

Racial Discrimination among Filipino Seafarers Onboard: Its Resulting Conflicts and Threats to Safety in Multinational-manned Vessels

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Abstract

This study explores the extent of racial discrimination experienced by Filipino seafarers on board multi-national manned vessels and examines its resulting conflicts and threats to safety. Specifically, it investigates discrimination across three factors: intrapsychic, organizational, and structural; and analyzes the relationship between racial discrimination and its impact on conflicts and safety. The study involved 254 Filipino seafarers, selected through purposive sampling from common hub areas in Manila, such as manning agencies, seafarer clubs, and training centers, achieving an 85% response rate. A researcher-made survey questionnaire, validated by experts, was used to collect data on racial discrimination, resulting conflicts, and safety threats. Data collected indicated that discrimination due to physical features in the intrapsychic category had the highest mean score, with respondents strongly agreeing they faced such discrimination. Organizational factors, particularly regarding disparate pay, also showed significant agreement. Structural factors reflected moderate discrimination related to global pay guidelines. Overall, the respondents moderately agreed that they experienced racial discrimination on board. The degree of conflict caused by racial discrimination was also noted, particularly in organizational factors, and the most significant safety threat was emotional distress, with a mean of 2.56. Correlation analysis confirmed significant relationships between racial discrimination and conflict ($r=0.828$, $p=0.000$), and between racial discrimination and safety threats ($r=0.533$, $p=0.000$). The study concludes that racial discrimination impacts the working conditions and productivity of Filipino seafarers, highlighting the need for interventions to address and mitigate these issues to ensure the well-being and safety of the crew.

Keywords: Racial Discrimination, Filipino Seafarers, Multi-national Vessels, Intrapsychic Factors, Organizational Factors, Structural Factors, Conflict, Safety Threats



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discrimination among their own kind. For example, a report by Nautilus International (2010) from the United Kingdom reveals that workers from the UK and Netherlands employed in the shipping industry are approximately twice as likely as their fellow countrymen to encounter bullying, discrimination, or harassment in the workplace. Although this may be an isolated instance, it should not be disregarded in the broader context of racial discrimination, as evidence shows that discrimination can occur between races within the same ethnic group.

INTRODUCTION

In the seafaring world, early reports of racial discrimination have already been documented. Due to its multinational setting, discriminatory acts, especially those based on ethnicity and race, can be prevalent. It is notable that even white men and Caucasians, who are often perceived as racial offenders, have experienced

In the Philippine context, numerous articles on racial discrimination experienced by Filipino seafarers have been published in maritime magazines, research papers, speeches, and newspapers, among other sources. For instance, Amante (2005) disclosed that the dominant pattern of crew work hierarchy on global ships reflects a form of colonialism, with

white European 'masters' (captains) and senior officers overseeing non-white, mostly Asian and Filipino junior officers and ratings as subordinates. Furthermore, Knudsen (2004; as cited in Amante, 2005) revealed that Filipino seafarers face discriminatory acts by foreign seafarers in various contexts onboard, including in the mess hall, social events, and leisure activities. Discrimination occurs at several levels of the organization, including in pay and terms of employment. Although many seafarers may not be aware of it, interpersonal relations onboard are often divided by culture, rank, and leisure activities, leading to cultural factions grouping together.

This study aims to discuss the discriminatory experiences of Filipino seafarers, extending from the basic principles of the 1987 Constitution to the provisions contained in the Migrant Workers Act of 1995, as amended by Republic Act 10022. The focus is on policy statements aimed at promoting a healthy and safe workplace for these workers. Additionally, the study provides an overview of the general situation of Filipino seafarers and the challenges they face onboard ships in a multicultural setting. The discussion will address the conflicts and safety threats commonly associated with work at sea. Despite these challenges, seafarers often tolerate inhumane treatment for the sake of their families and the pursuit of better opportunities in seafaring.

There are now more than one million Filipino seafarers registered with the Philippine Overseas Employment Agency (POEA). Each year, the maritime schools and training centers in the Philippines produce approximately 20,000 new graduates, though only a small percentage find employment at sea. Enticed by promises of higher salaries and foreign travel, and due to the limited absorption capacity of the local shipping industry, Filipino seafarers must compete in the increasingly tight global market (Ty, 2001). Official figures from the POEA show that the deployment of sea-based workers abroad has steadily increased, reaching 367,166 in 2013 (Lucas, 2015).

