

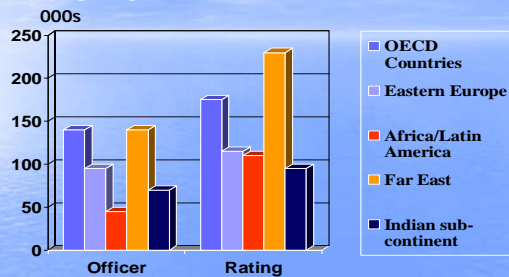
AN UNIONIST'S VIEWS ON THE DEVELOPMENT OF SEAFARERS TRAINING

For
"ZERO GOALS"

FOCUS 1

**BIMCO / ISF
supply & demand
of seafarers**

Supply by Area of Domicile 2005



Over 40% of the officers are from Asia

Demand & Supply Summary, 2005



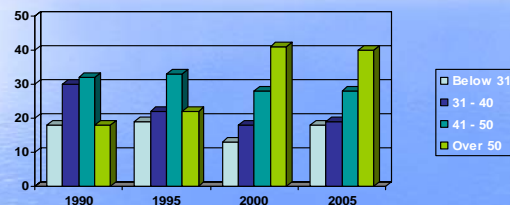
In 2005 it is estimated there is a shortage of about 10,000 officer and an overall surplus for rating.

DEMAND

- 2000: 420,000 officers
- 2005: 432,000 officers
- By 2010: 476,000 officers

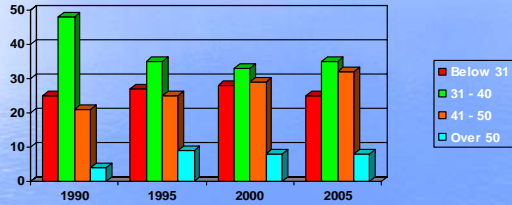
Source: BIMCO/ISF

AGEING OECD OFFICERS



More than 65% of the OECD officers are above the age of 40

AGEING FAR EAST OFFICIERS



About 40% of Far East Officers are above 40.

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MAIN OUTCOMES SUMMARY OF BIMCO RPT

- **2005 Supply Estimates**
 - 466,000 Officers & 721,000 Ratings
- **2005 Demand Estimates**
 - 476,000 Officers & 586,000 Ratings
- **Labour market shift from Europe to Far East**
- **Commercial Fleet vessels up 1% over 10 Yrs**
- **Heavy reliance on officers from OECD nations**
 - 25% over age of 50
- **Few Officers from Far East / Indian Sub Con remain at sea over 50.**

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FOCUS 2

Present Scenario & Issues

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West To East

50s & 60s
Europeans took over American Seafarers' jobs

70s & 80s
Asians took over European Seafarers' jobs

90s & 2000s
Competition from Eastern Europeans and PRC Seafarers

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WORLD FLEET STATISTICS (100GT & ABOVE)

100 GRT & Above	1980	2004	Increase
World Fleet	63,220	74,189	17%
FOC	7,270	17,054	135%
Asian Fleet	15,960	24,059	51%

Source: Lloyds Register

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Seafarer Supply Estimates

Country	Officers	Ratings	Total
China	42,704	79,504	122,208
Philippines	46,359	74,040	120,399
India	46,497	32,352	78,849
Ukraine	28,908	36,119	65,027
Russia	21,680	34,000	55,680
Croatia	10,300	9,200	19,500
Latvia	7,515	10,027	17,542
Poland	8,446	4,737	13,183

Source: BIMCO ISF 2005 Update

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Increased Commercial Demand

- 4,700 new building on order

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Shortage

BY 2015 estimated there will be a shortage of **27,000** seafaring officers

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FOC SHIPS (2005)

FOC Ships	23 Crews	10 Officers
ITF Standard	US\$83,898	US\$52,063
ITF TCC (2006/07)	US\$52,574	US\$28,165
IBF TCC (2006)	US\$48,478	US\$29,086
AMOSUP IBF TCC	US\$47,461	US\$29,502
SMOU / SOS TCC	US\$50,476	US\$30,310
SMOU / SOS IBF TCC	US\$46,484	US\$28,053

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NATIONAL FLAG (2005)

National Flag	23 Crews	10 Officers
USA	US\$240,000	US\$144,000*
Greece	US\$90,000	US\$54,090*
Japan	US\$105,000	US\$63,000*
ILO	US\$32,427	US\$19,969
Singapore 1	US\$68,166	US\$41,916
Singapore 2	US\$34,354	US\$22,107

* Based on 60%

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SEAFARER CONCERNS

- Increased pressure
- Overregulation of industry
- Security Measures – Overbearing
- Isolation
- Safety
- Fatigue
- Criminalisation

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**SHORTAGE
IS A
PROBLEM**

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FOCUS 3

COMMITMENT
&
THE NEXT LAP

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Small minds

come together
they discuss about
people – gossip,
complaining...

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Average minds

come together
they discuss about
event – what
happen....

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Great minds

come together
they discuss about
ideas

22

TRAINING

Invest in Training....

Training is Important, Necessary &
Expensive.

Training is an **INVESTMENT**

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RELATIONSHIP

- WIN WIN
- Mutual Trust & Understanding
- Contributor v.s. Destroyer
- Proactive v.s. Reactive
- Visionary Leadership

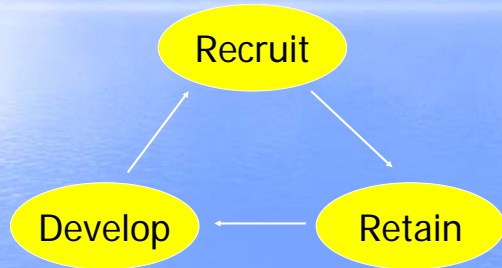
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BUILD RELATIONSHIP

Build a Strong Bipartite and Tripartite Maritime Industrial Relationship

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SHIPOWNERS & 3-Pronged Approach



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SMOU COMMITMENT

- Singapore Maritime Training Fund
- Regional Training in Asia
- Promote Mandatory Training Berths – 1 Cadet per ship
- Bipartite Relationships
- Tripartite Relationships

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COMMITMENT

- ITF Task Force on Retention of Maritime Skills
- ITF to promote & seek ratification on the implementation of the ILO Maritime Convention

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Human Error →



Ship Accidents
Pollution
Fatalities
Detentions

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Training Investment = Quality Seafarers



Zero Accidents
Zero Fatalities
Zero Pollution
Zero Detentions

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3 'P's
=
***Professional,
Productive &
Progressive***

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3 'P's Companies



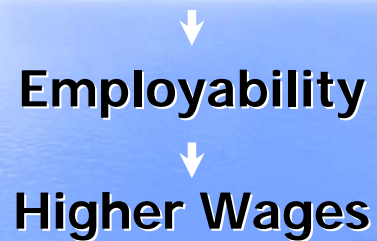
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3 'P's Union



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3 'P's Officers



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**The choice is
yours!**

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