working conditions directly cause increases in job satisfaction. The finding nevertheless provides an empirical basis for considering working conditions as an important component of seafarer welfare and job satisfaction.

Conclusions

Filipino seafarers generally perceived their working conditions under the MLC 2006 framework as Very Good ($M = 4.34$, $SD = 0.55$). Minimum requirements for seafarers to work received the highest rating ($M = 4.52$), while accommodation, recreational facilities, food, and catering received the lowest mean among the five dimensions ($M = 4.26$).

Overall job satisfaction was High ($M = 4.19$, $SD = 0.55$). Compensation and benefits received the highest rating ($M = 4.42$), whereas work balance, hours, and rest received the lowest rating ($M = 3.87$), followed by career and professional development ($M = 3.98$).

Significant differences were found in working conditions and job satisfaction according to age, educational attainment, rank, and years of sea experience, while no significant differences were found according to gender. These findings indicate that perceptions of working conditions and job satisfaction vary across selected demographic and occupational groups.

A strong, statistically significant positive relationship was found between working conditions and job satisfaction ($r = .68$, $p < .001$). More favorable perceptions of working conditions were therefore associated with higher job satisfaction. Because the study was correlational, this relationship should not be interpreted as causal.

Taken together, the findings provide an empirical baseline for understanding MLC 2006-aligned working conditions and job satisfaction among Filipino seafarers. The results may inform maritime labor policy, shipboard management, seafarer welfare programs, and future evaluations of MLC implementation.

Recommendations

For maritime regulatory authorities, monitoring and inspection practices may place greater attention on the actual implementation of MLC 2006 provisions, particularly work-rest arrangements, occupational safety and health, medical and welfare services, and onboard living conditions.

For shipowners and ship management companies, regular assessments of seafarer working conditions and job satisfaction may be incorporated into crew welfare and management practices, with particular attention to work balance, hours and rest, health protection, and accommodation-related conditions.

For manning agencies, pre-departure orientation may provide seafarers with clear information regarding their rights and entitlements under the MLC 2006, including employment conditions, hours of work and rest, occupational safety and health, medical care, and welfare provisions.



For maritime education and training institutions, training programs may strengthen instruction on MLC 2006 provisions, seafarer welfare, fatigue management, occupational safety and health, communication, leadership, and competencies relevant to healthy shipboard working environments.

For shipping organizations, career development and professional advancement programs may be strengthened to address the comparatively lower satisfaction reported in career and professional development. Opportunities for training, promotion, mentoring, and professional growth may be reviewed according to the needs of different seafarer groups.

For future researchers, larger samples and mixed-method or longitudinal designs may be used to examine how working conditions and job satisfaction change over time and to explore the experiences underlying the demographic and occupational differences identified in the present study.

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