The most important document governing seafarers' employment is their contract, which must be approved by the POEA. Philippine laws require that the POEA shall approve this contract before seafarers commence their work overseas. More so, shipping companies and manning agencies are required to use the Revised Standard Employment Terms and Conditions Governing Employment of Filipino Seafarers On-Board Ocean-Going Vessels, designed to protect seafarers' rights, or a collective bargaining agreement that meets or exceeds the minimum requirements of the POEA Standard Employment Terms and Conditions (Center for Seafarers' Rights, 2001). The latest Revised Standard Employment Terms and Conditions, as approved by the POEA, are outlined in Governing Board Resolution No. 9 and POEA Memorandum Circular No. 10, both series of 2010. Any deviations from the terms of this contract must be approved by the POEA.

LITERATURES

The Context Racial Discrimination. Racial discrimination, as defined by Pager and Shepherd (2008), involves the unequal treatment of persons based on their race or ethnicity. This concept is deeply explored in the literature, with evidence of its prevalence in the maritime industry. Filipino seafarers, often occupying positions as ratings, are particularly vulnerable to discriminatory practices. Nautilus International (2010) points out that at-sea attitudes do not always align with more progressive land-based practices, leaving seafarers isolated and without support when discrimination occurs.

The historical roots of racism, as discussed by Fredrickson (2003) and Barth (2010), reveal how racial biases have evolved over time, particularly in Western contexts. These biases can manifest as stereotyping, where individuals are judged based on generalized beliefs about their race. The Department of Communication and Journalism of the University of Florida explains that stereotyping often leads to inaccuracies in social perception, creating an environment ripe for discrimination.

This discrimination is not limited to overt acts but can also occur through subtler forms such as differential treatment and disparate impact. The National Research Council (NRC) outlines how differential treatment disadvantages a racial group by treating individuals unequally due to their race. Similarly, disparate impact refers to policies or practices that, while not overtly discriminatory, result in unequal outcomes for different racial groups.

The multi-national setting of commercial vessels exacerbates these issues. Seafarers from various nationalities, including Filipinos, must navigate a complex social environment where cultural and linguistic differences can lead to misunderstandings and conflicts. Cardiff University's research suggests that while multinational crews can reduce racial stereotyping through regular interaction, communication barriers and cultural differences still pose significant challenges.

Structural Dynamics of Multinational Crews. The structural dynamics of multinational crews play a crucial role in shaping the experiences of Filipino seafarers. These dynamics include the hierarchical organization of crews and the interplay of different nationalities on board. According to Amante (2005), the majority of Filipino seafarers work as ratings under officers from Western nations, reflecting a longstanding practice of racial hierarchy in the maritime industry.

Kahveci, Lane, and Sampson (2000) discuss the benefits and challenges of multinational crewing. While such strategies can enhance cooperation and integration among diverse crews, they also introduce potential conflicts due to cultural and linguistic differences. Iversen (2012) emphasizes that certain nationalities should not be placed together on the same ship due to the risk of racism and abuse.

The role of organizational practices in mitigating or perpetuating discrimination is also significant. Formalized procedures, such as hiring and promotion policies, can help limit individual discretion and reduce bias (Di Prete &

Soule, 1986) However, the informal networks within these organizations can reproduce existing racial compositions, leading to the exclusion of certain groups (Braddock & McPartland, 1987).

Furthermore, the use of English as the common working language on multinational ships can lead to frustration for non-native speakers, contributing to feelings of exclusion and discrimination. Kahveci, Lane, and Sampson (2000) note that poor language skills can hinder communication and increase the likelihood of conflicts.

During leisure and rest times, Filipino seafarers often face additional challenges in maintaining their cultural identity and social connections. Amante (2005) highlights that Filipino seafarers enjoy activities like playing billiards and singing karaoke, but these interactions are typically limited to fellow Filipinos. When interacting with seafarers from other nationalities, they may experience harassment and ridicule, further complicating their social dynamics on board.

