

ATTRACTING AND RETAINING QUALITY SEAFARERS



WORLD MARITIME DAY PANEL
NOVEMBER 18 2010



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THE PROBLEM

BIMCO / ISF Manpower
Update 2005 forecast
a shortage of 27,000
maritime officers
worldwide by 2015



IMO launched a 'Go to
Sea' campaign in 2008



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OFFICER SHORTAGE ESTIMATES

- Drewry estimated officer supply in 2009 at 517,000, a rise of 11% since 2005 and 28% since 1990
- 30% of officers in 2009 were Asian led by China, the Philippines and India – while eastern European officers represented 25% of the total.
- Drewry estimated the shortfall to be 33,000.



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2020 REQUIREMENTS

2010 Japan International Transport Institute and Nippon Foundation study sees a steadily widening demand for seafarers, with a deficit of 7.2% for both officers and ratings emerging by the year 2020

Required additional manpower 2010-2020

- 32,000 officers
- 47,000 ratings



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WHAT IS DISSUADING POTENTIAL RECRUITS?

ALTERNATIVE AND LUCRATIVE CAREER CHOICES AVAILABLE TO GRADUATES



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ONBOARD LIFESTYLE

- cultural mix
- access to external communication
- accommodation
- length of contracts
- shore leave
- recognition
- more than a number



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IDENTIFICATION WITH EMPLOYER



Important to foster a culture of identity and trust between ship owner or manager and the seafarer



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3-400 seafarers detained at any time



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OTHER HAZARDS OF THE JOB



Tasman Pioneer



Limburg 2002



Hyundai Fortune

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CRIMINALISATION



Prestige



Full City



Captain Mangouras



Pacific Adventurer



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SEAFARERS IN U.S. POST 9/11

- “The main problems have been with
 - (a) inadequate shore access;
 - (b) invasions of privacy; and
 - (c) unreasonably long detention, as material witnesses, during the investigation of suspected MARPOL violations.
- So called criminalization of seafarers is often official victimisation, largely derived from the actual or perceived helplessness of foreign nationals who happen to be mariners” . Clay Maitland



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thank you



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