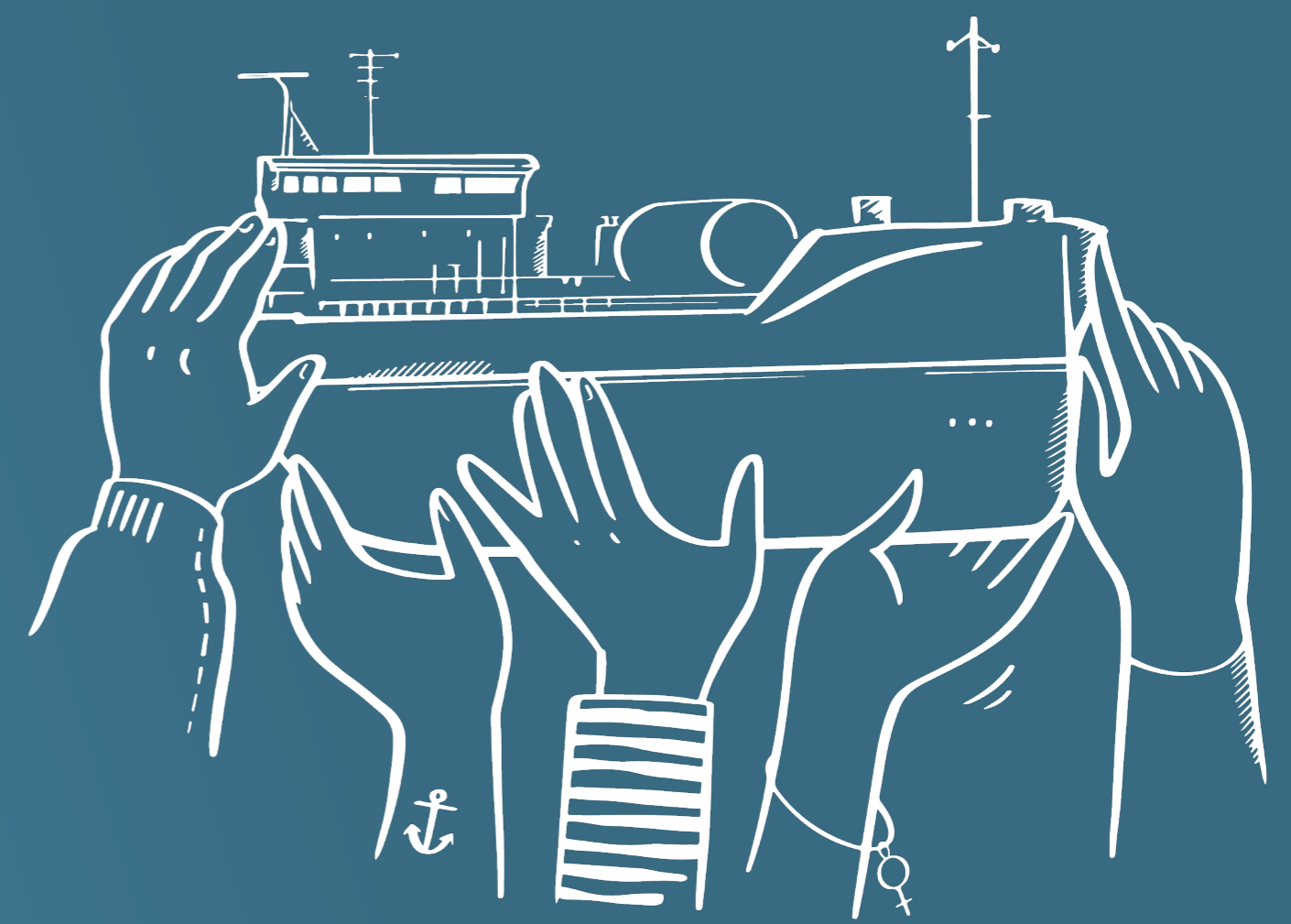


# REDO

## Social Sustainability at Sea



### 01. INTRODUCTION

In 2017, seafarers raised their voices through the #metoo and #anchorsaweight movement, calling for change in the maritime industry. The REDO projects emerged as a response, aiming to create safer and more inclusive working environment at sea. By focusing on social sustainability, REDO works to shift onboard culture from the inside out.

Building on the groundwork from the first REDO project, REDO 2.0 focused on developing practical tools and methods to support inclusive and psychologically safe workplaces at sea. Today, REDO Academy carries that mission forward—training crews and leaders through real-world methods. Because a safe crew makes for a safe ship—and a stronger and more inclusive industry for everyone.