In conclusion, addressing the welfare of Filipino seafarers requires a comprehensive understanding of both racial discrimination and the structural dynamics of multinational crews. Policies aimed at protecting seafarers should consider these themes and work towards creating a more inclusive and supportive environment for all crew members.

Prevalence and Impact of Racial Discrimination on Mental Health and Performance. Racial discrimination significantly impacts the mental health and performance of seafarers, as evident from various studies and reports. The Nautilus International (2010) survey reveals that UK and Netherlands workers in the shipping industry are twice as likely to face bullying, discrimination, or harassment compared to their compatriots. Specifically, 14% of these workers reported experiencing racism, and 5% encountered religious discrimination. These incidents contribute to adverse outcomes for seafarers and overall vessel safety. The survey further indicates that 55 out of 151 respondents experienced low morale, loss of confidence, and

deteriorating performance due to discrimination, bullying, and harassment, while 39 respondents reported depression, anxiety, and stress. These findings underscore the critical need for interventions to address these issues to ensure crew well-being and vessel safety (Nautilus International, 2010).

The International Committee on Seafarers' Welfare's "Guidelines for Mental Care onboard Merchant Ships" also emphasize that harassment, bullying, and anxiety are significant causes of poor mental health among seafarers. If unaddressed, these issues can lead to severe consequences for seafarers' families, shipmates, and employing companies (Iversen, 2012). For Filipino seafarers, who constitute almost half of the world's shipping workforce, the likelihood of experiencing racial discrimination is high. Jimenez (2011) raises a critical question regarding how Filipino seafarers cope with challenging work conditions under the Flag of Convenience (FOC) system, which often involves discrimination, substandard work environments, and oppressive contracts. Despite the lucrative promise of a seafaring career, Filipino seafarers face unfavorable conditions, including racial discrimination.

Social Communication and Hierarchical Structures as Venues for Racial Discrimination. Social communication and hierarchical structures onboard ships often serve as venues for racial discrimination. According to the Seafarers International Research Center (SIRC) study "Transnational Seafarer Communities," seafarers avoid discussing sensitive topics to foster good social relations, focusing instead on widely accessible subjects for storytelling and joking (Kahveci, Lane, & Sampson, 2000). This cautious approach indicates that social discussions onboard must be handled with care to prevent confrontations or conflicts that could jeopardize ship safety.

Amante (2005) discovered that seafarers, due to limited choice in their shipmates, are often locked into interaction patterns based on explicit and implicit hierarchies. These hierarchies significantly change seafarers' lives

when they go ashore, leading to depression due to abrupt changes in their social interactions. The acknowledgment of ship crew positions further highlights racial discrimination. Higher-ranking crew members, often white Europeans, occupy privileged positions, while non-white, mostly Asian and Filipino junior officers and ratings, serve as subordinates. This setup, which resembles a form of colonialism, suggests a racial demarcation in the workplace that can prompt racial discrimination (Amante, 2005). Manalo et al. (2015) identified discrimination, poor communication, and weak workplace relationships as common challenges faced by Filipino seafarers, indicating the critical need for interventions to improve work-life balance and handle daily life on and off the vessel. Bingham (2003) emphasizes that despite a safety-conscious regime, the welfare of Filipino seafarers remains deplorable, with many subjected to discrimination, abuse, maltreatment, and unfair labor practices. Given that Filipino seafarers account for around 20% of the world's total supply of seafarers onboard, their significant contribution to the economy through remittances further underscores the importance of addressing these issues. (Jimenez (2011) argues that Filipino seafarers face various unfavorable circumstances, including discrimination and a lack of protection under international law. Unlike land-based employees, sea-based workers often have no support system, leading to psychological effects such as anxiety and social withdrawal.

These studies illustrate the impact of racial discrimination on seafarers' mental health, performance, and social interactions. Addressing these issues is crucial for ensuring the well-being of seafarers and the safety of maritime operations.

METHODS

Population and Sampling. Out of three hundred (300) targeted respondents, there were two hundred fifty-four (254) Filipino seafarers who responded to answer the survey; an eighty-five (85) percent retrieval rate. With purposive sampling as selection technique, the researcher located the seafarer respondents

from various common hub areas in the City of Manila such as manning agencies, seafarer clubs and training centers.

