

ENHANCING THE ATTRACTIVENESS OF THE MARITIME PROFESSION

**The challenge of meeting
operators and seafarers needs**

Tony Mason, Secretary General ICS/ISF

Brussels 11 March 2010



ICS AND ISF

- **INTERNATIONAL CHAMBER OF SHIPPING**
 - International Shipping policy, legal and technical issues
 - Including ship building and operations, environmental performance, safety and security
 - Representation at IMO and UNFCCC
- **INTERNATIONAL SHIPPING FEDERATION**
 - Employer organisation covering labour affairs, manning & training, and seafarers' welfare; ILO & IMO
- **MEMBERSHIP**
 - 35 National Shipowner Associations
 - All sectors and trades, 75% of world fleet



PRIORITIES



BIMCO/ISF MANPOWER STUDY

- First study 1990
- Conducted every 5 years
- Acknowledged as authoritative
- New study available end 2010



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Projected Supply/ Demand Balance

BENCHMARK PROJECTION

	2005		2015	
	000's	%	000's	%
Officers	-10	-2.1	-27	-5.9
Ratings	135	18.8	167	21.6

Key Assumptions:

- Number of ships increase at 1% p.a.
- Technology reduces manning levels on new ships
- Past recruitment/wastage levels continue unchanged



Supply/Demand Balance

SENSITIVITIES (2015 – Officers)

DEMAND	000's
• Low fleet growth	-37
• High fleet growth	+21
• No reduction in manning scales	+20
• Increasing back up (leave/training)	+39
SUPPLY	
• High wastage (+1% point)	-46
• Increased training (1 additional cadet per vessel)	+116

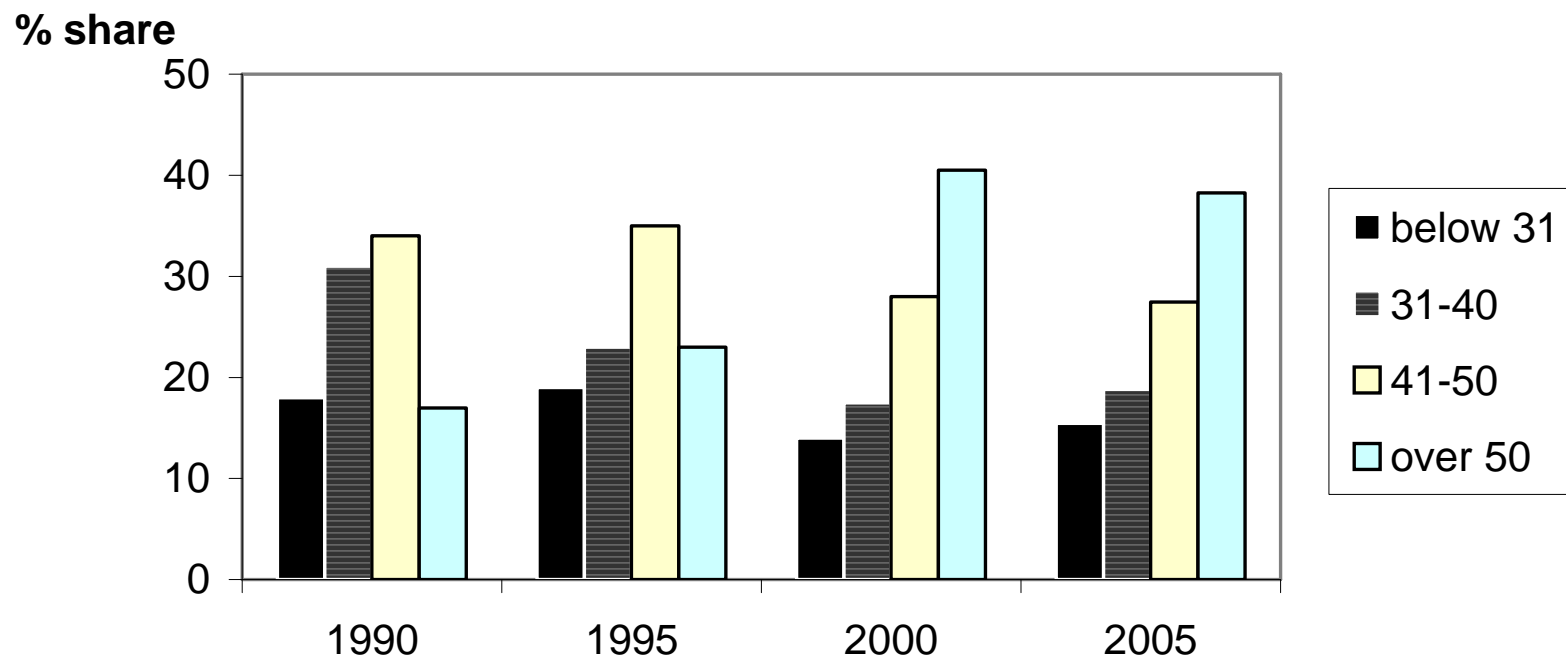


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Ageing Workforce?

Figure S.2: Age Structure for OECD Officers



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2010 YEAR OF THE SEAFARER



- **IMO Go to Sea Campaign**
- **Launched 17 November 2008**
- **Supported by ILO, Round Table & ITF**



ISF CENTENARY DVD

Careers in International Shipping

- Available in 7 languages
- Translation funded by IMO and three national associations
- Now on the internet (YouTube)



ISSUES FOR OWNERS AND SEAFARERS



PIRACY CRISIS

Since 2008 off Somalia

- **over 250 attacks**
- **over 70 ships hijacked**
- **over 1300 seafarers taken hostage**
- **over US\$200m paid in ransoms**



CRIMINALISATION

- Criminalisation of accidental pollution
- Prolonged detentions
- International law not followed



MARITIME LABOUR CONVENTION – RATIFICATION

Needed - 30 states

33% of world gross tonnage

Currently - 8 states

**(Liberia, Bahamas, Panama, Marshall Islands,
Croatia, Spain, Bosnia and Herzegovina and
Norway).**

44+% of world gross tonnage



THANK YOU

www.marisec.org

www.shippingfacts.com