### 02. OBJECTIVES

Grounded in the pillars of Safety, Inclusion, and Motivation, REDO's main objectives are:

- **Strengthen Leadership & Safety:** Explore the link between equality, psychological safety, and maritime safety.
- **Promote Inclusive Cultures:** Develop and implement educational tools to prevent violence, support emotional security, and raise awareness of inclusive vs. exclusive behaviors in maritime workplaces.
- **Support Long-Term Retention:** Build support structures like networks and mentoring for women, and address challenges related to work-life balance to reduce the risk of employees leaving the industry.

### 03. METHODOLOGY

Our approach is grounded in Design Thinking, a method suited for navigating complex and human-centered challenges. By exploring user needs, lived experiences, and workplace dynamics, we co-created practical tools in close collaboration with five shipping companies. Ideas were tested, evaluated, and refined through iterative focus groups and contributions from Chalmers students, ensuring relevance and real-world usability. This collaborative and adaptive process helped bridge research and practice—turning insights into tangible, sustainable solutions.

### 04. FINDINGS/RESULT

#### REDO 2.0



**WP 1:**  
Psychological Safety



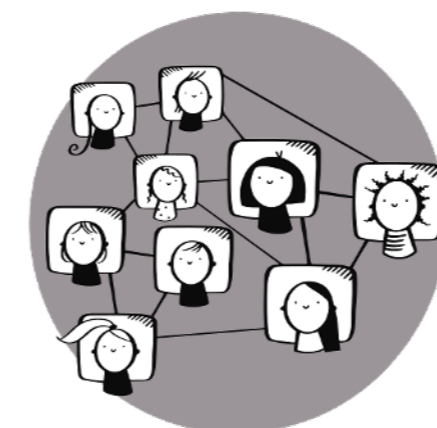
Leadership training at Chalmers, now based on psychological safety



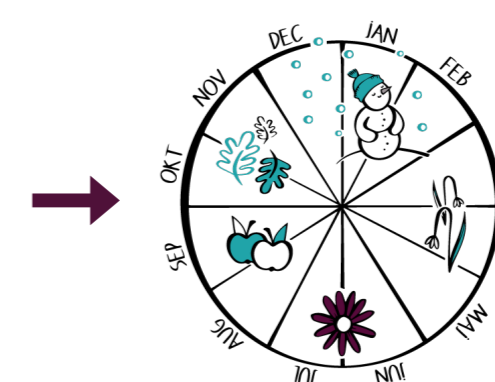
**WP 2:**  
Safe rooms  
for conversation  
(based on Mentors in Violence Prevention, MVP)



Course and facilitator lectures - Inclusive work environments in the maritime industry



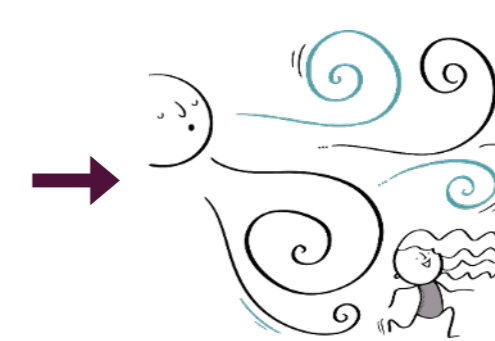
**WP 3:**  
Wheel of Inclusion



Wheel of Inclusion Workshops - preventing unwelcome behaviour in the workplace



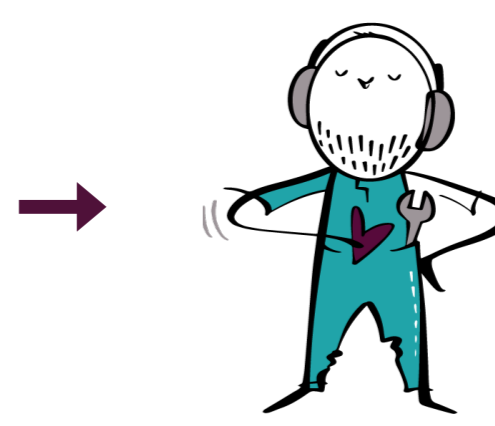
**WP 4:**  
Supporting Structures for Women



Mentorship Program for women in shipping



**WP 3:**  
Policy Lab for Family



Policy-driven solutions for modern parenthood

### 05. CONCLUSION

Key findings emphasized the need for organizational change tools and broader accessibility. Creating an inclusive and psychologically safe maritime workplace requires leadership commitment, preventive strategies, and long-term cultural change. Officers onboard often seek support in managing interpersonal dynamics, which highlights the need for tools like the Wheel of Inclusion. While checklists can help, true change is achieved through reflection, training, and collective responsibility. Sustainable solutions also require addressing structural norms, especially around gender and parenthood. Preventive work must be embedded in everyday practices, carried by both leaders and crew to ensure a thriving, safe, and inclusive environment.



Want to learn more? Talk to Cajsa Jersler Fransson, project Manager of REDO. She is around!

Dive into our website to learn more about the initiatives and the full REDO journey!