Instrumentation. The researcher designed and developed a researcher-made survey questionnaire to gather the data of the study. The questionnaire was validated by experts of the field, including a statistician, in order to elicit the answers based on the objectives of the study. The questionnaire has three major parts. The first part determined the racial discrimination experienced by the respondents while the second part drawn the resulting conflicts brought about by the discrimination experienced by the respondents. The third part elicited the level of threats to vessel safety due to the resulting conflicts brought about by the study.

Moreover, to determine the reliability of the instrument, a test-run was done with fifteen (15) seafarers who were asked to answer the final draft of the questionnaire. Based on the result, the instrument earned an overall Cronbach alpha of 0.964. This indicates that the survey instrument was very reliable. For ethical reasons, the 15 seafarers were no longer included in the survey proper.

Data Gathering Procedure. The proponent administered the survey instrument at the City of Manila via common hub areas, such as manning agencies, seafarer clubs, and training centers. This is due to the visibility of Filipino seafarers along these areas regularly. It also included the AMOSUP office where hundreds of Filipino seafarers converge to process documents and attend trainings and seminars. The above scenarios prompted the researcher to explore the area for data gathering. Upon completion of the survey, each questionnaire was retrieved and compiled in preparation for tabulation and statistical treatment.

Data Analysis. All data gathered were consolidated and tabulated accordingly. Further, data were subjected to statistical treatment to aid the proponent in answering the problems reflected in the study. Hence, the following statistical tools were used to yield the

necessary data. Weighted mean was used to describe the three main variables of the study: racial discrimination, conflicts, and threats to vessel safety while Pearson r was used to test if there exist a significant relationship on the following variables: between racial discrimination and resulting conflicts; and, between resulting conflicts and threats to vessel safety.

RESULTS

Level of Racial Discrimination. Below are the results of racial discrimination experienced by the respondents in terms of Intrapsychic, Organizational and Structural Factors.

Table 1
Mean Distribution of Racial Discrimination by Intrapsychic Factors

INTRAPSYCHIC FACTORS	Weighted Mean	Verbal interpretation
1. During the course of my seafaring career, I felt that I have been racially discriminated at some point.	3.67	A
2. To some degree, I am racially discriminated due to (Weighted Mean):	3.05	MA
· My skin color	2.31	SoA
· My height	2.30	SoA
· My physical feature	4.98	SA
· My way of speaking English	3.14	MA
· Speaking my own native language	2.52	MA
3. During socialization, I have once experienced being an outcast due to the presence of dominant race/nationality.	2.65	MA
4. During socialization, I have once received/overheard racial sturs towards my person.	3.12	MA
5. During socialization, I am struggling hard to maintain a sense of identity.	2.52	MA
6. Being a Filipino, multinational crews sometimes perceived me to be someone with degrading "stereotypical" characteristics.	2.77	MA
7. I once received racial remarks due to a conversational topic which I opened during "story telling."	3.18	MA
8. At some point, multinational crews tend to distance themselves from me during social gatherings.	2.70	MA
9. Sometimes, my cultural and spiritual practices become a basis for ridicule and mockery.	2.58	MA
Average Weighted Mean	2.91	MA

Legend: 1.00-1.50 Disagree (D), 1.51-2.50 Somewhat Agree (SoA), 2.51-3.50 Moderately Agree (MA), 3.51-4.50 Agree (A), 4.51-5.00 Strongly Agree (SA)

Under the Intrapsychic factors, the highest Mean Average of racial discrimination experienced by the respondents on board multi-national manned vessels is the item on discrimination due to physical feature with a Weighted Mean of 4.98, and interpreted as Strongly Agree. Meanwhile, the Average Mean for all the items on discrimination by Intrapsychic Factors was 2.91, and rated by the respondents as Moderately Agree. This means that the Filipino seafarers agree on the areas of discrimination by Intrapsychic factors and therefore such area of discrimination on board multi-national manned vessels are actually felt and need to be attended.

Table 2
Mean Distribution of Racial Discrimination by Organizational Factors

ORGANIZATIONAL FACTORS	Weighted Mean	Verbal interpretation
10. While onboard, I felt locked into patterns of interaction with whoever is onboard based on explicit and implicit hierarchies.	2.61	MA
11. The master, officers, and ratings tend to occupy different spaces, with different communal and recreational areas. Specific boundaries and spaces between multinational officers and ratings were adjusted in order to separate their working areas.	3.41	MA
12. Though I think Filipinos are qualified, most of the vessels I have boarded were commanded by foreign masters.	2.64	MA
13. In the course of my seafaring career, I witnessed some multinational officers to have favored subordinates with same color and race.	3.58	A
14. I sensed that shipping companies and principals prefer whites and Caucasians to occupy higher positions.	3.60	A
15. I know that my pay as a Filipino seafarer is of disparate level compared to other crews of different nationalities.	3.56	A
16. Promotion occurred more to other nationalities than with me due to my race or color.	3.64	A
17. Promotion occurred more to other nationalities than with me due to my race or color.	3.37	MA
Average Weighted Mean	3.30	MA

Legend: 1.00-1.50 Disagree (D), 1.51-2.50 Somewhat Agree (SoA), 2.51-3.50 Moderately Agree (MA), 3.51-4.50 Agree (A), 4.51-5.00 Strongly Agree (SA)

The highest gained mean on the level of discrimination in terms of Organizational factors is on the indicator – the pay as Filipino seafarer is of disparate level as compared to other crews of different nationalities having earned a weighted mean of 3.64 and interpreted as Agree. Hence, the respondents Agree that the salaries of Filipino seafarers are way behind other nationalities. On the other hand, the Average Mean for all the indicators is 3.30, and interpreted as Moderately Agree. It is therefore interpreted that there is actually a Moderate Level of Discrimination by Organizational Factors on board multi-national manned vessels.

Table 3
Mean Distribution of Racial Discrimination by Structural Factors

STRUCTURAL FACTORS	Weighted Mean	Verbal interpretation
18. I feel that international policies pertaining to my employment as seafarer are indifferent with other nationalities.	2.65	MA
19. International rules toward my possible promotion are very unfavorable to me.	2.69	MA
20. Global guidelines toward my pay and remuneration are disparaging.	3.30	MA
21. Various international seafaring laws and practices (e.g. flag of convenience, crewing, etc.) are somewhat discriminatory to me.	2.81	MA
Average Weighted Mean	2.86	MA
OVERALL WEIGHTED MEAN	3.03	MA

Legend: 1.00-1.50 Disagree (D), 1.51-2.50 Somewhat Agree (SoA), 2.51-3.50 Moderately Agree (MA), 3.51-4.50 Agree (A), 4.51-5.00 Strongly Agree (SA)

The item on the global guidelines towards pay and remuneration are disparaging, with a mean score of 3.30, and described by the respondents as Moderately Agree, is the highest among the indicators of the Level of Racial Discrimination in terms of Structural Factors. This means that there is actually a difference in the pay and remuneration among Filipino seafarers as

compared to other nationalities. In general, the respondents 'Moderately Agree' that they experienced racial discrimination in terms of Structural factors as reflected by the over-all average weighted mean of 3.03.

Degree of Conflict Caused by Racial Discrimination. Below are the results on the degree of conflict caused by racial discrimination as experienced by the respondents.

Table 4
Degree of Conflict Caused by Racial Discrimination in terms of Intrapsychic Factors

INTRAPSYCHIC FACTORS	Weighted Mean	Description
1. During the course of my seafaring career, I felt that I have been racially discriminated at some point.	3.32	S
2. To some degree, I am racially discriminated due to (Weighted Mean):	2.48	R
- My skin color	2.34	R
- My height	2.30	R
- My physical feature	2.44	R
- My way of speaking English	2.95	S
- Speaking my own native language	2.39	R
3. During socialization, I have once experienced being an outcast due to the presence of dominant race/nationality.	2.51	S
4. During socialization, I have once received/overheard racial slurs towards my person.	3.09	S
5. During socialization, I am struggling hard to maintain a sense of identity.	2.51	S
6. Being a Filipino, multinational crews sometimes perceived me to be someone with degrading "stereotypical" characteristics.	2.72	S
7. I once received racial remarks due to a conversational topic which I opened during "story telling."	3.14	S
8. At some point, multinational crews tend to distance themselves from me during social gatherings.	2.74	S
9. Sometimes, my cultural and spiritual practices become a basis for ridicule and mockery.	2.56	S
Average Weighted Mean	2.78	S

Legend: 1.00-1.50 Never (N), 1.51-2.50 Rarely (R), 2.51-3.50 Sometimes (S), 3.51-4.50 Frequent (F), 4.51-5.00 Always (A)

The highest earning indicator on the degree of conflict caused by racial discrimination in terms of Intrapsychic factors is on the item, "I have been racially discriminated," with a Weighted Mean of 3.32, and interpreted as Sometimes." This means that there are occasions where Filipino seafarers experience racial discrimination on board. Meanwhile, the Average Mean of all the items on the degree of conflict by racial discrimination in terms of Intrapsychic factors is 2.78, and described by the respondents as Sometimes. This could also mean that Filipino seafarers are really discriminated at some point while on board with multi-national manned vessels.

Table 5
Degree of Conflict Caused by Racial Discrimination in terms of Organizational Factors

ORGANIZATIONAL FACTORS	Weighted Mean	Description
10. While onboard, I felt locked into patterns of interaction with whoever is onboard based on explicit and implicit hierarchies.	2.58	R
11. The master, officers, and ratings tend to occupy different spaces, with different communal and recreational areas.	2.99	S
12. Specific boundaries and spaces between multinational officers and ratings were adjusted in order to separate their working areas.	2.66	S
13. Though I think Filipinos are qualified, most of the vessels I have boarded were commanded by foreign masters.	3.42	S
14. In the course of my seafaring career, I witnessed some multinational officers to have favored subordinates with same color and race.	3.43	S
15. I sensed that shipping companies and principals prefer whites and Caucasians to occupy higher positions.	3.41	S
16. I know that my pay as a Filipino seafarer is of disparate level compared to other crews of different nationalities.	3.40	S
17. Promotion occurred more to other nationalities than with me due to my race or color.	3.29	S
Average Weighted Mean	3.15	S

The table above (Table 5) presents the degree of conflict caused by racial discrimination in terms of Organizational factors. The item, "I witnessed some multi-national officers to have favored subordinates with same color," got the highest Weighted Mean of 3.43, and is interpreted as Sometimes. It can therefore be inferred that there is a resulting conflict caused by racial discrimination as revealed on the above item. Meanwhile, the Average Mean for all of the indicator items is 3.15, and described by the respondents as Sometimes. A noticeable degree of conflict caused by racial discrimination in terms of Organizational factors can therefore be observed.

Table 6
Degree of Conflict Caused by Racial Discrimination in terms of Structural Factors

STRUCTURAL FACTORS	Weighted Mean	Description
18. I feel that international policies pertaining to my employment as seafarer are indifferent with other nationalities.	3.15	S
19. International rules toward my possible promotion are very unfavorable to me.	2.59	S
20. Global guidelines toward my pay and remuneration are disparaging.	2.64	S
21. Various international seafaring laws and practices (e.g. flag of convenience, crewing, etc.) are somewhat discriminatory to me.	3.17	S
Average Weighted Mean	2.74	S
OVER-ALL AVERAGE WEIGHTED MEAN	2.78	S

Legend: 1.00-1.50 Never (N), 1.51-2.50 Rarely (R), 2.51-3.50 Sometimes (S), 3.51-4.50 Frequent (F), 4.51-5.00 Always (A)

Out of the four (4) indicators on the degree of conflict caused by racial discrimination in terms of Structural factors, the item on various international seafaring laws and practices (e.g. flag of convenience, crewing, etc.) are somewhat discriminatory to me gained the highest Weighted Mean of 3.17 (Sometimes). This indicates that there is, to some degree, a resulting conflict of racial discrimination as

revealed by the Filipino seafarers on board multi-national manned vessels. On the other hand, the Average Mean for all of the items is 2.78, and interpreted as Sometimes. As a whole, the respondents 'sometimes' experience conflict caused by racial discrimination, as evidenced by the above over-all average weighted mean.

Table 7
Threats to Safety Caused by Racial Discrimination

Threat Indicator	Single		Repeated		Multiple		Average WM	D
	WM	D	WM	D	WM	D		
1. The resulting conflicts of the racial discrimination I encountered led me to experience low morale, and loss of confidence.	2.11	SoA	2.23	SoA	3.05	MA	2.46	SoA
2. The resulting conflicts of the racial discrimination I encountered led me to loss focus and deterioration in performance.	2.12	SoA	2.28	SoA	3.09	MA	2.49	SoA
3. The resulting conflicts of the racial discrimination I encountered led me to succumb to depression, anxiety, and stress.	2.07	SoA	2.20	SoA	3.02	MA	2.43	SoA
4. The resulting conflicts of the racial discrimination I encountered led me to feel angry, uncomfortable, and frustrated.	2.23	SoA	2.35	SoA	3.08	MA	2.56	MA
5. The resulting conflicts of the racial discrimination I encountered led me to isolate myself from the others.	2.02	SoA	2.15	SoA	2.97	MA	2.38	SoA
6. The resulting conflicts of the racial discrimination I encountered led me to seek revenge to racial discriminators.	1.94	SoA	2.05	SoA	2.92	MA	2.31	SoA
OVER-ALL AVERAGE WEIGHTED MEAN (OAWM)							2.44	SoA

Legend: 1.00-1.50 Disagree (D), 1.51-2.50 Somewhat Agree (SoA), 2.51-3.50 Moderately Agree (MA), 3.51-4.50 Agree (A), 4.51-5.00 Strongly Agree (SA)

In terms of the threats brought about by racial discrimination, the statement, "The resulting conflicts of the racial discrimination I encountered led me to feel angry, uncomfortable, and frustrated," has the highest average weighted mean of 2.56 (moderately agree) while all the remaining indicators are interpreted as somewhat agree. This means that, in general, the respondents somewhat agree that they experienced threats caused by discrimination on board (OAWM=2.44).

Table 8
Correlation between Racial Discrimination and Resulting Conflict and Threat to Safety

Variables	Pearson r	p-value	Interpretation
Level of Racial Discrimination vs Conflict	0.828	0.000	Significant
Level of Racial Discrimination vs Threat	0.533	0.000	Significant
Conflict vs Threat	0.611	0.000	Significant

Table 8 presents the correlation between racial discrimination and the resulting conflict, and the degree of threat to safety as experienced by the respondents. Results show that there is a

significant relationship between level of racial discrimination and resulting conflict ($r=0.828$, p -value=0.000). There is also a significant relationship between level of racial discrimination and threat to safety ($r=0.533$, p -value=0.000). Finally, there is a significant relationship between resulting conflict and threat to safety as reflected by a Pearson r value of 0.611, with p -value of 0.000.

The significant results were evident when correlation was tested at .05 level of significance. Hence, the null hypothesis that there is no relationship between racial discrimination and resulting conflicts and threats due to racial discrimination on board multi-nationality manned vessel is hereby rejected.

DISCUSSION

This study investigated the level of racial discrimination experienced by Filipino seafarers on board multi-national vessels and its resulting conflicts and threats to safety. Specifically, it aimed to examine the discrimination experienced in three factors: intrapsychic, organizational, and structural, and to determine the relationship between racial discrimination and its impact on conflicts and safety threats.

The results indicate that Filipino seafarers experience certain levels of racial discrimination across all the three factors. Intrapsychic factors, particularly discrimination based on physical features, had the highest mean score, with respondents strongly agreeing ($M=4.98$). On the other hand, Organizational factors revealed disparities in pay and treatment ($M=3.64$) indicating an agreement that Filipino seafarers receive lower salaries compared to other nationalities. Structural factors, such as global pay guidelines, also showed moderate discrimination ($M=3.30$). Overall, respondents moderately agreed that they faced racial discrimination on board ($M=3.03$).

The study also found that racial discrimination leads to conflicts and poses threats to safety.

Conflicts were reported sometimes in all three factors, with organizational factors showing the highest degree of conflict ($M=3.15$). The most significant safety threat was the emotional response of feeling angry, uncomfortable, and frustrated ($M=2.56$), which indicated a moderate agreement. The correlation analysis confirmed a significant relationship between racial discrimination and conflict ($r=0.828$, $p=0.000$), and between discrimination and safety threats ($r=0.533$, $p=0.000$). These findings highlight the urgent need to address racial discrimination to improve the working conditions and productivity of Filipino seafarers on multinational vessels.

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